



PROBATIONARY PERIOD

SCOPE

This guideline shall apply to all members of the Stoney Point Fire Department and shall be adhered to by all members.

PURPOSE

To establish the parameters for a probationary period of employment or membership within Stoney Point Fire Department.

DEFINITIONS

Guideline - a general rule, principle, outline of a policy

Member – any career, volunteer, staff, and auxiliary personnel affiliated with the department

Shall - indicates a mandatory requirement

GUIDELINES

Stoney Point Fire Department is an equal opportunity employer and seeks out the most qualified and motivated employees and volunteers. North Carolina is an “at will” employment state, meaning that employees and volunteers may be terminated at any time, for any reason, as long as there are no relevant laws protecting the employee or volunteer from termination, they may be let go without prejudice.

Probationary Period of Employment

All career members shall serve a 12-month probationary period upon receiving an appointment. All volunteer members shall likewise serve a 12-month probationary period. Members within the probationary period may have their membership or employment terminated without notification or prejudice.

References

NC DOL Employment at Will

Policy Number

7A.004

Page 1 of 1