

SANTA CLARA POLICE DEPARTMENT GENERAL ORDER 22.6

SENIORITY

ISSUED APRIL 2006

22.6.1 Definition

Seniority is the length of service in a given classification.

Seniority is not the only standard utilized to fill open classifications or assignments or make promotions within the Police Department.

Employees in the same classification working together shall not exercise supervisory authority over the others except in an emergency necessitating it, or if designated to do so by a commanding officer.

All employees shall strive to work in harmony and cooperation with each other to achieve the objectives and goals of the Police Department.

22.6.2 Assignment

An assignment is a task or job to be filled by personnel in the same classification.

Seniority shall not be used to bump an individual from any position already held by that individual (regular shift bids not withstanding).

The importance of seniority in assignment selection will depend upon the nature, type, sensitivity, and duration of the assignment. Merit and performance appraisal will be given strongest consideration in assignment selection. When all other things are equal or nearly equal, seniority may be applied to break the tie.

Seniority shall not necessarily prevail when an officer transfers from one Division or Unit (i.e. motors) to another. Assignment adjustments may be made within the Division or Unit prior to assigning the transferee. The newly transferred officer would then be assigned the final opening available, but would then assume his or her seniority position for immediate future assignments within the Division or Unit.

22.6.3 Seniority and Command

Seniority will be determined first by rank and second by continuous service. When two or more Department members of equal rank are working together on the same assignment or detail and an emergency develops requiring a command decision, and no one has been assigned command by competent authority, the senior officer will assume command.

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22.6.4 License, Certificates

All members of this Department shall obtain and maintain any license, certificate or standard, or pass any required training for their classification or assignment.