

EAST COUNTY FIRE & RESCUE
Policies, Procedures, and Guidelines

SUBJECT: Probation-Promotion-Reversion

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APPROVED BY:



Board Chair

REVISED: 04-02-2019

POLICY:

PROBATION

Length of Probationary Period

All new employees shall be subject to a probationary period. The probationary period for employees covered by this policy shall be twelve (12) calendar months from date of their employment. The employee's supervisor shall provide a written performance evaluation at six (6) months and twelve (12) months during 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 District 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 reference PPG 10.8.2 Hiring Policy.

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 to their previous position without any loss of seniority or pay, provided the pay rate shall not exceed the normal rate for that position. For additional information reference PPG 10.8.2 Hiring Policy.