

ORDINANCE NO. 9798-124

AN ORDINANCE AMENDING SECTION 2-99(4) OF THE URBANA CODE OF
ORDINANCES RELATING TO CIVIL SERVICE PROBATION

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF URBANA,
ILLINOIS, that Section 2-99(4) of the Civil Service Ordinance is amended to read as
follows:

"Probation.

(a) Initial Period.

Original appointment shall be on probation for an initial period not to exceed six (6) months to be fixed by the rules, provided that original appointment of all classified personnel to the police department or fire department shall be on probation for an initial period not to exceed twelve (12) months to be fixed by the rules of the department.

(b) Extension or discharge.

(1) At or before the expiration of the period of probation, the appointing authority may extend the period of probation, but only if both the candidate and the candidate's lawful collective bargaining representative (in cases where the candidate is represented as a member or fair-share dues paying member) agree in writing to such extension, by stating in writing the appointing authority's reason for doing so to the commission. The appointing authority's request for the extension of probation shall simultaneously constitute a discharge of the candidate even though phrased only as a request for extension, and the reasons for an extension of probation shall constitute the reasons for discharge. If the candidate is not then given an extension of probation and is not discharged, the appointment shall be deemed complete, unless the original probationary period has not yet run in which case the probationary period shall continue as though no request for extension had been made.

(2) Where a request for extension has been made but the commission has not made its final decision regarding the request before the expiration of the probationary period, the probationary period shall automatically be extended by thirty days past its expiration date in order to give the commission the opportunity to make its final decision.

(3) The cumulative length of the probationary period together with all extensions shall not be more than double the initial period, unless because of the unique circumstances of the candidate, the candidate has not worked at full duty in the position for a period equaling at least the initial period, so that the appointing authority has not had adequate opportunity to evaluate the candidate's performance.

(c) Discharge.

At or before the expiration of the period of probation, including any extensions, the appointing authority may discharge the candidate upon stating in writing the appointing authority's reason therefor to the commission. If the candidate is not then discharged, the appointment shall be deemed complete, unless the original probationary period has not yet run in which case the probationary period shall continue as though no request for discharge has been made."

This ordinance is hereby passed by the affirmative vote, the "ayes" and "nays" being called, of a majority of the members of the City Council of the City of Urbana, Illinois, at a regular meeting of said City Council.

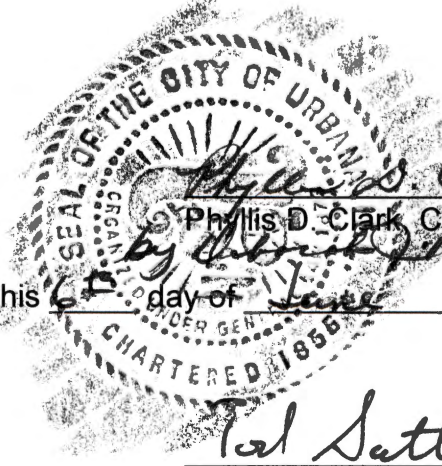
PASSED by the City Council this 1st day of June, 1998.

AYES: Hayes, Huth, Kearns, Patt, Taylor, Whelan

NAYS:

ABSTAINED:

APPROVED by the Mayor this 1st day of June, 1998.



Phyllis D. Clark
Phyllis D. Clark, City Clerk
Robert J. Roberts, Deputy Clerk
Tod Satterthwaite
Tod Satterthwaite, Mayor