



1.4 Purpose/Scope of Human Resource Policy.

This handbook compiles the Des Moines Pool Metropolitan Park District's current employment policies and practices. An operating procedure needs to be consistent with these policies and approved in advance by the Board of Commissioners or District General Manager. An electronic copy of this document is available on the District Policies page of the website at www.MtRainierPool.com

1.4.1 The policies in this document are not intended to create promises or guarantees of employment or specific treatment in specific instances on which employees may rely.

1.4.2 The provisions in the document have been developed at the discretion of the Board of Commissioners and, except for the policy of employment-at-will, may be amended or cancelled by them at any time as is deemed necessary and appropriate, without advance notice. District also reserves the right to deviate from these policies in individual situations, particularly in an emergency, in order to achieve its primary mission.

1.4.3 These policies apply to all District employees.

1.4.4 These provisions replace all previous policies and may not be changed or added to without the express approval of the Board of Commissioners.

