

14.12 Use of Compensatory Time

An officer receiving a disciplinary suspension under this Article may forfeit accrued compensatory time to satisfy the unpaid suspension. However, the officer may only forfeit up to five (5) days of compensatory time, and must utilize accrued time to satisfy the entire suspension, and may not use a combination of unpaid time and accrued time forfeiture for such purpose.

ARTICLE XV

SHIFT SELECTION

15.1 Applicable Dates

Shift selection will be held on November 1st of each year that this Agreement is effective. Assignments pursuant to shift selections made by officers will take effect on January 2nd of the new calendar year.

If an officer elects to change his normal work shift from Third Watch to First Watch pursuant to this Section, the Department shall allow the officer to adjust his schedule so that the officer will not be forced off on a holiday as long as it is his regular day to work. The officer shall be given the option as to which shift he or she desires to work.

15.2 Eligibility, Participation and Manning

(A) The following officers, who are assigned to Field Operations or will be as of January 2nd of the upcoming year, will be eligible to participate in the shift selection process under the following conditions.

1. All patrol officers assigned to the Field Operations Division, Patrol Section, will select shifts based on seniority as defined in Article X.
2. All Sergeants will select shifts on the basis of seniority as defined in Article X within their respective Divisions and Sections.

3. All officers holding positions of (assigned as) Canine Officers or Traffic Officers will select established shifts among themselves on the basis of seniority as defined in Article X.

4. Officers assigned to the Field Operations Division, Patrol Section and participating as members of the Emergency Response Team (ERT) will select shifts in accordance with Section 15.2(A)(1) of this Article with the provision that adequate shift coverage by ERT officers is accomplished.

5. A Probationary Officer will not be allowed to participate in shift selection until the successful completion of his probationary period.

15.3 Criminal Investigations Division Selection Process

Officers holding the position of (assigned as) Detectives within the Criminal Investigations Division and officers holding the position of (assigned as) Evidence Technician within the Crime Scenes Services Unit of the Criminal Investigations Division will select shifts as follows:

(A) Detective seniority will be based on the date of appointment to Detective within the Criminal Investigations Division.

(B) Evidence Technician seniority will be based on the date of appointment to Evidence Technician within the Crime Scenes Services Unit of the Criminal Investigations Division.

(C) All officers assigned as Detectives will select their shift based upon their date of appointment to Detective.

1. If there is more than one shift within the General Investigations Section, they will compete against others within that Section.

2. If there is more than one shift within the Special Investigations Section, they will compete against others within that Unit.

(D) Evidence Technicians will select their shift based upon their date of appointment to the Crime Scenes Services Unit. The dates for selection and implementation will be the same as those set forth in Section 15.1 of this Article.

15.4 Reassignments by Department

(A) The Employer shall have the right to reassign officers for special events (e.g., public figure visits, etc.) or transfer officers from one Department shift, Department work day and/or Department schedule to another provided that the Employer does not exercise such right arbitrarily or capriciously, and provided that the Employer provides, at a minimum, seven (7) days notice to the officer(s) affected by the change. The reassigned officer may waive at his/her discretion the full seven day notice if requested by the Employer. This waiver shall be signed off on by a Unit 5 Board Member or Steward.

(B) Up to five (5) FTO’s may be temporarily reassigned to each patrol section shift to ensure an adequate number of FTO’s are available for training purposes. Such reassignment shall be determined by reverse Departmental seniority.

ARTICLE XVI

POSITION POSTING

16.1 Posted Positions

It is recognized by the parties that in conducting the normal operations of the Department there are positions (special assignments) which the Department needs to fill. Positions (i.e. officers (excluding detectives and sergeants except as noted below) assigned as or performing the function of) subject to the requirements of position posting under the terms of this Article and the length of those assignments are:

<u>Posted Positions & Special Assignments</u>	<u>Assignment Term</u>	<u>Time Required on Department</u>
K9 **	Seven (7) Years	Five (5) Years
CIEG	Four (4) Years	Five (5) Years
U.S. Marshall	Three (3) Years	Five (5) Years
PAC	Three (3) Years	Five (5) Years
HNT *	No Limit	Five (5) Years
ERT	No Limit	Five (5) Years