

MACOMB COUNTY HUMAN RESOURCES POLICY

PROBATIONARY PERIOD

A probationary period is a continuation of the Recruitment and Selection process and is intended to ensure that an employee is capable of fulfilling the requirements of the position.

A full-time employee newly hired into the County is considered a probationary employee for the first six (6) months of employment from the date of hire.

A part-time employee newly hired into the County, is considered a probationary employee for the first nine (9) months of employment from the date of hire.

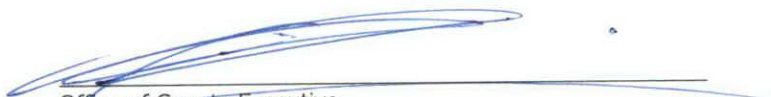
If it is determined that a newly hired employee is not capable of successfully fulfilling the requirements of the position, the employee shall be terminated without the right of appeal or statement of cause.

A current employee of the County who has a change in classification, is considered a probationary employee for the first four (4) months from the date of change in classification.

If, within the four (4) month probationary period, it is determined that an employee who had a classification change is not capable of successfully fulfilling the requirements of the position, the employee will be terminated without the right of appeal or statement of cause. An exception may be made with the Elected Official/Department Head approval(s), as well as union approval where applicable.

This Policy does not apply to an employee in a position that is designated as "at will".

Approved:



Office of County Executive

5-17-22
Date

Approved: December 13, 2017
Revised: May 4, 2022