

State of Utah DEPARTMENT OF NATURAL RESOURCES POLICIES AND PROCEDURES	REF. NR-95-C-5	PAGE 1 of 2
	EFFECTIVE DATE: 05-30-1995	
	REVISION DATE: 06-10-2012	
SUBJECT: Probationary Period for Law Enforcement Officers		
Michael R. Styler, Executive Director		

I. PURPOSE

To define the policy of the Department of Natural Resources regarding law enforcement officers' probationary period.

II. POLICY

A. Probationary period.

1. The probationary period for all law enforcement officers in the Department of Natural Resources, regardless of job title, shall be 18 months.
2. Monetary increases prior to completion of probation may be given in accordance with current Department of Human Resource Management rules. The granting of an increase will in no way restrict or inhibit the flexibility of managers or supervisors to terminate employees during the probationary period.
3. Granting of monetary increases during the probationary period does not constitute full acceptance of the employee.
4. The ability to terminate employment at any time during the remainder of the probationary period still exists.

B. Peace Officer Standards and Training (POST) Certification

1. Upon hiring an employee to fill a position requiring peace officer certification, the Division that the

State of Utah DEPARTMENT OF NATURAL RESOURCES POLICIES AND PROCEDURES	REF. NR-95-C-5	PAGE 2 of 2
	EFFECTIVE DATE: 05-30-1995	
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employee is assigned shall insure an application is submitted to POST in a timely manner.

2. Each employee is required to answer all questions and take required examinations in the POST application process.
3. If the employee qualifies for a waiver the division that the employee is assigned shall assist the employee in this process.
4. Successful completion of the POST basic course or qualifying examination is part of the probationary period requirements. Failure to successfully complete the POST basic course or the waiver exam will be grounds for termination of employment with the Department of Natural Resources.

C. Field Training (FTO)

1. Each division that employs individuals who require peace officer certification shall develop a field training curriculum that satisfies their needs.
2. Each employee shall successfully complete the field training prior to coming off probation.
3. Failure to successfully complete the field training will result in termination.