

IDYLLWILD FIRE PROTECTION DISTRICT

POLICY TITLE: Employee Status

POLICY NUMBER: 2003

2003.1 A "Regular" employee is one who has been hired to fill a regular position in any job classification and has completed his/her probationary period.

2003.1.1 "Regular" employees of the district are recognized through an agreement between the IFPD and the ICFA under the most current memorandum of understanding between the two parties. The ICFA is the only recognized bargaining group by the IFPD.

2003.2 A "Probationary" employee is one who has been hired to fill a regular position in any job classification and has not completed probation with the District. Upon satisfactory completion of probation with the District in said classification, and upon the Fire Chief's decision to retain said employee, said employee shall be granted "regular" employee status.

2003.2.1 A probationary employee will receive not less than the minimum rate for the job classification which is being filled, and will be eligible for sick leave pay, holiday pay, vacation pay, insurance coverage or items of a similar nature, as he/she becomes eligible as applicable in the current IFPD / ICFA MOU. A probationary employee will not be eligible for a leave of absence.

2003.3 A "Temporary" employee is one who is hired to work within any job classification, but whose position is not probationary nor regular in nature. The work assignment of a temporary employee may vary in duration and will not exceed one year.

2003.3.1 Employees hired to replace a regular employee who is on a leave of absence shall be hired as temporary employees.

2003.3.2 A temporary employee will receive not less than the minimum rate for the job classification, which is being filled, but will not be eligible for sick leave pay, holiday pay, vacation pay, insurance coverage or items of a similar nature, nor will he/she accrue seniority or leave of absence rights.

2003.3.3 If a temporary employee is reclassified to "probationary" or "regular" employment status, he/she will be credited with all continuous service in determining eligibility for such benefits that may accrue to him/her in his/her new status.

2003.4 A "Part-time" employee is one who is hired to work within any job classification, but whose position is not "regular" in nature. The A part-time employee works whenever the district's workload increases to a level that "regular" employees cannot accommodate it

Original Approval Date: 10/08/2013

Reviewed 6 21 2021

March 26, 2024
Reviewed and Adopted"


Clerk of the Board