


East Lake Tarpon Special Fire Control District

	<i>SOG 104 Seniority Layoffs</i>	
	Implementation Date: 11/2000	Revision Date(s): 05/28/2003, 02/26/2019
		Reviewed Date(s): 1/22/2019
	Forms or Attachments: None	

In the event of layoffs, all probationary status Firefighter Paramedic/EMT’s shall be laid off before any regular status Firefighter Paramedic/EMT or Lieutenant Paramedic/EMT. The order of layoff of probationary Firefighter/EMT’s shall be determined by seniority.

In the event further layoffs are required, such layoffs shall be accomplished by class groups of Firefighter Paramedic/EMT and Lieutenant Paramedic/EMT. Notwithstanding anything to the contrary contained in this agreement, the District management shall determine the number of employees to be laid off and the class or classes involved. Within the involved classes, layoffs shall be accomplished in the following manner:

Group A: Employees with one through three years’ service.

Group B: Employees with four through six years’ service.

Group C: Employees with seven through nine years’ service.

If reduction in force requires the layoff of a Lieutenant Paramedic/EMT, the affected employee may at his option, revert to the position he held prior to his promotion to Lieutenant Paramedic/EMT. If this movement requires further reduction in force, the same shall be accomplished as previously stated herein, to allow the process to be continued through the ranks.

No new employee shall be hired until the employees on layoff have been given an opportunity to return to work at his original seniority date and position; provided, that after one year of layoff the employee shall cease to accrue seniority, and reemployment rights shall cease after five (5) years from the date of the layoff.

The Fire Chief shall give written notice to the Board of Commissioners, the affected employees, and the President of the Union, on any proposed lay off. Such notice shall state the reason of the

layoff and shall be submitted thirty (30) calendar days before the effective date of the proposed layoff unless under emergency situations where notice shall be submitted as soon as possible.

At the discretion of the Fire Chief, preference may be given to those employees with paramedic certifications in all groups.