

Mobile County Personnel Board Agenda
24 – 21ST Addendum of the Board
Tuesday, November 19, 2024 – 1:00p.m.

1. Board Action Item Comments

Mobile County Personnel Department

Have the Board set a date for comments and suggestions concerning the request from the Personnel Director to amend Rule 11.1(A), Entry Level and/or Initial Employment.

Proposed Amendments (first paragraph): ENTRY LEVEL AND/OR INITIAL EMPLOYMENT. 11.1 (A) Every person appointed to an initial position with each jurisdiction for entry into the classified service is a probationary employee with that jurisdiction, and shall be tested by a working test while occupying the position. The period of the working test shall commence immediately upon appointment and shall continue for such time, not less than six months, as shall be established by the Director. At times during the working test period and in the manner as the Director may require, the Appointing Authority shall report to the Director his or her observation of the employee's work, and his or her judgement as to the employee's willingness and ability to perform his or her duties satisfactorily, and as to his or her habits and dependability. At any time during his or her working test period, after the first two months thereof, the Appointing Authority may remove an employee if, in the opinion of the Appointing Authority, the working test indicates that the employee is unable or unwilling to perform his or her duties satisfactorily or that his or her habits and dependability do not merit his or her continuance in the service. Upon removal, the Appointing Authority shall report to the Director and to the employee removed, his or her action and the reason therefor. No more than three employees shall be removed successively from the same position during their working test periods without the approval of the Director. The Appointing Authority may remove an employee within the first two months of his or her working test period only with the approval of the Director. The Director may remove an employee during his or her working test period if the Director finds, after giving the employee notice and an opportunity to be heard, that the employee was appointed as a result of a fraud or error. However, an employee in his or her working test does ~~may not be suspended nor otherwise disciplined~~ ~~nor~~ have a right to a predisciplinary hearing inasmuch as the employee does not have a property interest in his or her position until such employee's working test has been successfully completed.