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TOWN OF CHILMARK CHILMARK, MASSACHUSETTS

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TO: Board of Selectmen

FR: Human Resources Board

DT: December 4, 2015

RE: Request to amend Human Resources Bylaw

On Thursday, December 3, 2015, the Human Resources Board held a public hearing regarding proposed Human Resources Bylaw amendments to sections 1.3 Definitions and 3.0. Initial Evaluation Period.

At the conclusion of the hearing, the Board members voted unanimously to recommend the submittal of amendments of the Human Resources Bylaw, sections 1.3 and 3.0, to town voters for vote at the Annual Town Meeting on April 25, 2016.

Please see the attached recommended bylaw amendments as presented at the public hearing on December 3, 2015.

Draft Amendments to Chilmark's HR By-Law
November 12, 2015

Amend the HR By-Law as follows:

Section 1.0 GENERAL PROVISIONS

1.3 Definitions

The following definitions shall apply to this Bylaw:

Initial Evaluation Period: The first six (6) months of employment for all new Year-round Employees or existing Year-round Employees who assume a position within a different Department or with a job description with duties that are different from the old position. Notwithstanding the foregoing, police officers are subject to a one-year "probationary period" pursuant to MGL Chapter 41, Section 133, which includes the following:

- (a) The initial appointment shall be for a period of one year during which a person shall actually perform the duties of such position on a full-time basis. The initial appointment shall be a probationary period during which police officers shall be deemed employees at will whose removal or dismissal shall be without recourse at any time during such initial appointment.

The probationary period for a police officer starts upon commencement of full-time year-round work following successful graduation from a recruit academy unless a waiver for such attendance based on equivalent academy and police work in another state or jurisdiction has been secured from the state.

Section 3.0 INITIAL EVALUATION PERIOD

3.1 During the Initial Evaluation Period, or in the case of a police officer the probationary period, an employee will be observed and evaluated on his or her conduct, performance against specified goals and objectives, and work habits.

An employee shall accrue authorized leave benefits as outlined in the Bylaw during this period, but may not use these accrued benefits as paid leave until successfully completing the first six months of the Initial Evaluation Period, or, in the case of a police officer, the first six months of the probationary period.