

e. Initial Appointment

- i. The Chief shall identify individuals for appointment from the Eligibility List based upon the Chief's professional judgment and discretion and using such procedures as the Chief deems appropriate, but which shall include the following:
 - (1) A thorough background investigation including, without limitation, review criminal records, ~~personal financial history~~, and confirmation of educational and professional credentials and references; and
 - (2) An interview of all persons on the Eligibility List (or all persons in a band or section of the Eligibility List approved by the Board) conducted by the Chief before proposing the appointment of any person from the list or from the approved band or section of the list.
 - (3) The Chief shall inform the Board of the procedures and criteria used by the Chief in identifying individuals for appointment from the Eligibility List.
- ii. When staffing and other administrative considerations require, the Chief shall forward to the Board the names of individuals proposed for appointment from the Eligibility List, including the proposed effective date of the appointments.
- iii. The Board shall promptly consider and act upon appointments from the Eligibility List proposed by the Chief.
- iv. Offers of employment by the Chief following Board approval of a proposed appointment may be conditional upon successful completion of a medical examination.
- v. Probation
 - (1) All initial appointments shall be probationary for a period of eighteen months, and both the initial recommendation by the Chief for appointment and the initial approval of appointment by the Board shall to that extent be conditional.
 - (2) Probation will include training, orientation, and intensive evaluation, for the purposes of assuring successful performance and confirming the qualifications and fitness of the appointee for service.
 - (3) If the Chief decides during the course of probation to terminate the employment of an appointee, the Chief may withdraw the recommendation for appointment of that individual, who shall then be discharged and separated from the Department. The Chief shall then promptly report that decision and the resulting discharge and separation to the Board.
 - (4) At the regular meeting of the Board immediately preceding the completion of the probationary period, the Chief shall forward to the Board the Chief's confirmation of the appointment recommendation, which shall then be subject to final Board approval, or the Chief shall withdraw the recommendation.