
CAREER STATUS AND THE PROBATIONARY PERIOD

**29th Annual N.C. Local Health Directors' Legal
Conference**

April 21, 2010

UNC School of Government
Chapel Hill, North Carolina

THE CONTEXT

- LIFE BEFORE 8/19/2007

Probationary – Permanent

- LIFE AFTER 8/19/2007

Probationary – Career Status

WHY & WHAT

- Why is there a probationary period?
- What is the probationary period used for?

SO WHERE DOES PROBATIONARY PERIOD FIT IN?

- Still required by administrative rule
- No longer signals onset of property interest
- May, on a county to county basis, control access to benefits, regulate some compensation aspects

WHAT IS CAREER STATUS?

1. 24 Months of
2. Continuous service
3. In a position subject to the State Personnel Act

WHAT DIFFERENCE DOES IT MAKE?

- “Protected” vs. “unprotected”
- Property Interest vs. at-will
- Due Process

HOW DOES IT WORK?

- New hire
- Transfer within county – different agency
- Move from County A to County B
- “Break in Service”