

## **5 - DISCIPLINE**

### **5.2 - Discipline/Discharge of Probationary Employees**

Revised: July 1, 2007

Reviewed: July 2018

Employment beyond the probationary period shall be at the exclusive discretion of the employer. No explanation or justification for failing to continue employment need be given except employees appointed outlined in Section 2.18 of the City's Policy Manual may only be removed in accordance with the provisions of Section 372.15, Code of Iowa

Provisions of this policy manual relating to due process, the grievance process, appeals or hearings shall not apply to any employee during that employee's probationary period except appointed individuals as referred to above shall be afforded any rights established by Section 372.15, Code of Iowa.