|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  | | |  |  | |  |
|  |  | **Blue Ridge Fire District**  **Policy and Procedure** | | |  | General Order Number  **C301** | |  |
|  |  | | | | | | |  |
|  | Subject:  **Employment** | | | Effective Date:  **April 1, 2015** | | | Total Pages:  **2** |  |
| Board Approval Date:  **March 21, 2015** | | | Rescinds: |  |
|  | Application:  **All District Personnel** | | *Signed into effect as authorized by the Board of Directors*  John Banning, Fire Chief | | | | |  |
|  |  | |  | | | | |  |

1. **PURPOSE**

To establish the nature of the employment relationship between the Blue Ridge Fire District (BRFD) and its’ employees.

1. **SCOPE**

This policy applies to all employees of the District.

1. **POLICY**

It is the policy of the Blue Ridge Fire District that employees are employed at the will of the District for an indefinite period. By virtue of this policy, it is understood that one’s job may terminate at any time at the will of the District or at the will of the employee, with or without cause, without liability, and with or without notice.

1. **GUIDELINES**
2. Any employee who has a separate, individual employment contract for a specific, fixed term of employment would be an exception to this policy.
3. Only the Fire District Board is authorized to modify this policy or to enter into any agreement contrary to this policy.
4. The Employment-At-Will policy shall not be modified by any verbal 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.
5. Successful completion of any orientation or probationary period or the first or subsequent performance evaluation periods shall not affect an employee’s status as an employee-at-will. The probationary period is one (1) year as defined in policy **B10**, Probationary Period.
6. Under the terms of employment-at-will, nothing contained in this manual or other employment related documents shall restrict the District’s right to change the terms or conditions of employment or to terminate an employee, with or without just cause.
7. 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 an employee.