**Off-Duty Emergency Assistance Policy, LMC Model Policy**

*League staff thoughtfully develops models for your city’s consideration. Models should be customized as appropriate for an individual city’s circumstances in consultation with the city’s attorney. Helpful background information on this model may be found in our guidance on “*[*Providing Assistance in Emergencies*](https://www.lmc.org/resources/providing-assistance-in-emergencies/)*.”*

**This icon marks places where the city must customize the model. They offer additional provisions, optional language, or comments for your consideration. The icon, and language you do not wish to include, should be deleted from this model before use. Make other changes, as needed, to customize the model for your city.**

**City of** **\_\_\_\_\_\_\_, Minnesota**

**Off-Duty Emergency Assistance Policy**

It is the policy of the City of \_\_\_\_\_ to encourage its emergency personnel to provide first aid and related assistance in emergency situations that occur while emergency personnel are off-duty, when it is reasonably possible to do so. Emergency personnel are expected to use sound judgment and discretion in determining whether it is reasonably possible to provide assistance, subject to the following guidelines:

* Emergency personnel shall not attempt to provide assistance if unable to do so safely and effectively because of alcohol consumption or any other reason.
* Emergency personnel shall provide only such assistance as is consistent with their training and experience.
* Emergency personnel are not required or expected to provide assistance if doing so would jeopardize their safety or health; whether because of the lack of appropriate personal protective equipment or for any other reason.
* Emergency personnel shall not interfere with any on-duty emergency personnel responding to the emergency and shall comply with any directions given by such personnel.

The City of \_\_\_\_\_ considers any emergency personnel providing off-duty emergency assistance in accordance with this policy to be acting within the course and scope of duty for purposes of liability and/or workers’ compensation.

*Considerations in drafting your policy:*

1. *This draft policy refers to emergency personnel. The city should consider whether it applies to all emergency personnel such as police, firefighters, First Responders, etc.*
2. *The city should consider whether any geographical limits should apply. For example, should the policy be limited to emergencies within the city only? Within the geographic area served by the city’s emergency services? Within Minnesota? Anywhere in the world?*
3. *Many cities have policies governing whether and under what conditions emergency personnel* *should respond if the volunteer has consumed alcohol. If the city has such a policy, it may be appropriate to incorporate the same standards in this policy.*
4. *The city’s policy should also address whether and how emergency personnel will be compensated for these services. However, because of the variety of possible situations in different cities, this draft doesn’t include language on compensation.*