**Section 620.640 Failure to Complete Probationary Period**

a) A promoted, certified employee who fails to satisfactorily complete the probationary period in the promoted position because of inability to perform the duties and responsibilities of the new position shall be returned to a position in the class, department, and locality and with the status from which promoted.

b) A promoted employee who is demoted during a probationary period shall serve a probationary period of three (3) months unless he/she had previously held certified status in the former class in which case the return shall be to certified status.

c) A promoted employee previously certified may be discharged for cause during the probationary period, and in such event, the employee has the same right to appeal as a certified employee.