

ARTICLE 38
Rehire Officers

It is the intent of the Parties to state the parameters for placement of Officers who voluntarily leave service of the Department in good standing and apply to be rehired by the Department.

Section 1. Application

This Article applies to those Officers that are rehired after the effective date of this contract.

Section 2. Definition

“Rehire Officers” means any sworn Police Officer employed in the Police Department of the City who previously resigned under good terms and who has returned as a classified Police Officer after the effective date of this contract.

Section 3. Rehire Officers With Less Than 24 Months of Separation in Service.

- A. Time In Service. Rehire Officers with 24 months or less of time between separation from their service in the Police Department and their reemployment with the Police Department will maintain their time of service in the Department to count towards longevity.
- B. Placement Upon Reemployment. Upon reemployment, a Rehire Officer under Section 3 will be placed at Police Officer Rank in the step based on the Rehire Officer’s prior time in service with the Department and eligible education. Time in service at SAPD will determine seniority exclusive of the time spent in a break of service.
- C. Promotional Eligibility. The promotional eligibility will be determined consistent with Article 11 requiring Rehire Officer service to be in the Department in the next lower position for at least two (2) continuous years, immediately before the date the promotional examination is held.

Section 4. Rehire Officers With More Than 24 Months of Separation in Service.

- A. No Prior Time In Service. Rehire Officers with more than 24 months of time between separation from their service in the Police Department and their reemployment with the Police Department will not maintain their time of service in the Department upon rehire. Periods of service with the Department prior to reemployment with the Police Department for these Rehire Officers do not count towards longevity, seniority nor promotional eligibility.

B. Placement Upon Reemployment. Upon reemployment, a Rehire Officer under Section 4 of this Article will be placed at the beginning Police Officer Rank, Step A.

C. Promotional Eligibility. The promotional eligibility will be determined consistent with Article 11 requiring Rehire Officer service to be in the Department in the next lower position for at least two (2) continuous years, immediately before the date the promotional examination is held.

Date: _____

For the City

For the Association