

EL DORADO COUNTY FIRE PROTECTION DISTRICT

POLICY TITLE: Employee Status

POLICY NUMBER: 2080

2080.10

"Probation" Is established as a twelve- (12) month period of time in which the District has the opportunity to review and evaluate the job performance of a newly hired employee.

2080.20

Probation (Acting Positions). Hours worked during an "acting" assignment shall be included within the twelve- (12) month of service policy if there is no break in service between the "acting" assignment and permanent assignment. Example: Firefighter/Paramedic assigned as "Acting Captain" for an undetermined length of time and returned to permanent assignment would not receive credit for those hours worked in the "acting" position. Firefighter/Paramedic assigned as "Acting Captain" for an undetermined length of time and promoted to a Captain's position shall be credited for those hours worked in the "acting" position.

2080.30

A "Full-time" employee is one who has been hired to fill a full-time position in any job classification and has completed his/her probationary period.

2080.40

A "Probationary" employee is one who has been hired to fill a full-time position in any job classification and has less than twelve (12) continuous months of service within that specific job description, with the District. Upon completion of twelve (12) months of continuous service with the District in said classification, and upon the Fire Chief or designee's decision to retain said employee based on job performance, said employee shall be granted full-time employee status.

2080.50

A "Temporary" employee is one who is hired to work within any job classification, but whose position is not full-time in nature. The duration of the work assignment of a temporary employee may range from one (1) day to a maximum of 1,000 working hours, within the fiscal year.

