

NATURE OF EMPLOYMENT

Employment and volunteerism with the district is voluntarily entered into. The employee and/or volunteer are free to resign at will at anytime, with or without cause. The district may terminate the relationship at will at anytime, with or without cause, so long as there is no violation of applicable federal or state law.

Policies set forth in this Policy and Guideline Manual are not intended to create a contract, nor are they to be construed to constitute contractual obligations of any kind or a contract of employment between the district and any of its members. The provisions of this Policy and Guideline Manual have been developed at the discretion of the Executive Staff and the Board of Trustees and, except for its policy of employment-at-will, may be amended or canceled at anytime, at the district discretion.

These provisions supersede all existing policies and practices and may not be amended or added to without the express written approval of the Executive Staff or the Board of Trustees of the district.

Definitions:

- A. District refers to: Burlington Fire Protection District
- B. Board of Trustees refers to: Fire District Board Members
- C. Executive Staff refers to: Chief or designee
- D. Employee refers to: Full and part-time employees of the district
- E. Volunteer refers to: Volunteer members of the district
- F. Member refers to: Any member of the district, paid or volunteer
- G. EEO refers to: Equal Employment Opportunity
- H. ADA refers to: American Disabilities Act
- I. Full-time refers to: Full-time career employee of the district
- J. Part-time refers to: Part-time employees of the district