

New Durham Fire Department Standard Operating Guidelines (SOG)

SOG 102 Personnel Performance Evaluation

PURPOSE: To assess Department Member's performance relative to the discharge of their duties.

SCOPE: All Fire Department Members

SPECIFICS: Department members will be evaluated annually relative to their performance within the context of their job description.

Probationary members will be evaluated at their 6 month and if needed at their 12 month anniversary.

The frequency of the personnel performance evaluation may be more often or as necessary as determined by the Chief of the Department.

Members attaining a poor performance review may be placed on probation, may be counseled in regards to improving their performance; and may be dismissed with repeated unsatisfactory performance evaluations.