



JOHN W. HICKENLOOPER  
Mayor

## **CITY AND COUNTY OF DENVER**

### **CIVIL SERVICE COMMISSION**

POLICE AND FIRE DEPARTMENTS

1570 GROVE STREET  
DENVER, COLORADO 80204-1930

PHONE: 720-913-3370  
FAX: 720-913-3373

### **COMMISSIONERS**

Anna Flores  
Elizabeth I. Kiovsy  
Cecilia E. Mascarenas  
Christopher H. Olson  
Samuel Williams

### **EXECUTIVE DIRECTOR**

Earl E. Peterson

**PLEASE POST: May 24 – June 1, 2005**

## **AMENDMENTS TO PROPOSED RULE 9, SECTIONS 1(C) and 2(C) PROBATION**

Following the close of public hearing on May 20, 2005 the Commission approved for posting the attached amendments to the changes proposed for Rule 9 Sections 1(C) and 2(C) as were previously posted on April 22, 2005.

**Posted in compliance** with Commission Rule II § 4(A)(6). The proposed amendments will not become final until a Notice of Adoption is issued, following this required posting.

### **PLEASE NOTE:**

**Deleted Text:** Marked by **strikethrough**.

**New Text:** Marked by **double underline**.

**Existing Text:** Is the language of proposed Rule 9 as previously posted April 22, 2005.

**Questions:** Contact Brian Kellogg, Sr. Personnel Analyst  
720-913-3366 or [brian.kellogg@ci.denver.co.us](mailto:brian.kellogg@ci.denver.co.us)

**RULE 9  
PROBATION**

**Section 1. Original Appointment.**

- A. Any person selected for original appointment shall be duly notified and upon accepting and reporting for duty shall receive from the Manager of Safety a notice of appointment for a probationary period. The probationary period shall include [except for the ranks of Fire Systems Technical Specialist and Mechanic in the Fire Department, and except for the appointment of a Firefighter, under Charter § 9.3.11(E)(iii), pursuant to an intergovernmental agreement] the time necessary to successfully complete the Police or Fire Academy and a nine (9) month period thereafter.
- B. For the ranks of Fire Systems Technical Specialist and Mechanic in the Fire Department, the probationary period shall include a period of 12 months following appointment.
- C. For any and all person appointed to the rank of Firefighter, under Charter § 9.3.11(E)(iii) pursuant to a particular intergovernmental agreement, the probationary period shall be determined by the Manager of Safety. The same probationary period shall be applicable to all such persons receiving original appointment under a particular agreement. The probationary period shall be established by written notification to the Commission prior to the original appointment of any applicant under the agreement. **The Manager of Safety may establish the probationary period independent of the particular agreement or, should the particular agreement stipulate a probationary period, by written approval of the agreement.** Should the Manager of Safety fail to establish the probationary period prior to any original appointment under the agreement, the probationary period shall default to the time necessary to successfully complete the Fire Academy, if participation in an academy is required following appointment, and a nine (9) month period thereafter.
- D. Any notice of appointment for a probationary period shall not require the retention of any appointee.

**Section 2. Probationary Dismissals.**

- A. An original appointee who fails to complete the probationary period has not attained a permanent status in the Classified Service. A probationary member shall not be entitled to appeal a dismissal action.
- B. The Manager of Safety may summarily dismiss, without cause, any probationary member during their probationary period. At the end of the probationary period, if the conduct and capacity of the appointed member shall have been satisfactory, he or she shall be permanently appointed; otherwise, he or she shall be dismissed.

**RULE 9: Amendments to Proposed Rule – Approved 5-20-05 for Posting**

- C. The Manager of Safety shall promptly report to the Commission any notice of dismissal action regarding a probationary member of the Classified Service, stating the reason(s) ~~therefore~~for the dismissal.

**END**