

# EL DORADO COUNTY FIRE PROTECTION DISTRICT

## STANDARD OPERATING GUIDELINE

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**ARTICLE 11: BOARD OF DIRECTORS POLICIES  
AND PROCEDURES**

**EFFECTIVE DATE: 01-01-1997**

**SECTION 3: PROBATION**

**REVISED: 04-12-2006**

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- 11.3.1 **PURPOSE:** To establish probationary requirements for new hires.
- 11.3.2. Probation shall be for twelve (12) months from the first date of service and from first date of promotion, continuous time served in an acting capacity for such promotional rank immediately preceding the effective date of promotion shall count towards time served in that position for the purpose of the probationary period.
- 11.3.3. Personnel shall maintain and keep current all required certifications.
- 11.3.4. Personnel on probation shall be evaluated by their assigned Supervisor every three (3) months for the first year.
- 11.3.5. Personnel will be required to comply with all requirements that apply to their specific job descriptions.
- 11.3.6. New hires will be required to complete "orientation training" within the allotted time.
- 11.3.7 Failure to comply with, or violation of, any District policy will be sufficient cause to terminate an individual's service as a Probationary employee.