

ARTICLE 4
EVALUATION

A District/CSEA committee shall be formed to recommend a new evaluation procedure for probationary and permanent employees. The committee will complete its work no later than July 1, 2006. The current provisions of Article 4, with the exception of Section 4.5, shall be suspended effective with the beginning date of this contract through December 31, 2006. In the event that the District and CSEA reach an agreement on a new evaluation procedure, the contract will be modified, subject to ratification, to include any such agreement.

4.5 Evaluation Procedure for Probationary Unit Members

4.5.1 Every unit member, except unit members designated as peace officers, shall serve an initial probationary period for six (6) months or one hundred and thirty (130) paid days, whichever is longer. Peace officers and dispatchers shall serve an initial probationary period of one (1) calendar year. A peace officer at the trainee level shall serve an initial probationary period of one (1) calendar year and upon promotion to the next higher level of peace officer shall serve a probationary period of six (6) months or one hundred and thirty (130) days, whichever is longer.

4.5.2 The immediate supervisor shall prepare a formal evaluation for probationary unit members by the end of the second and fourth months of service and prior to the completion of the sixth month of service. If as a result of a probationary employee's absence the supervisor cannot adequately evaluate the probationary period in the times specified above, the supervisor may conduct the evaluation at a reasonable time after the probationary employee's return to work.

4.5.3 Unit members who are promoted shall be evaluated by their immediate supervisors on the second and fourth months and prior to the completion of the sixth month of promotional reclassification.

4.5.4 In the event the unit member who is promoted does not successfully complete the promotion probationary period by failure to receive a satisfactory second or third evaluation, the permanent promotional or probationary member shall be entitled to a position in his/her permanent classification.

4.5.5 In the event that the employee does not receive a satisfactory evaluation during their initial probationary period and the supervisor does not recommend permanency, the employee may be offered the opportunity to resign prior to release from their probationary assignment.