

15. PROBATIONARY PERIOD

15.1 Probationary Period

- A. All new or re-employed employees in full-time regular positions shall serve a probationary period of 26 biweekly full pay periods.
- B. For Deputy Sheriff (Entry):

All new full-time regular employees who do not possess a Basic P.O.S.T. Certificate shall serve a probationary period of twenty-six (26) biweekly pay periods extending from the first full pay period following the employee's completion of P.O.S.T. Academy Training. The probationary period shall not exceed thirty-nine (39) full pay periods of active duty following completion of P.O.S.T. Academy training, unless extended in whole or in part, by an employee's leave of absence.
- C. All part-time employees shall serve an extended probation period beyond twenty-six (26) pay periods in proportion to the relationship their basic workweek bears to forty (40) hours.
- D. Any leave-of-absence with or without pay, military leave-of-absence or jury duty exceeding seven (7) consecutive calendar days shall cause the employee's probation period to be extended by an amount equal to the number of pay periods during which the employee was on the leave-of-absence with or without pay, military leave or jury duty.
- E. There shall be an evaluation of each employee's job performance nine (9) pay periods from the date of appointment to a regular or limited-term position and before any merit increase or every twenty-six (26) pay periods after reaching the top step of the salary range for the class in which they are employed.
- F. The probationary period may exceed twenty-six (26) full pay periods of active duty when the extension is by mutual agreement between the probationary employee, appointing authority and the Director of Human Resources or when the probationary period is extended pursuant to Section 15.1 (D) above. Except as stated in section B above, the probationary period shall not exceed thirty-nine (39) full pay periods of active duty.

15. PROBATIONARY PERIOD

15.1 Probationary Period

- A. All new or re-employed employees in full-time regular positions shall serve a probationary period of twenty-six (26) biweekly full pay periods extending from the date the employee successfully complete P.O.S.T. Academy training. No probation period shall exceed a total of thirty-nine (39) full pay periods, unless extended in whole or in part by an employee’s leave of absence.

- B. All full-time employees who are promoted shall serve a probationary period of twenty-six (26) full pay periods from the date of promotion ending with the last day of the twenty-sixth (26th) pay period.

- C. Any leave-of-absence with or without pay, military leave-of-absence or jury duty exceeding seven (7) consecutive calendar days shall cause the employee’s probation period to be extended by an amount equal to the number of pay periods during which the employee was on the leave-of-absence with or without pay, military leave or jury duty.

- D. There shall be an evaluation of each employee’s job performance nine (9) pay periods from the date of appointment to a regular or limited-term position and before any merit increase or every twenty-six (26) pay periods after reaching the top step of the salary range for the class in which they are employed.

The probationary period may exceed twenty-six (26) full pay periods of active duty when the extension is by mutual agreement between the probationary employee, appointing authority and the Director of Human Resources or when the probationary period is extended pursuant to Section 15.1 (C) above. The probationary period shall not exceed thirty-nine (39) full pay periods of active duty.

COUNTY:

UNION:

Georgia Cochran

David Brock

Date: _____

Date: _____