

EL DORADO COUNTY FIRE PROTECTION DISTRICT

STANDARD OPERATING GUIDELINE

ARTICLE 11: BOARD OF DIRECTORS POLICIES AND PROCEDURES

EFFECTIVE DATE: 04-06-2022

SECTION 4: PROBATIONARY PERFORMANCE STANDARDS REVISED: 04-06-2022

- 11.4.1 **PURPOSE:** To provide clear and consistent performance expectations for probationary firefighter 3-, 6-, 9-, and 12-month evaluations.
- 11.4.2 3-, 6-, 9-, and 12-month probationary evaluations will be conducted on a 3-month schedule. A new hires first evaluation will be scheduled for the next available evaluation closest to 3 months from on-line date.
- 11.4.3 An additional 3 random skills from any of the previous probationary evaluations will be implemented by the training division for the 12-month evaluation.
- 11.4.4 Retests for probationary firefighters who fail the skills evaluations they are currently being tested for will be conducted on the next scheduled probationary evaluation.
- 11.4.5 Failures that occur during the 12-month evaluation will extend the probationary period until the next scheduled evaluation.
- 11.4.6 Failure of evolutions, unsafe acts, negligent acts, or insubordination during training evolutions will result in a "Notice of Unsatisfactory Performance" (NOUP) issued by the training division and placed in the probationary firefighter's personnel file.
- 11.4.7 3 "Notices of Unsatisfactory Performance" (NOUP), grossly negligent, insubordinate, or unsafe acts during training will result in a "Letter of Unsatisfactory Performance" (LOUP) issued by the training division. A "Letter of Unsatisfactory Performance" (LOUP) is grounds for termination.