

ARTICLE 31

SENIORITY, LAYOFF AND RECALL

Section 31.1 Seniority shall mean the status attained by continuous length of service as a sworn police officer with the City of Gary Police Department.

Section 31.2 The City shall maintain a roster of employees arranged according to seniority, showing name, position and anniversary date. Upon request, a copy shall be furnished to the Ben K. Perry FOP lodge # 61 during January of each year.

Section 31.3 A "lay off" is defined to be a necessary reduction in work force of the police department for financial reasons. Layoffs shall be made in the reverse order of seniority consistent with Indiana Law. This is to mean that the employee with the least seniority shall be laid off first, and the employee with the most seniority shall be laid off last.

Section 31.4 A "recall" shall be an increase in the work force of the police department following a lay-off. Recall shall be made by seniority in accordance with Indiana Law. The employee to be recalled first shall have the most seniority and the employee with the least seniority being the last individual to be recalled.

Section 31.5 Any employee laid off shall be provided at least thirty (30) days notice prior to the lay-off.

Section 31.6 Civilian or volunteer help shall not replace an employee's position.