

## RESOLUTION NO. 19-11

### A RESOLUTION OF THE BOARD OF DIRECTORS OF THE NORTH CENTRAL FIRE PROTECTION DISTRICT ADOPTING THE DISTRICT'S EMPLOYEE HANDBOOK ESTABLISHING A SET OF GUIDELINES AND POLICIES GOVERNING ALL DISTRICT EMPLOYEES

**WHEREAS**, The North Central Fire Protection District Board of Directors desires to adopt an Employee Handbook as a set of guidelines and policies governing all personnel matters for all District employees, including employment policies, working conditions, leaves and benefits, health and safety, and personnel policies; and

**WHEREAS**, the policies contained in the Employee Handbook, attached to this resolution as Exhibit A and incorporated herein by this reference, are general guidelines for the District's current employment practices and workplace procedures. The Employee Handbook is neither intended to be any type of promise or guarantee of specific disposition, nor a guarantee of employment for any specific duration; and

**NOW, THEREFORE**, be it resolved that the Board of Directors of the North Central Fire Protection District as follows:

1. The North Central Fire Protection District hereby adopts the Employee Handbook attached herein as Exhibit A establishing the guidelines, policies and rules under which its' employees work.
2. The Fire Chief and/or his/her designee has the authority to make immaterial changes and adjustments to this adopted Employee Handbook and interpret its provisions in a manner that is necessary to effectively and efficiently manage the daily operations of the District.

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**PASSED AND ADOPTED** by the Board of Directors of the North Central Fire Protection District at their meeting held on this 24th day of October 2019, by the following vote:

**AYES:** Abrahamian, Belluomini, Foglio, Nonini and Souza

**NOES:**

**ABSTAIN:**

**ABSENT:**

**APPROVED:**

  
\_\_\_\_\_  
Ken Abrahamian, Board Chair

**ATTEST:**

  
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Amanda Souza, Board Secretary

**CERTIFICATE**

STATE OF CALIFORNIA     )  
COUNTY OF FRESNO     ) ss.  
CITY OF KERMAN         )

I, Amanda Souza, Board Secretary of the North Central Fire Protection District, do hereby certify the foregoing Resolution of the Board of Directors of the North Central Fire Protection District was duly passed and adopted at a Regular Meeting of the Board of Directors on October 24, 2019.

**DATED:** October 24, 2019

  
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Amanda Souza, Board Secretary