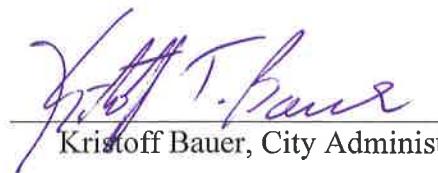


ADMINISTRATIVE ORDER NO. 76

FIREFIGHTER PROBATIONARY PERIOD

The probationary period for all firefighters, hired on or after the date of this administrative order, will be twelve (12) months. The entry rate will be paid to the newly hired firefighter until he/she has successfully completed the initial six (6) months of the probationary period. Upon successful completion of the first six (6) months, the firefighter will be paid at Range 77 (Probationary Firefighter), Step C. Upon successful completion of the twelve (12) months probationary period, the firefighter will be Confirmed and paid at Range F77 (Firefighter), Step D.

Dated this 4th day of December, 2003.



Kristoff Bauer, City Administrator