

## **EMPLOYMENT STANDARDS**

**Relative Information:** The District Personnel policies are maintained in the District Organization Manual. The Employment Standards policy delineates conditions of employment including hiring, compensation, hours of work, leave, and other matters related to employment and standards of work. The purposes of these standards are to:

1. Inform all employees of the working guidelines for supervisory and staff personnel in the day-to-day administration of the District.
2. Inform employees of work standards, expectations, and how personnel matters are to be addressed.
3. Ensure consistent, fair, and uniform treatment of District employees in accordance with applicable regulations and District guidelines.

The Employment Standards apply to all employees of the District. The District also negotiates a collective bargaining agreement with the IAFF Local 1817 bargaining unit. When there is a difference between a District Employment Standard and a provision in the Labor Agreement, the language in the Labor Agreement applies.

The Fire Chief maintains and makes recommendations on the Employment Standards.

**Policy Statement:** It is the policy of the Board of Directors to delegate the development, maintenance and administration to the Fire Chief.