



ALBUQUERQUE POLICE DEPARTMENT
ADMINISTRATIVE ORDERS

SOP 3-11

Effective: 01/19/16 Expires: 01/19/17 Replaces: 07/08/15

3-11 SENIORITY

3-11-1 Purpose

Department policy is to recognize seniority among all personnel based on specific legal criteria.

3-11-2 Definition

A. Department Seniority

The relative position of an employee to all other employees within the Department. Seniority in rank is the position of Department personnel in relationship to other personnel of the same rank.

3-11-3 Procedures

A. Seniority shall be determined:

1. By rank.
2. By continuous service in rank.
3. By continuous service with the Department.
4. By initial date of hire by the department, if employed prior to the beginning of the sworn employee's cadet class.
 - a. All those hired at the beginning of a cadet class will be ranked by academic standing upon graduation. (Personnel who have seniority established by man number will retain that seniority.)
5. By the terms specified in the Collective Bargaining Agreement.

B. Order of Precedence

1. Employees of the same rank will take precedence according to the date of their appointment to their respective rank or grade. Among sworn personnel who are patrol officers or investigators the positions of cadet or recruit officer, probationary officer, non-probationary officer, or patrol officer first class are separate ranks.
2. Where two or more employees are working together on the same assignment and are of equal rank, seniority shall not be exercised except in an emergency necessitating it unless, by competent authority, one employee has been designated as being in command.