Nebraska Task Force 1 – Management Policy
Member Separation (MP 1000.04)

Owner: BC Brad Thavenet Effective Date: 06/16/2020

Purpose

To provide a structure for separation from membership in Nebraska Task Force 1 (NE-TF1).

Policy

NE-TF1 defines two types of separation from membership, voluntary and involuntary.

Voluntary

A voluntary separation or resignation may be initiated by the member at any time for any reason. Members who wish to resign from NE-TF1 shall notify the Program Manager in writing to initiate this process. Once separated, the member's training and personnel files will be placed in an inactive status file for future reference.

Involuntary

Participation in NE-TF1 is voluntary and should be considered a privilege. No member has a right to maintain membership if they violate any reason for involuntary separation, not limited to the following:

- Failure to meet training requirements
- Failure to submit requested documentation in a timely manner
- Conduct which is detrimental to NE-TF1
- Theft or intentional destruction of NE-TF1 property
- Violation of MP 1000.05 (Controlled Substance Use)
- Failure to follow the NE-TF1 Code of Conduct

A recommendation for involuntary separation may be initiated by the Program Manager, any Task Force Leader, or Team Manager. This recommendation shall be submitted in writing as soon as possible and detail the reasons for the recommendation. The final decision regarding separation will be made by the Program Manager after a discussion with the member, if he/she chooses to participate in a meeting. No appeals for involuntary separation will be considered. Once separated, the member's training/personnel file will be placed in an inactive status file for future reference.

Return of NE-TF1 Property

Upon separation, the member shall coordinate the return of all NE-TF1 owned property in their

possession to NE-TF1's designated Logistics Manager. Any damaged, lost, or unreturned property may require the member to incur the cost of replacement. The determination of adequate compensation shall be made by the Logistics Manager. If the member does not provide compensation, the cause for compensation will be reported to the City of Lincoln, NE Attorney's Office.