



**City of Mauston Fire Department**  
**Firefighter & Fire Officer Probationary Policy**

Police & Fire Commission Adopted: June 20, 2024

## **City of Mauston Fire Department**

### **Firefighter & Fire Officer Probationary Policy**

Fire officers and firefighters typically serve a probationary period when they first start their employment. This period allows the department to evaluate the firefighters and officer's performance to determine if they are a good fit for the role, and following the training regime applied in the City of Mauston Fire Department Standard Operating Guidelines. (SOGs)

In the case of operational firefighters and officers in the City of Mauston, the probationary period is 12-months. During the probationary period, the department head (Fire Chief) or appropriate authority monitors the operational firefighters and the Fire Chief monitors the officer's performance. The department head (Fire Chief) is responsible for administering the probationary period for firefighters and officers. The purpose of this monitoring is to ensure the firefighters and officers are meeting the requirements and expectations of the role.

It's important to note that probationary policies do not confer legal rights to employees. They are established in good faith and are intended to be in full compliance with relevant laws and regulations deemed necessary by the City of Mauston, City of Mauston Fire Department, and the Police & Fire Commission.

Fire departments often have written class specifications for each position, which include a description of the nature of the work. These specifications can provide guidance during the probationary period for the City of Mauston Fire Department.

Overall, the probationary period for firefighters and officers is an important time for the firefighter, officer, and the department. It allows for an assessment of the firefighter and the officer's suitability for the role and ensures that the department is staffed with competent personnel.