

	<b>LANE COUNTY SHERIFF'S OFFICE POLICY</b>	Number: <b>G.O. 6.03</b>
		Issue Date: March 21, 2005
		Revision Date:
<b>CHAPTER:</b> Human Resources		Related Policy: APM, Chapter 3, Section 18, Issue 4, Applicable Working Agreements
<b>SUBJECT: Probation</b>		Related Laws:

**POLICY:** Employees that are hired, promoted, or rehired shall serve the appropriate probationary period as designated by the applicable labor agreements and County administrative policies.

**RULE:** None

**PROCEDURE:**

I. Probationary Period

- A. Supervisors will provide guidance and assistance to probationary employees transitioning into a new position.
- B. If it is deemed that a probationary employee is not satisfactorily performing the duties of the position for which they were hired or promoted, the Sheriff may, without cause, terminate the employee at any time during the probation period.
- C. An employee who has satisfactorily completed their probationary period may not be demoted or terminated without cause.