



COURT ORDER 2019-1214

Policy Revision - Initial Employment Probationary Period 86-242 3(d)

On a motion made by Commissioner Dr. Elba Garcia, and seconded by Commissioner Dr. Theresa Daniel, the following order was passed and adopted by the Commissioners Court of Dallas County, State of Texas:

BRIEFING DATE: November 5, 2019

FUNDING SOURCE: N/A

Be it resolved and ordered that the Dallas County Commissioners Court does hereby approve the attached revised policy with minor revisions for immediate inclusion into the Dallas County Code.

Done in open Court November 5, 2019 by the following vote:

IN FAVOR: County Judge Clay Jenkins, Commissioner Dr. Theresa Daniel, Commissioner JJ Koch, Commissioner John Wiley Price, and Commissioner Dr. Elba Garcia

OPPOSED: None

ABSTAINED: None

ABSENT: None

Recommended by: Shirley Johnson
Originating Department: Human Resources



Dallas County
COURT ORDER / BRIEFING
Commissioners Court - Nov 05 2019

- Resolution
- Solicitation/Contract
- Executive Session
- Addendum

Policy Revision - Initial Employment Probationary Period 86-242 3(d)

Briefing Date: Nov 5 2019
Funding Source: N/A
Originating Department: Human Resources
Prepared by: Shirley Johnson,
Recommended by: Shirley Johnson,

BACKGROUND INFORMATION:

In its continuing efforts to update and clarify the Dallas County Code, the Human Resources/Civil Service Department submits the attached revision with underlines and strike through to Chapter 86 "Section 86-242 3(d)," (Attachment A). The revisions further clarifies the overall rating required for new employees to satisfactorily complete the initial employment probationary period.

OPERATIONAL IMPACT:

The amended policy will provide clarification to current policy and practices.

FINANCIAL IMPACT:

There is no financial impact associated with the adoption of this policy.

LEGAL IMPACT:

The Civil Section of the District Attorney's Office has reviewed this policy.

PROJECT SCHEDULE:

N/A

SBE PARTICIPATION:

N/A

ADMINISTRATIVE PLAN COMPLIANCE:

Recommendation supports Dallas County's Vision under the Administrative Plan of becoming operationally a model governmental entity by supporting Objective 6: Update, Improve, Maintain, and Make Readily Available Online Collection of All County Policies.

MOTION:

On a motion made by TBD, and seconded by TBD, the following order will be voted on by the Commissioners Court of Dallas County, State of Texas:

Be it resolved and ordered that the Dallas County Commissioners Court does hereby

approve the attached revised policy with minor revisions for immediate inclusion into the Dallas County Code.

ATTACHMENTS:

Probationary Period

Attachment A

86-242 3(d) Initial Employment Probationary Period

d. evaluate overall performance to ensure the employee has an overall performance rating of at least ~~2.75~~ 3.0 for satisfactory completion of the employment probationary period. An employee's failure to satisfactorily complete the initial employment probationary period will result in dismissal without right to appeal.