




Pine-Strawberry Fire District Employment Practices 2.1

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I. POLICY:

The Pine-Strawberry Fire District (PSFD) employs at-will, for-cause, and contract members.

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 members.
- C. To notify members 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 member governed by his/her contract.

IV. DEFINITIONS:

A. At-will:

- 1. An employment relationship in which either party can break the relationship provided there was no expressed contract for a definite term.

B. For-cause:

1. An employment relationship between the member and the employer that may only be broken in the case that the member violates District policies or voluntarily resigns.

C. Initial Probation:

1. The first full year of full-time employment.

V. PRACTICE:

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

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

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

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