

## **10.6 Probationary Sergeants**

Each newly promoted sergeant will undergo the statutory six (6) months of probation, training and orientation during which time the salary as provided in Appendices A & B shall be paid. Upon successful completion of the probationary period, the individual's salary will increase to that provided for sergeants in Appendices A and B.

## **ARTICLE XI**

### **LAYOFF AND RECALL**

#### **11.1 Layoffs**

In the event a reduction of officers covered by the terms of this Agreement becomes necessary, such reduction may occur only for a bona fide lack of funds or a bona fide anticipated lack of funds. Layoffs, in such event, shall not occur prior to sixty (60) days before the date of the anticipated lack of funds. In accordance with the provisions of the Illinois Compiled Statutes as they pertain to layoff, officers with the least departmental seniority shall be laid off first. If a reduction of rank of certain officers is necessary in such a layoff, officers in the affected classification with the least seniority shall displace the least senior officer in the next lower rated classification. An officer not eligible to be placed under the provisions of the preceding sentence shall be laid off. For purposes of determining which officers will be reduced from one such classification to another in the event of an economic layoff, seniority shall be determined by time spent in that rank or position and not departmental seniority.

#### **11.2 Recall Procedures**

Officers who are laid off shall have their names placed on the appropriate reemployment list in the reverse order of dates of layoff. Officers who are laid off shall remain on the recall list for a period of thirty-six (36) months, at which time their names will be removed from said list. Probationary officers and those officers on leaves of absence shall be included in any layoff in accordance with the foregoing.