



**MESCAL J-6
FIRE DISTRICT**

**STANDARD OPERATING
POLICY # 002**

Employment-At-Will

I. PURPOSE

To establish the nature of the volunteer employment relationship between the Mescal-J6 Fire District and its' members.

II. SCOPE

This policy applies to all members of the District.

III. POLICY

It is the policy of Mescal-J6 Fire District that members are employed as volunteers at the will of the District for an indefinite period. By virtue of this policy, it is understood that one's volunteer employment may terminate at any time at the will of the District or at the will of the member, with or without cause, without liability, and with or without notice.

IV. GUIDELINES:

- A. Only the Fire District Board is authorized to modify this policy or to enter into any agreement contrary to this policy.
- B. The Employment-At-Will policy shall not be modified by any oral statements, statements contained in this manual or any other employment-related documents. No document shall create an express or implied contract of employment for any definite period of time or for any terms or conditions of employment.
- C. Successful completion of any probationary period or the first or subsequent performance evaluation periods shall not impact one's status as a volunteer member-at-will.
- D. Under the terms of employment-at-will, nothing contained in this manual or other volunteer employment related documents shall restrict the District's right to change the terms or conditions of volunteer employment or to terminate a member, with or without just cause.
- E. Statements of specific grounds for termination set forth in this manual or elsewhere are not all inclusive and are not intended to restrict the District's right to terminate a member.

Approved by the Mescal-J6 Fire District Governing Board on October 28, 2020 Replaces May 4th, 2015