



Personnel Policies

CITY OF WESLACO,
TEXAS

ORIENTATION PERIOD

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Page: 1 of 1

The first 90 days employment are considered an orientation period. During this "get acquainted" time, newly hired employees' demonstrated ability to do the job for which they were hired, conduct and ability to work with others are to be evaluated by their supervisor with particular care. Their supervisor must complete an orientation evaluation by the end of this period. Prior to the expiration of an employee's orientation period, if a final evaluation meeting has not been scheduled, the employee should request one from their immediate supervisor.

- Employees will be granted regular status if they satisfactorily complete the orientation period, as evaluated by their supervisor.
- A decision based on this evaluation, to terminate the employment relationship, is not subject to the City's formal complaint procedure.
- The orientation period will be automatically extended by the number of scheduled workdays an employee is absent, regardless of cause.

At any time during the orientation period the Department Head, may remove an employee if the employee's conduct or job performance does not justify continuation in the employment of the City.

The normal starting pay rate for new employees with no experience will be the minimum of the grade to their job.