

Sec. 58-10. - Probationary period.

- (a) The probationary period shall be regarded as an integral part of the terms and conditions of employment.
- (b) Any original appointment as a regular employee shall be subject to an initial probationary period. During the probationary period, an employee may be transferred or dismissed at the employer's sole discretion for any reason or for no reason. A probationary employee shall have no rights to appeal such a decision. Prior to the expiration of the initial probationary period, the employee's performance shall be evaluated in writing by such employee's supervisor and given to the city manager with a written recommendation that the employee be dismissed or a statement that the employee has successfully completed the probationary period and can be considered as a regular employee.
- (c) All promotions shall be subject to a probationary period. If the employee who has been promoted is found unsuited for the work of the position to which promoted, such employee may be reinstated to the position and rate of pay previously held or to some other position in the class from which such employee was promoted.
- (d) Probationary periods shall be as follows:

Position	Length of Probationary Period
Police officer	One year
All other full-time positions	Six months
All other positions	To be determined by the department head and approved by the city manager

The city manager may extend the probationary period for specific individuals for an additional six-month period, not to exceed one year, upon the recommendation of an employee's department head or a designated supervisory employee.

- (e) During the first three months of the initial probationary period, but not during a promotional probationary period, a probationary employee shall not be entitled to vacation leave. After completion of the first three months of the initial probationary period, a probationary employee will be entitled to such leave, and it shall accrue from the start of the probationary period.

(Code 1963, § 112.07; Code 1980, § 16-9; Ord. No. 427, 2-6-1975; Ord. No. 83-808, 10-20-1983; Ord. No. 88-1064, 2-4-1988)