

APPOINTING AUTHORITY FROM MAKING A REASONABLE DECISION REGARDING THE PROFICIENCY OF THE EMPLOYEE'S PERFORMANCE; OR

(3) THE EMPLOYEE REQUESTS TO EXTEND THE PROBATIONARY PERIOD.

(B) (1) EXCEPT AS PROVIDED IN PARAGRAPH (2) OF THIS SUBSECTION, AN EMPLOYEE'S PROBATIONARY PERIOD MAY BE EXTENDED UNDER SUBSECTION (A) OF THIS SECTION UP TO ONE ADDITIONAL 6-MONTH PERIOD.

(2) FOR AN EMPLOYEE APPOINTED TO A SKILLED SERVICE POSITION BELOW GRADE 7, AN EMPLOYEE'S PROBATIONARY PERIOD MAY BE EXTENDED UNDER SUBSECTION (A) OF THIS SECTION UP TO ONE ADDITIONAL 3-MONTH PERIOD.

7-404.

(A) EACH APPOINTING AUTHORITY AND, WHERE APPLICABLE, SUPERVISOR HAS THE RESPONSIBILITY OF PROPERLY EXPLAINING THE DUTIES AND RESPONSIBILITIES OF AN EMPLOYEE'S POSITION TO THE EMPLOYEE, PROVIDING THE EMPLOYEE WITH A WRITTEN POSITION DESCRIPTION AND OTHERWISE ORIENTATING THE EMPLOYEE TO THE OPERATIONS OF THE EMPLOYEE'S UNIT.

(B) PERIODICALLY DURING THE PROBATIONARY PERIOD, AN APPOINTING AUTHORITY OR AN EMPLOYEE'S SUPERVISOR, AS APPROPRIATE, SHALL CONFER WITH THE EMPLOYEE ABOUT THE EMPLOYEE'S PERFORMANCE AND IMPROVEMENTS IN THAT PERFORMANCE THAT ARE NECESSARY TO SATISFACTORILY COMPLETE PROBATION.

(C) (1) AN APPOINTING AUTHORITY SHALL ENSURE THAT AT THE END OF AN EMPLOYEE'S FIRST 90 DAYS OF PROBATION THE EMPLOYEE RECEIVES A WRITTEN EVALUATION OF THE EMPLOYEE'S PERFORMANCE AND ANY RECOMMENDATIONS FOR IMPROVEMENT.

(2) IF THE APPOINTING AUTHORITY EXTENDS AN EMPLOYEE'S PROBATIONARY PERIOD, THE APPOINTING AUTHORITY SHALL ENSURE THAT THE EMPLOYEE RECEIVES ADDITIONAL WRITTEN EVALUATIONS:

(I) AT THE END OF THE EMPLOYEE'S INITIAL PROBATIONARY PERIOD; AND

(II) AT THE MID-POINT OF THE EXTENSION PERIOD.

7-405.

AN APPOINTING AUTHORITY MAY TAKE DISCIPLINARY ACTION AGAINST OR TERMINATE THE EMPLOYMENT OF A PROBATIONARY EMPLOYEE IN ACCORDANCE WITH TITLE 11 OF THIS ARTICLE.