

Campbell County Fire Department Policy

General Administration

Reduction in Force



900.210

PURPOSE:

In the event it is necessary to terminate the services of employees, terminations will be conducted as set forth below

SCOPE:

This policy applies to all members and employees of the Campbell County Fire Department (CCFD) organization.

POLICY:

- A. The decision regarding which position(s) to eliminate will be made by the Fire Chief. All such decisions are final and not subject to appeal.
- B. Under some circumstances, the best interest of the Fire Department may warrant the discontinuance or curtailment of a program.
 - a. Should such action become necessary, when practical and in the best interest of the Fire Department as determined solely by the Joint Powers Fire Board, an effort may be made to transfer the affected employee(s) to some other activity for which they are qualified and for which the Fire Department has an immediate need.
 - b. If no vacancy exists in the same classification, the employee may be offered an appointment in a different classification.
 - c. If a transfer is not practical, as determined in the sole discretion of the Fire Department, the employee(s) will be terminated.
- C. These policies are not intended to impact upon, or modify, the Fire Department's adoption of the employment at will concept. Further, these policies do not create a duty upon the Fire Department to seek or to provide any alternative employment, in any manner.

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Page 1 of 1

Sam Saunders, Chairman

ORIGINAL SIGNED