

EAST COUNTY FIRE & RESCUE

Policies, Procedures, and Guidelines

SUBJECT: Probation-Promotion-Reversion

PPG NUMBER :90.2.8.a

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APPROVED BY: 

Board Chair

REVIEWED: _____

BY: _____

POLICY:

PROBATION

Length of Probationary Period

No person shall be finally appointed to a position until he or she has satisfactorily served a probationary period. The probationary period for Employees covered by this Agreement shall be twelve (12) calendar months from date of their employment. The employer shall provide each probationary employee with an objective written evaluation every three (3) months for the first year of employment.

Termination during Probationary Period

During the probationary period, the Fire Chief or designee, at their discretion, may terminate the employment of a probationary Employee. Such a probationary Employee shall not have recourse to the grievance procedure.

PROMOTION

It is the intention of the Employer to fill newly created positions or position vacancies from within before hiring new employees, provided employees are available with the necessary qualifications and abilities to fill the vacant position. For additional information please reference PPG 10.8.2 Promotion Section page 5 of 6.

REVERSION

Any District employee who is promoted to a new position shall serve a probationary period as specified above. A promoted employee who fails to successfully pass the probationary period shall be reinstated without any loss of seniority or pay provided the pay rate shall not exceed the normal rate for the position being reinstated to. For additional information please reference PPG 10.8.2 Promotion Section page 6 of 6.