

205. The appointment of every guard shall in the first place be probationary only, and the period of probation shall be not less than six months. At any time during the period of probation the Warden shall be at liberty to dispense with his services, without any cause assigned, and without making report to the Directors, unless he shall see fit.

206. Should the conduct of the Guard prove satisfactory while under probation, the Warden shall at the end thereof, report to the Directors, who, if they see fit, may confirm the appointment, and place him in the fifth class.

207. At the end of eighteen months after the Guard being sworn in, the Warden may report to the Directors as to his good conduct, vigilance and zeal, and should they be satisfied as to his efficiency, they may promote him to the fourth class.

208. At the expiry of one year thereafter, the Warden may make a further report as to the capacity and efficiency of the Guard, and the Directors may thereupon promote him to the third class, at the salary of \$400, which shall be considered the proper salary of an experienced regular Guard.

209. The second and first classes shall be open to those guards only, who have distinguished themselves for their intelligence, judgment, zeal and discretion in the execution of their duties. Promotion to the second class may be obtained after a service of not less than one year in the third class; and promotion to the first class, after a service with distinguished efficiency, of not less than one year in the second.

210. Every man received upon the staff of the Penitentiary as a guard, will bear constantly in mind the nature of the Institution, into the service of which he enters, the peculiarity of the duties he will have to perform as an officer, and the moral obligations he is understood to assume, with reference to his own personal conduct, from the time he is engaged.

211. He must understand that the Penitentiary is not only designed as a Prison, for the punishment of persons who have offended against the laws, but also as an Institution which intends their reformation if possible.

212. Every guard, therefore, will not only feel it his duty to see that the rules of the Prison are observed by the convicts placed under him, but also will understand that he must conduct himself when off duty, as well as when on duty, in such a way as to inspire sentiments of respect for his moral principles and character.

213. He will accordingly be expected to be circumspect in his way of life in society, guarded as to the company he keeps, and the places he frequents. And it will be the duty of the Warden to make himself acquainted with the conduct, and general habits of every officer and servant of the Institution, as it will be his duty to retain no man in the service, whose conduct is improper.

214. Every guard on the walls, and on duty outside the walls, shall be armed with a breech-loading rifle, in every chamber of which there shall be a ball cartridge; he shall also carry in addition, a revolver always loaded, the same as all officers within the walls.

215. He shall write daily in the "Conduct and Industry" book under his charge, by means of the appropriate marks, the result of his observation, and of his opinion as to the conduct and industry of every man in his gang.