

PROBATIONARY PERIOD DATES FOR LOCAL 1 UNIT MEMBERS

All new regular employees hired on January 1, 2002 or after shall serve a one year probationary period. Employees shall be evaluated at the completion of the third (3rd), sixth (6th), ninth (9th) and eleventh (11th) month of service, and more frequently if deemed advisable.

The first date of service is the base date, and required evaluations and granting of permanent status shall be scheduled based on the first date of service. Examples follow:

First date of service:	June 1	June 10
<u>Evaluation Schedule</u>		
End of third month	September 1	September 10
End of six month	December 1	December 10
End of ninth month	March 1	March 10
End of eleventh month	May 1	May 10
Permanent status:	June 1	June 10

Employees who are promoted into a classification requiring a twelve month probationary period shall serve a six month probationary period. Management can extend the probationary period when it is determined at the third probationary evaluation that the employee is marginal for retention but may be a satisfactory employee if given specific counseling and assistance within another three month period and the employee agrees to a probationary extension. Services may be terminated at any time during the regular or extended probationary period at the sole discretion of management. The exception to the six month promotional probationary period shall be those classifications in Information Technology and Police Services. Promotional employees in these classifications shall have a one year probationary period.

Public Employees, Local 1, Article 8.6 & 14