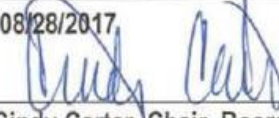


# Grant County Personnel Policy

DATE ISSUED: 08/28/2017	EFFECTIVE DATE: 08/30/2017
APPROVED:  Cindy Carter, Chair, Board of County Commissioners	08-28-17 Date Signed
LAST REVISED: 10/12/2016	CONTACT: Human Resources

## 815 – Volunteer Firefighters, Reserve Officers, Civil Air Patrol Members' Leave

### 815.1 Specifics

815.1.1 Washington State's Volunteer Firefighter Leave provides job protection for qualifying employees who are volunteer firefighters and reserve police officers because of leave taken to an alarm of fire or an emergency call.

815.1.2 This leave extends to any qualifying employee who is a civil air patrol member because of leave taken related to an emergency service operation.

### 815.2 Definitions

815.2.1 Alarm of fire or emergency call: Responding to, working at, or returning from a fire alarm or an emergency call, but not participating in training or other non-emergency activities.

815.2.2 Civil air patrol member: A person who is a member of the Washington wing of the civil air patrol.

815.2.3 Emergency service operation: The following operations of the civil air patrol:

- (a) Search and rescue missions designated by the air force rescue coordination center;
- (b) Disaster relief, when requested by the federal emergency management agency or the department of homeland security;
- (c) Humanitarian services, when requested by the federal emergency management agency or the department of homeland security;
- (d) United States air force support designated by the first air force; and
- (e) Counterdrug missions.

815.2.4 Reinstatement: Defined as reinstatement with back pay, without loss of seniority or benefits, and with removal of any related adverse material from the employee's personnel file.

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815.2.5 Withdrawal of disciplinary action: The withdrawal of disciplinary action with back pay, without loss of seniority or benefits, and with removal of any related adverse material from the personnel file.

815.2.6 Volunteer firefighter: A firefighter who:

- (a) Is not paid;
- (b) Is not already at his or her place of employment when called to serve as a volunteer, unless the employer agrees to provide such an accommodation; and
- (c) Has been ordered to remain at his or her position by the commanding authority at the scene of the fire.

815.2.7 Reserve Officer: An employee or volunteer in criminal law enforcement engaged in emergency services, but does not include enforcement officers who are eligible for participation in the Washington law enforcement officers' and firefighters' retirement system or the Washington public employees' retirement system, with respect to periods of service rendered in such capacity.

815.3 Should an employee who is a volunteer firefighter, reserve officer, or civil air patrol member believe he/she was disciplined in violation of RCW 49.12.460, he/she is encouraged to contact Human Resources.

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