

## **15- PROBATIONARY STATUS**

Probation as Part of the Selection Process. Each individual offered employment with the city must serve a probationary period during which employment with the city is terminable at the will of the department head with the consent of the human resources director. Continued employment with the city is contingent upon successful completion of the probationary period.

Employees of the Police Department shall serve a probationary period of eighteen (18) months.

All other classified employees shall serve a probationary period of twelve (12) months.

Probation as a Disciplinary Action. An employee may be placed on probationary status as a corrective action for misconduct or unsatisfactory job performance. Failure on the part of the employee to improve performance or correct the conduct that brought about the probationary status may result in the dismissal of the employee or other disciplinary measures.