

Snohomish County Council  
Snohomish County, Washington



CO00021268

ORDINANCE NO. 96-012

AMENDING CHAPTER 3A.09 OF THE SNOHOMISH  
COUNTY CODE PERSONNEL RULES REGARDING PROBATIONARY  
AND TRIAL PERIODS

BE IT ORDAINED:

Section 1. Snohomish County Code Section 3A.09.020, added by ordinance 84-129, dated November 21, 1984, is hereby amended to read as follows:

3A.09.020 Duration.

All initial and all promotional regular appointments of ~~regular employees~~ shall be tentative and subject to a probationary or trial service period which starts upon the effective date of an appointment.

The probationary period for initial appointment to the classified service shall be 12 months in duration.

A probationary period ~~where required by these rules~~ following a transfer, demotion, or reinstatement, unless required otherwise by chapter 3A.10, shall be six months in duration. A trial service period following promotion or reclassification shall also be six months in duration.

~~Time served in a temporary appointment just prior to a regular appointment shall be credited toward satisfaction of the required probationary period: PROVIDED, That the temporary appointment was in the same classification as the regular appointment and there has not been more than a 15-day break in service between the appointments.~~

In the event an employee is on leave for more than 10 consecutive work days during a probationary or trial service period, the completion date shall be extended by an amount of time equal to the period of leave.

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Section 2. Snohomish County Code Section 3A.09.030, added by ordinance 84-129, dated November 21, 1984, is hereby amended to read as follows:

3A.09.030 Removal during probationary period.

At any time during the probationary period the employing official may remove an employee whose performance who does not meet the required standards for the position: PROVIDED, That he/she shall report the removal and the reasons therefor in writing before the effective date of separation, to the director and to the employee concerned. Notice of 10 working days will normally be given an employee who is removed. An employee dismissed during the probationary period may not resort to the grievance procedure. This section is not intended to confer any rights in employment upon probationary employees. Probationary employees may be terminated at will during the probationary period for any or no cause.

PASSED this 1<sup>st</sup> day of May, 1996.

SNOHOMISH COUNTY COUNCIL  
Snohomish County, Washington

Richard C Johnson  
Chairperson

Approved as to Form:

U. Gregory Hite, 3/12/96  
Deputy Prosecuting Attorney

ATTEST:

Barbara Sikorsti  
Clerk of the Council, Asst.

- APPROVED
- VETOED
- EMERGENCY

DATE: 5-6-96

ATTEST:

Sandra Grose  
Admin Asst.

Joan M Earl  
County Executive

JOAN M. EARL  
Deputy Executive

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