

ORDINANCE NO. 2024

**AN ORDINANCE AMENDING AND RE-ENACTING SECTION 29.08.04060
– 15.22 OF CHAPTER 29 OF THE MUNICIPAL CODE OF THE CITY OF
DICKINSON, NORTH DAKOTA, RELATING TO PROBATIONARY
PERIOD FOR EMPLOYEES**

BE IT ORDAINED BY THE BOARD OF CITY COMMISSIONERS OF THE CITY OF
DICKINSON, NORTH DAKOTA, AS FOLLOWS:

Section 1: Section 29.08.04060 – 15.22 of Chapter 29 of the City Code of the City of
Dickinson is hereby amended and re-enacted as follows:

15.22 Probationary Period and Trial Period

15.22.1 Term of Probationary Period – New Hire

Every employee hired by the City of Dickinson must complete a probationary period of
not less than ~~90 days~~six months, for the purpose of assessing the individual's ability to
perform the assigned duties. The probationary period may be extended by the employee's
supervisor or the Department Head up to ~~six months~~one year. Any extensions which would
make the probationary period more than ~~six months~~one year from the employee's first day
shall require the written approval of the City Administrator. (Code 1637 § 1)

15.22.2 Term of Probationary Period – Transfers and Promotions

Transfers and promotions carry a trial period of up to 90 days for the purpose of assessing
the individual's ability to perform the assigned duties. During the trial period the supervisor
or the employee receiving a transfer or promotion may choose to remove the employee
from the new position. In this case, the employee will be permitted to return to his/her
former position, if it has not been filled. If after 90 days the new role is not suitable to the
employee and the supervisor, the employee may apply for another position within the City.
(Code 462 of 942 1637 § 1)

Section 2: Repeal of Ordinances in Conflict. All Ordinances and parts of Ordinances in
conflict herewith are hereby repealed.

Section 3: Severability. In the event any section of this Ordinance is held invalid by court
of competent jurisdiction, the invalidity shall extend only to the section affected, and other sections
of this Chapter shall continue in full force and effect.

Section 4: Effective Date: This Ordinance shall be in full force and effect from and after
final passage.

Scott Decker, President
Board of City Commissioners

ATTEST

Dustin Dassinger, City Administrator

First Reading: _____, 2024

Second Reading: _____, 2024

Final Passage: _____, 2024