

Current Civil Service Language

13.02 LENGTH OF PROBATIONARY PERIOD. The period of probation shall be twelve (12) calendar months from the date of appointment to a regular position. If an employee is absent from duty for a prolonged period while on approved or mandated training leave during a probationary period, and the appointing authority does not have a reasonable opportunity to evaluate the performance of the employee, the appointing authority may, with the approval of the Commission, calculate the probationary period on the basis of twelve calendar months of actual service, exclusive of the time away.

Entry level police officers who are required to attend the basic law enforcement academy shall serve a probationary period of twelve months. The probationary period begins when the officer returns from successful completion of the training and reports for duty at the Tumwater Police Department.

Entry level and lateral firefighters or firefighter/paramedics who are required to attend the fire academy and/or emergency medical services training programs shall serve a minimum probationary period of 12 months. The probationary period begins when the employee returns from successful completion of the training program(s) and is assigned to shift work. The total probationary period shall not exceed 18 months unless extended by action of the Commission under this section.

The probationary period for uniformed fire department employees who have been re-hired after a break in service, promoted or voluntarily transferred to positions with different job duties (including transfer from Firefighter/Paramedic to Firefighter) shall be six (6) calendar months.

New Contract Language

ARTICLE 6 – PROBATION

- 6.01: Upon entry into the Fire Department the Employee may be required to serve a maximum eighteen months (18 months) probationary period, unless extended as per Civil Service Rules. Upon successful completion of the probationary period the Employee shall be considered a fully appointed Employee.
- 6.02 The probationary period for new employees shall be a minimum of twelve months (12 months) not inclusive of any required fire academy.
- 6.03: The probationary period for re-hires, promotions or voluntary transfers to positions covered by this Agreement with different job descriptions (including transfers from Firefighter/Paramedic to Firefighter) shall be six (6) calendar months.