

East Lake Tarpon Special Fire Control District					
	<i>SOP 104 Seniority Layoffs</i>				
	<table border="1" style="width: 100%;"> <tr> <td style="width: 50%;">Implementation Date: 11/2000</td> <td style="width: 50%;">Revision Date(s): 05/28/2003</td> </tr> <tr> <td></td> <td>Reviewed Date(s):</td> </tr> </table>	Implementation Date: 11/2000	Revision Date(s): 05/28/2003		Reviewed Date(s):
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Forms or Attachments: None					

In the event of layoffs, all probationary status Firefighters shall be laid off before any regular status Firefighter or any Lieutenant. The order of layoff of probationary Firefighters shall be determined by seniority listings.

In the event further layoffs are required, such layoffs shall be accomplished by class groups of Firefighters and Fire Lieutenant. Notwithstanding anything to the contrary contained in this agreement, 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 Fire Lieutenant, the affected employee may at his option, revert to the position he held prior to his promotion to Lieutenant. If this movement requires further reduction in force, the same shall be accomplished as previously stated herein, to allow the process 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 five (5) years from the date of the layoff.

The Fire Chief shall give written notice to the Board of Commissioners, and the affected employees, including 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.