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| HB-405 | Standard Operating Guideline | | | |
|  | <p style="text-align: center;">Cumberland Road Fire Department Inc.</p> | | Approved By | |
| | | | Steven Parrish, Fire Chief | |
| | <p style="text-align: center;">Employment Termination</p> | | Effective Date | Revised Date |
| | | 7/21/1999 | 1/5/2015 | |

Employment Termination

Termination of employment is an inevitable part of personnel activity within any organization, and many of the reasons for termination are routine. Below are examples of some of the most common circumstances under which employment is terminated:

- * Resignation - voluntary employment termination initiated by an employee.
- * Discharge - involuntary employment termination initiated by the organization.

Since employment with Cumberland Road Fire Department is based on mutual consent, both the employee and Cumberland Road Fire Department have the right to terminate employment at will, with or without cause, at any time. Employees will receive their final pay in accordance with applicable state law.