



*University Staff (Dade County Police Benevolent Association
Law Enforcement Bargaining Unit (PBA))*

SUBJECT (R*)	EFFECTIVE DATE (R*)	POLICY NUMBER (O*)
PERMANENT STATUS FOR CERTIFIED LAW ENFORCEMENT PERSONNEL (PBA)	June 21, 2011	1740.195

POLICY STATEMENT (R*)

Certified law enforcement personnel earn "permanent status" in a class, after successfully completing the probationary period for that class. Permanent status provides the employee with the right to appeal any severe disciplinary action while serving in the class.

The standard probationary period for all certified law enforcement personnel shall be twelve (12) months from either the date of hire or date of certification as a State of Florida Law Enforcement Officer, whichever is later, for new law enforcement personnel. The standard probationary period shall be twelve (12) months from the date of promotion for newly promoted certified law enforcement personnel.

Prior to the expiration of the probationary period, the Chief of Public Safety will make a decision regarding retention of the certified law enforcement employee in a permanent status position. The failure of a certified law enforcement employee to pass or complete probation shall not be appealable to any authority; however, an employee who fails to pass a promotional probation period will be returned to their prior position.

REASON FOR POLICY (O*)

To define permanent status for employees in a certified law enforcement personnel class.

HISTORY (R*)

Adopted: March 7, 2005; Readopted: November 14, 2008, June 21, 2011.

<p>RESPONSIBLE UNIVERSITY DIVISION/DEPARTMENT (R*)</p> <p style="text-align: center;">Division of Human Resources Florida International University</p> <p>RESPONSIBLE ADMINISTRATIVE OVERSIGHT (R*)</p> <p style="text-align: center;">Employee & Labor Relations Division of Human Resources 11200 S.W. Eighth Street – PC 236 Miami, Florida 33199 Telephone: (305) 348-2181</p>	<p>The University Policies and Procedures Library is updated regularly. In order to ensure a printed copy of this document is current, please access it online at http://policies.fiu.edu/.</p> <p>For any questions or comments, the “Document Details” view for this policy online provides complete contact information.</p>
--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

***R = Required *O = Optional**