

**RESOLUTION No. 4.2022**  
**OF**  
**THE BOARD OF PUBLIC WORKS AND SAFETY**  
**OF THE CITY OF WABASH, INDIANA REGARDING PROBATIONARY**  
**FIREFIGHTER**

**WHEREAS**, the City of Wabash Fire Department has a personnel manual; and

**WHEREAS**, the Fire Department Personnel Manual creates a position known as a Probationary Firefighter; and

**WHEREAS**, the Fire Department Personnel Manual provides that there is a probationary period of one year which period may be extended under certain circumstances; and

**WHEREAS**, the Indiana Code at 36-8-4-12 permits the Board of Public Works and Safety to have a policy where all appointments to the fire department are probationary for a period not to exceed one (1) year; and

**WHEREAS**, the City's policy of extending the probationary period is contrary to state law;

**NOW, THEREFORE, BE IT HEREBY RESOLVED BY THE BOARD THAT:**

**Section 1.** Section 2.9 of Part III of the Personnel Policies Handbook for the City of Wabash, Indiana be deleted in its entirety and replaced with the following;

2.9 - Probationary Period.

The probationary period is intended to give new employees the opportunity to demonstrate their ability to achieve a satisfactory level of performance and to determine whether the new position meets their expectations. The Department uses this period to evaluate employee capabilities, work habits, and overall performance, and is intended to ensure the new employee can continue working at an acceptable level on an at-will basis.

All new and rehired employees work on a probationary basis for the first year of their employment with the Fire Department.

Employees who satisfactorily complete the probationary period will be notified of their new employment classification. Completion of the probationary period in no way changes the at-will employment relationship nor relieve the employee from obtaining and maintaining specific training, skills or certification required by the written job description for the employee's assigned position or positions.

During the probationary period, new employees are eligible for those benefits that are required by law, such as worker's compensation insurance and social security. During the probationary period, new employees may also be eligible for other employer-provided benefits, subject to the terms and conditions of each benefit program. Employees should read the information for each specific benefit program for the details on eligibility requirements. Questions regarding benefits should be directed to the human relations person in the Office of the Clerk-Treasurer.

**Section 2.** This change to the Fire Department Personnel Manual shall become effective immediately upon passage of this resolution.

**RESOLVED** this \_\_\_\_ day of March 2022.

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Scott A. Long, Mayor

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Todd Titus, Member

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James Reynolds, Member