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2 An act relating to Santa Rosa County; amending
3 chapter 79-561, Laws of Florida, as amended,
4 relating to the Santa Rosa County Civil Service
5 Board; providing a revised definition of
6 "disciplinary action"; providing an extended
7 probationary period for entry-level
8 communications dispatcher positions; expanding
9 training program provisions; providing an
10 effective date.

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12 Be It Enacted by the Legislature of the State of Florida:

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14 Section 1. Subsection (13) of section 1, subsection
15 (8) of section 19, and subsection (9) of section 20 of chapter
16 79-561, Laws of Florida, as amended by chapters 81-487,
17 94-490, and 95-487, Laws of Florida, are amended to read:

18 Section 1. Definitions.--As used in this act:
19 (13) "Disciplinary action" means ~~either~~ demotion,
20 ~~fine,~~ written reprimand, suspension, or dismissal, or any
21 combination thereof.

22 Section 19. Filling vacancies in the classified
23 service.--

24 (8) No appointment, promotion, or reinstatement shall
25 be deemed complete until after the expiration of a
26 probationary period of 1 year for sworn law
27 enforcement/corrections ~~law enforcement and corrections~~
28 positions, and entry-level communications dispatcher
29 positions. All other classified service positions shall serve
30 a probationary period of 6 months. The appointing authority
31 may terminate or demote the employee, if during the

1 probationary service the appointing authority deems the
2 employee unfit or unsatisfactory for service with the
3 following provisions:

4 (a) Appointing authorities shall be required at the
5 end of the first 3 months of probationary service to submit a
6 performance evaluation of the probationary employee to the
7 board. Such report, along with the termination of employment,
8 shall serve as the basis for consideration by the board in
9 determining whether upon removal, for reasons not
10 discreditable, the employee may have his name returned to the
11 register from which it was certified.

12 (b) All employees shall serve the required
13 probationary period; however, when an employee is removed from
14 a position during probation for promotion, that employee shall
15 forthwith be returned to duty in the position held immediately
16 prior to promotion unless such removal was for discreditable
17 reasons, in which case the employee shall be entitled to a
18 hearing before the board.

19 (c) Nonstatus employees removed from positions during
20 their probationary periods shall not be entitled to a hearing
21 before the board.

22 Section 20. Extraordinary appointments.--The following
23 types of extraordinary appointments may be made in accordance
24 with provisions herein described:

25 (9) TRAINEE APPOINTMENT.--The rules of the board may
26 provide for the establishment of training programs, including
27 programs designed to attract and use persons with minimal
28 qualifications, but with potential for development, in order
29 to provide career development opportunities for such
30 disadvantaged groups as handicapped persons, returning
31 veterans, older workers, or other minority group

1 representatives as may be designated by the board. Training
2 programs may also be developed to overcome a shortage of
3 skills in the labor market.Such programs shall be strictly
4 controlled by the board to prevent abuse of the merit system
5 by limiting the number of and duration for such appointments;
6 however, such programs may provide for permanent appointment
7 to established positions upon satisfactory completion of the
8 training period and qualification in the required examination
9 and certification procedure. If given a permanent
10 appointment, the employee shall receive credit for service
11 rendered under the trainee appointment.

12 Section 2. This act shall take effect upon becoming a
13 law.

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