

HB-201	Employee Handbook			
	<p style="text-align: center;">Cumberland Road Fire Department Inc.</p>		Approved By	
			Steven Parrish, Fire Chief	
	<p style="text-align: center;">Employment Categories</p>		Effective Date	Revised Date
		7-21-1999	1-5-2015	

Employment Categories

It is the intent of Cumberland Road Fire Department to clarify the definitions of employment classifications so that employees understand their employment status and benefit eligibility. These classifications do not guarantee employment for any specified period of time. Accordingly, the right to terminate the employment relationship at will at any time is retained by both the employee and Cumberland Road Fire Department.

REGULAR FULL-TIME employees are those who are not in a temporary or introductory status and who are regularly scheduled to work Cumberland Road Fire Department's full-time schedule. Generally, they are eligible for Cumberland Road Fire Department's benefit package, subject to the terms, conditions, and limitations of each benefit program. As of 1-5-2015 Cumberland Road Fire Department has **NO REGULAR FULL-TIME** positions available.

PART-TIME employees are those who are not assigned to a temporary or introductory status and who are regularly scheduled to work less than 40 hours per week. While they do receive all legally mandated benefits (such as Social Security and workers' compensation insurance), they are ineligible for all of Cumberland Road Fire Department's other benefit programs.