

**A. Discharge / Probation Period**

1. During the first twelve (12) months of regular employment with the Fire District, the employee shall be probationary, meaning in part that they are subject to discipline, up to and including dismissal.
2. New firefighters hired must have Florida minimum standards (FF2) certification IAW F.S. 633.340.
3. An employee's probationary period may be extended if determined to be appropriate by the Fire Chief.
4. Probationary employees are subject to discipline up to and including dismissal. This limitation of grievance rights shall only apply to employees who are in their initial employment probationary period. Probationary employees may be granted leave and trade time on a case-by-case basis as approved by the Fire Chief.
5. Employees placed back on probation for just cause will enjoy all rights of a regular firefighter and will be allowed swap time.
6. Starting firefighters shall be vaccinated for Hepatitis B at no cost to the employee. If an employee is terminated, or chooses to terminate his / her employment with the Fire District within one (1) year from the date of initial employment, the employee shall reimburse the Fire District for the cost of the vaccination.

**B. Rules**

1. The Rules of the East Niceville Fire District shall reflect a list of causes for disciplinary action up to and including severance of the employment relationship. The rules are illustrative of just cause for dismissal, and should not be considered all inclusive.