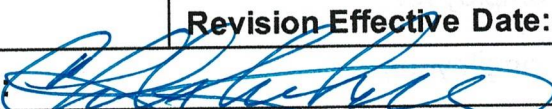




Pine-Strawberry Fire District Employment Practices 2.1

Subject: Employment Status	Page: 1 of 2
Board Approval Date: 12/15/2022	Effective Date: 12/30/2022
Revision Approval Date:	Revision Effective Date:
Board Chair Signature & Date: 	

I. Policy:

The Pine Strawberry Fire District (PSFD) has At-Will, For-Cause, and Contract employees.

II. Purpose:

- A. To define the concept and terms of "At-Will" and "For-Cause" and "Contract" employment.
- B. To establish the employment relationship between the district and its employees.
- C. To notify employees of their employment status.

III. Scope:

- A. This policy applies to At-Will and For-Cause members of the Pine Strawberry Fire District.
- B. The Fire Chief is a contract employee that is governed by his/her contract

IV. Definitions:

- A. At-Will: An employment relationship in which either party can break the relationship provided there was no expressed contract for a definite term.
- B. For-Cause: An employment relationship between the employee and the employer that may only be broken in the case that the employee violates Department policies or voluntarily resigns.

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C. Initial Probation: The first full year of full-time employment.

V. Practice:

A. At-Will employees serve at the will and pleasure of the district, may be dismissed at any time, with or without cause. Dismissal of At-Will employees requires the approval of the Fire Chief. At-Will employees include:

1. Part- time employees
2. Temporary employees
3. Full time employees on initial probation

B. For-Cause employees may be dismissed "For-Cause" or in a time when reduction of forces is required. For-Cause employees have the right to due process and appeal. Dismissal of For-Cause employees requires the approval of the Fire Chief. For-Cause employees include:

1. Full-time employees who have completed the initial probationary period with the exception of the Fire Chief