

# Grant County Fire Protection District 3

## POLICY AND PROCEDURE

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1. NUMBER: 5.3.10
2. SUBJECT: *Volunteer Status and Administrative Authority*
3. POLICY: The District maintains an at-will volunteer service relationship with all volunteer members and reserves full authority to manage volunteer operations in the best interest of the District and the community it serves.
4. SCOPE: This Policy and Procedure is applicable to all volunteers of Grant County Fire District 3.
5. RESPONSIBILITIES:
  - A. The District Fire Chief is responsible for ensuring that this Policy and Procedure is adhered to.
  - B. All volunteers are responsible for complying with this Policy and Procedure.
6. PROCEDURE:
  - A. The Board of Commissioners recognizes that the proper operation of the Fire Protection District is dependent upon services received from its volunteer firefighters who serve the community for civic, charitable, and humanitarian reasons.
  - B. The Board of Commissioners intends that the volunteer relationship between the District and its volunteers is, and remains, voluntary. That is, either the volunteer or the District has the right to end the volunteer relationship at any time and for any reason.
  - C. All volunteers are members at-will and no District statements, policies, procedures, practices, training requirements, probationary standards, performance standards, or participation expectations (whether verbal or written) shall affect or alter the at-will status of District volunteers.

Accordingly, the District reserves the right to terminate volunteers at any time, with or without notice, when, in its sole and absolute discretion, it determines that separation is in the best interest of the District. The District is not required to utilize or follow progressive disciplinary procedures prior to discipline or termination.

This Policy shall supersede all prior policies or agreements relating to the relationship between the District and its volunteers.

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- D. The Board hereby delegates to the District Fire Chief full authority to manage District volunteers including, without limitation, the power to hire and fire volunteers.
  
- E. The District may establish performance, conduct, attendance, participation, certification, and training standards for volunteers through policies, procedures, guidelines, rules, or operational directives. Such standards are intended solely as management guidelines and do not create entitlement to continued volunteer service with the District.