



RESOLUTION NO. 2026-003

RESOLUTION OF THE BOARD OF DIRECTORS OF THE MARIN WILDFIRE PREVENTION AUTHORITY (MARIN WILDFIRE) AFFIRMING THE AT-WILL EMPLOYMENT STATUS OF MARIN WILDFIRE STAFF

WHEREAS, the Marin Wildfire is a Joint Powers Authority (JPA) formed to coordinate and fund proactive wildfire prevention efforts throughout Marin County; and

WHEREAS, Marin Wildfire is committed to maintaining clear and lawful employment practices consistent with California state law; and

WHEREAS, Marin Wildfire recognizes and its employment agreements reflect, that each of the positions within the agency are designated as at-will employees, meaning their employment may be terminated at any time, with or without cause or notice, and without the right to appeal, except as otherwise required by law or contract; and

WHEREAS, it is the intent of the MWPA Board of Directors to formally affirm the at-will nature of employment for positions within Marin Wildfire.

NOW THEREFORE, the Board of Directors of the MWPA does hereby resolve and affirm as follows:

SECTION 1. "AT-WILL" EMPLOYMENT FOR MARIN WILDFIRE EMPLOYEES.

The Board intends that, unless a written employment agreement provides otherwise, all current and future positions within the agency shall be subject to "at-will" employment.

1. Affirmation of At-Will Status

Marin Wildfire affirms that unless otherwise stated in a written employment contract approved by the Board of Directors, all Marin Wildfire employees serve at the pleasure of the Executive Officer and are employed on an at-will basis. The Executive Officer is employed as an at-will employee that serves at the pleasure of the Board.

2. Authority to Hire and Terminate

The Executive Officer, or their designee, shall have the authority to appoint, discipline, and terminate at-will employees in accordance with applicable laws and policies.

3. No Implied Contracts

Nothing in Marin Wildfire's policies, procedures, practices, employee handbooks, or verbal representations shall be construed to create an express or implied contract of continued employment, nor alter the at-will nature of employment unless expressly approved in writing by the Marin Wildfire Board of Directors.

4. Effective Date

This Resolution shall take effect immediately upon its adoption and shall apply to all

current and future employees of Marin Wildfire unless superseded by a duly authorized written employment agreement or applicable state or federal law.

PASSED, this 21st, day of May, 2026.

AYES: 16 Katherine Jones, Kate Colin (for Rachel Kertz), Catherine Wey, Dennis Rodoni, Kathryn Donohue, Barry Evergettis, Bill Shea, Catherine Murray, Bruce Goines, Tom Finn, Cathryn Hilliard, Mark White, James Andrews, Barbara Coler, Julie McMillan, Yoav Schlesinger

NOES:

ABSENT: 1 Claire Molesworth

ABSTAIN:

Signed by:



Cathryn Hilliard, Board President

DocuSigned by:

Attest:



Martina Fusorio, Management Analyst