

Unit 12, SPPOA

Date Passed: 10/28/25

Solano County Proposal #6 – 10/28/2025

Time Passed: 10:35 am

MOU Section 15. Probation Period/Retreat to Vacant Positions

TA 10/28/25  
11:14 am

15.1 Probation Period

- A. All new or re-employed employees (other than entry) in full-time regular positions, shall serve a probationary period of thirteen (13) full pay periods from the date of appointment through the last day of the thirteenth (13) full pay period; however, newly hired employees or County employees entering the classes of Deputy Probation Officer (Entry), and Juvenile Correctional Counselor (Entry), shall serve a probationary period of twenty-six (26) full pay periods.
- B. All full-time employees (other than entry) who transfer from one department to another shall serve a probationary period of thirteen (13) full pay periods from the date of transfer. In addition, all full-time employees who are promoted shall serve a probationary period of thirteen (13) full pay periods from the date of promotion through the last day of the thirteenth (13th) pay period.
- C. All part-time employees shall serve an extended probation period beyond thirteen (13) pay periods in proportion to the relationship their basic workweek bears to forty (40) hours.

The initial or promotional probationary period may exceed thirteen (13) full pay periods of active duty when the extension is by mutual agreement between the probationary employee, appointing authority and the Director of Human Resources, or when the probationary period is extended pursuant to Section 15.1 (D) below. The probationary period for classifications with a probationary period of thirteen (13) pay periods shall not exceed twenty-six (26) full pay periods unless the extension results, in whole or in part, from an employee's leave of absence.

For Deputy Probation Officer (Entry) and Juvenile Correctional Counselor (Entry), the initial or promotional probationary period may exceed twenty-six (26) full pay periods of active duty when the extension is by mutual agreement between the probationary employee, appointing authority and the Director of Human Resources, or when the probationary period is extended pursuant to Section 15.1 (D) below. The probationary period may not exceed thirty-nine (39) full pay periods.

Tentative Agreement of: \_\_\_\_\_

For the County:

For the Union:

Burke Dunphy  
\_\_\_\_\_

John Pierce 10-28-25  
\_\_\_\_\_

Burke Dunphy, Chief Spokesperson      DATE  
10/28/25

John Pierce, Chief Spokesperson      DATE