

GREELEY POLICE DEPARTMENT

General Order 355.00

Reviewed: 07/21

355.00 POLICE OFFICER SENIORITY

355.01 The City recognizes seniority for members under the rank of Sergeant, as the date the employee was hired as a Police Officer with the Greeley Police Department. Seniority will be defined as continuous, uninterrupted service as a commissioned Police Officer with the City.

Unpaid FMLA or Uniformed Services Employment and Reemployment Rights Act of 1994 {USERRA} leave shall not be considered an interruption for purposes of accrual of seniority, and a member on unpaid FMLA or USERRA leave will continue to accrue seniority the same as an employee on paid leave.

- Seniority for employees commissioned for any reason other than full time assignments to police functions shall not accrue seniority until assigned and working in a full time capacity.
- Seniority for employees who terminate and are subsequently rehired will be determined from policy provided for rehires in the City of Greeley Employee Handbook.
- In the instance of simultaneous hiring, seniority among individuals so hired shall be determined according to their ranking after completion of the City’s testing process and approval by the Civil Service Commission.

Shift Bid Process

The allocation and scheduling of the work force shall rest with the Police Chief in accordance with departmental operations and policies. If the Chief of Police decides to utilize a bid process to determine shift assignment and days off it will be based on seniority as defined in this policy.

Recognition of police seniority does not preempt any rights of management retained by the Chief of Police, and all rights of management described in the collective bargaining agreement.

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Authorized by Mark Jones, Police Chief		
Effective Date: July <u>26</u>, 2021		
DocuSigned by: <i>mark jones</i>	Date:	<u>7/26/2021</u>
Signature		