



Santa Cruz Consolidated  
Emergency Communications Center

495 Upper Park Road  
Santa Cruz, California 95065  
(408) 471-1000 Fax (408) 471-1010

Michael J. McDougall  
General Manager

COMMUNICATIONS PERSONNEL  
POLICY/PROCEDURE

Policy No: 1150  
Date Issued: December 1, 1993  
Date Revised: October 10, 1996

APPROVED: \_\_\_\_\_

Board Chairperson

SUBJECT: LENGTH OF SERVICE

1. The Length of Service for new employees shall be determined from the date of probationary assignment with the Authority.
2. The Length of Service for Initial Dispatch Employees is established and defined by Policy No. 1051.
3. In the event that two or more employees have the same date of employment, Length of Service shall be determined using the following criteria, in the order listed, as a tie breaker:
  - 3.1 Scores as based upon pre-employment examinations (if administered).
  - 3.2 Rankings as listed on the Authority employment eligibility list used at the time of appointment.
  - 3.3 Dates of the official filing of employment applications.
  - 3.4 Luck of a draw.