

RESOLUTION NO. 3581

RESOLUTION AMENDING "RULES FOR PERSONNEL ADMINISTRATION, CITY OF LODI, CALIFORNIA," RULE V, SECTION 2 AND RULE VIII, SECTION I TO PROVIDE FOR ONE YEAR PROBATIONARY PERIOD FOR SWORN POLICE PERSONNEL.

WHEREAS, the City of Lodi receives reimbursement for the training of sworn police personnel via the State Commission on Police Officer Standards and Training; and,

WHEREAS, said Commission has established certain minimum standards to be met by those agencies participating in said reimbursement program: and,

WHEREAS, included in these minimum standards is that of a probationary period of one year for all sworn police officer personnel upon hire:

NOW, THEREFORE, IT IS HEREBY RESOLVED, by the City Council of the City of Lodi that "Rules for Personnel Administration, City of Lodi, California" be amended to read as follows:

RULE V

COMPENSATION

"Section 2. Application of Plan. All requests for increases in salary range shall be made through the appropriate administrative channels in writing to the City Manager for transmission to the City Council. Step increases within the salary ranges established by the City Council may be authorized by the City Manager upon the recommendation of the appropriate department head. but such increases shall not be granted to the same employee in the classified service more often than once each year, except that each probationary employee, except original appointees to the police department as sworn police personnel, shall be entitled to a one-step increase upon satisfactory completion of six months service and attainment of permanent status at a level below the top step of the appropriate range. Original appointees to the police department as sworn police personnel shall be entitled to a one-step increase upon satisfactory completion of six months service and shall attain permanent status upon satisfactory completion of twelve months of service. Salary increases shall not be automatic, but shall depend upon increased service value of the employee as exemplified by length of service, performance record, special training undertaken, or other pertinent evidence."

and

RULE VIII

PROBATIONARY PERIOD

"Section 1. Objective of Probationary Period: All original, transfer, or promotional appointments shall be subject to a probationary period of six months, except that all original appointees to the Police Department as sworn police personnel shall be subject to a probationary period of twelve months. The probationary period shall be regarded as an integral part of the examination process and shall be utilized for closely observing the employee's work, for securing the most effective adjustment of a new employee to this position, and for rejecting any probationary employee whose performance does not meet required work standards."

DATED: January 5, 1972

I hereby certify that Resolution No. 3581 was passed and adopted by the City Council of the City of Lodi in regular meeting held January 5, 1972 by the following **vote**:

AYES: Councilmen - Ehrhardt, Hughes, Kirsten, Schaffer and Katnich

NOES: Councilmen - None

ABSENT: Councilmen - None

*Bessie L. Bennett*  
BESSIE L. BENNETT  
City Clerk