

ADVISORY GROUP ON Civil Service and Employee Benefits

PROPOSAL #: AGCS # 57

SUBJECT: Probationary employment

DATE ADOPTED BY ADVISORY GROUP: November 23, 2009

COMMISSION ACTION: \_\_\_\_\_ DATE: \_\_\_\_\_

**RECOMMENDATION:** All executive branch agencies should be encouraged to utilize the maximum allowable probationary period of two years for employees hired on or after January 1, 2010. The Civil Service Commission should consider whether the minimum probationary period should be lengthened, perhaps to the current two-year maximum.

<b>Summary Description/Nature of Change</b>	<b>Key/Implementation Responsibilities</b>	<b>Need</b>	<b>Action Needed</b>	<b>Benefit/Saving</b>	<b>Done/ Study</b>
All executive branch agencies should be encouraged to utilize the maximum allowable probationary period of two years for employees hired on or after January 1, 2010. The Civil Service Commission should consider whether the minimum probationary period should be lengthened, perhaps to the current two-year maximum.	Department of State Civil Service; agencies	To assure that employees who are made permanent are persons who fit the agency's needs and who can further the agency's goals and mission	Agency action	Provides agencies a longer time period to evaluate how well a new employee fits within the agency	