

DEPARTMENT	SHIFT ROTATION POLICY IN EFFECT?	DESCRIPTION:	CONTACT
Anderson PD	YES	Except as otherwise approved by the Chief of Police, <b>employees will be prohibited from remaining on the same shift for more than two (2) consecutive four (4) month periods.</b>	rpope-burgess@ci.anderson.ca.us
Carmel PD	YES	Mandatory six month rotation.	Chief George Rawson
Chowchilla PD	YES	There is a "mandatory rotation" that requires everyone to pick shifts every 6 months and you <b>cannot work the same shift hours for more than 2 consecutive shift selections.</b> It is a practice that has been in place here for many years.	Chief Jay Varney policechief@ci.chowchilla.ca.us
Colma PD	NO	I don't have one here at Colma PD, but I suspect I will run into a similar issue in the Spring when my bargaining units negotiate. <b>The mandatory rotation will be number 1 on my list so I would be interested in anything you find out.</b>	Chief Robert Lotti bob.lotti@colma.ca.gov
Costa Mesa PD	YES	Our <b>patrol officers are required to rotate every six months to a different shift</b> however, there is an exception that states two officers can switch shifts with each other with the Patrol Commanders approval. The decision of whether to approve or deny the request is partially based on even distribution of experienced personnel on all three shifts.	Sgt. Marty Carver <a href="mailto:mcarver@ci.costa-mesa.ca.us">mcarver@ci.costa-mesa.ca.us</a>
Del Rey Oaks	YES	Shift assignments are at the discretion of the Chief. <b>Generally, officers are only allowed to remain on a shift for one year.</b>	Chief Ron Langford
El Cerrito PD	YES	Shifts shall be of a four (4) month duration. Shift and days-off preference shall be governed by position on the classification seniority list. <b>An employee may not sign up for the same shift for more than three (3) consecutive times.</b> This section does not apply to probationary employees who are assigned to specific shifts and/or days-off for training or evaluation purposes.	Scott C. Kirkland <a href="mailto:skirkland@ci.el-cerrito.ca.us">skirkland@ci.el-cerrito.ca.us</a>
El Segundo PD	YES	Officers of the Uniform Division shall work on assigned shift for a period of six months, from January to July and July to January. The Field Operations Bureau Commander shall generate a "bid list" twice a year, so that officers may indicate their preference of Watch and days off. Watches will be bid according to seniority. Specific officers or positions will be assigned for the purpose of more specialized training. <b>Officers who have bid the same Watch three consecutive times shall be required to bid a different Watch for at least one tour of duty.</b> The procedure for our Patrol Sergeants is the same with the exception that they may only bid the same watch for two consecutive bids terms.	Lt. Brian Evanski bevanski@elsegundo.org

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Fremont PD	YES	Each year, based on their seniority, officers may select their shift. <b>An officer may not select and remain on the same shift for longer than three (3) consecutive years.</b> An officer, however, may extend their assignment up to two (2) additional years with the affirmative recommendation of the employee's supervisor and concurrence by the Watch Commander and Division Commander for each option year requested. Officers must complete 12 months on another shift before returning to the previous shift.	Chief Craig Steckler <a href="mailto:csteckler@ci.fremont.ca.us">csteckler@ci.fremont.ca.us</a>
Gonzales PD	YES	<b>Officers rotate shifts every three months.</b> Due to staffing shortages, all Sergeants work <i>permanent</i> nights.	Chief Paulette Cudio <a href="mailto:pcudio@ci.gonzales.ca.us">pcudio@ci.gonzales.ca.us</a>
Grass Valley PD	YES	Shift rotations will occur on a four-month schedule. <b>Personnel will be limited to a specific shift for a maximum of two consecutive rotations (eight-months).</b>	Chief John Foster <a href="mailto:gvchief@nccn.net">gvchief@nccn.net</a>
Greenfield PD	NO (BUT)	Everything is seniority. However they identified certain positions as training slots. These slots are subject to bumping based on organizational need. They do have special assignment positions that reduce the number of available shift positions. The Chief can overrule and assign as needed with Meet and Confer.	Chief Joe Grebmeier
Grover Beach PD	YES	<b>Patrol personnel will rotate shifts three times a year which usually occur in the month of January, May and September at the start of the second pay period for the month.</b> Officers must work all three shifts every two years. Sergeants will change shifts at least once a year.	Chief Jim Copsey <a href="mailto:JCopsey@gbpd.org">JCopsey@gbpd.org</a>
Hayward PD	NO	We have positions on each shift that we assign officers to. An example is that we have 10 slots per shift. We assign probationary officers to two of those are slots. These slots are for all intent frozen and personnel are assigned by departmental needs. <b>Other than the two positions per shift everyone else selects by seniority. They lock up most of the day shift. Unfortunately for us, this is in the M.O.U. and has been for about 10 years.</b>	Chief LLoyd Lowe <a href="mailto:Lloyd.Lowe@hayward-ca.gov">Lloyd.Lowe@hayward-ca.gov</a>
Huntington Beach PD	NO	We have no formal policy here at HB; however, it is by past practice that patrol officers bid their shift and days off by seniority. However, we have the caveat in there that based upon department need we reserve the right to assign personnel absent their seniority. Our shift deployments run from Jan-Jun, Jun to Sept., Sept-Jan. We basically change with the school semesters. Officers who bid a shift and days off can stay on that same schedule as long as they want as long as someone does not bump them that has more seniority.	Commander Craig Junginger <a href="mailto:cjunginger@hbpd.org">cjunginger@hbpd.org</a>
Indio PD	YES	Minimum One (1) Rotation Within Two Years Period (12 Hour Shift Plan) <b>Employees shall not work the same Shift consecutively for more than two (2) Shift terms during the Department's use of the 12 Hour Shift Plan.</b> Scheduling conflicts or concerns based on Departmental need shall be rare; all employees shall be required to work both shifts at least once during any two (2) year time period.	Joseph Roberts <a href="mailto:jroberts@indiopd.org">jroberts@indiopd.org</a>

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King City PD	YES	Rotation at the Chief's discretion, recently rotated all patrol personnel to different shifts.	Chief Nick Benevides
Los Gatos PD	YES	We force people to come off of a shift after two 6 months turns at it and go to something different, so they actually have to talk to people when the sun is shining.	Scott Seaman <a href="mailto:SSeaman@losgatosca.gov">SSeaman@losgatosca.gov</a>
Marina DPS	YES	They have two shifts: days and graves. They switch every year. There are two cover watch positions 1500-0300 assigned by the commander. Officers can submit a memo requesting to switch watches every six months. The move is at the discretion of the patrol commander.	Lt. Rick Janicki 884-1210
Milpitas PD	YES (PARTIAL)	Dispatch, patrol and traffic employees at salary step "E" with an overall rating of <i>meets expectations</i> or higher on the most recent "PAR" shall be allowed to bid for shifts and days off by seniority (defined by badge number for non-supervisors and time in grade for supervisory personnel) on a semi-annual basis within the employee's specialized work group. The Department may modify an employee's shift selection to meet specified departmental needs." Senior E step officers have been moved off of their preferred shifts when they have had shift-related discipline (a serious accident resulting from falling asleep on the graveyard shift, for instance), or when they have come under a Performance Improvement Plan and require being on other than their desired shift to properly assess them; in these cases, their has been less resistance. We also move our FTOs around so that they are spread across the shifts.	Dennis Graham <a href="mailto:dgraham@ci.milpitas.ca.gov">dgraham@ci.milpitas.ca.gov</a>
Morro Bay PD	YES	There is a management rights clause in our police officers association MOU which gives management the right to run the department including the scheduling of personnel. We have shift bids based on seniority also but we insure that each shift is evened out experience wise. We have a 3/12 shift and try and keep the patrol teams together for 6 months to a year but <b>we rotate personnel around to insure someone doesn't stay too long on graveyard shift.</b>	John Derohan <a href="mailto:JDerohan@morro-bay.ca.us">JDerohan@morro-bay.ca.us</a>
Oxnard PD	NO	Yes officers make the selection by seniority but they choose twice a year, 6 months at a time.	
Pacific Grove PD	YES	Six month shift bidding by seniority. <b>You can only stay on a shift for one year and then must move to another shift for six months.</b>	Pete Poitras
Pasadena PD	PARTIAL	Have been attempting to implement a rotation policy but have been unsuccessful so far. They do have rotation policy for new officers for the year following FTO.	Wayne Hiltz <a href="mailto:whiltz@cityofpasadena.net">whiltz@cityofpasadena.net</a>

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Paso Robles PD	YES	We have shift sign up by seniority also however <b>no officer can remain on the same shift for more than two rotations without special requests/considerations</b> submitted to management such as educational commitments or other significant needs. The rotations are six months however the guidelines were the same when the rotations used to be one year.	Dennis Cassidy <a href="mailto:DCassidy@prcity.com">DCassidy@prcity.com</a>
Redding PD	YES	Police Officers assigned to field operations shall select watch and days off by seniority with the Department, except as otherwise provided herein. Police Corporals shall select watch and days off by seniority, which, for the purpose of this Article, shall be defined as time in classification. <b>Shift rotation will be scheduled every four (4) months beginning the first day of the pay period closest to January 1, May 1 and September 1. An officer will not be permitted to remain on a given shift in excess of twelve (12) consecutive months.</b>	Wes Reynolds <a href="mailto:wreynolds@ci.redding.ca.us">wreynolds@ci.redding.ca.us</a>
Rialto PD	YES	<b>We rotate patrol shifts every six months.</b> The employees are allowed to draw the same shift two consecutive times, after which they must draw to some other shift.	Chief Michael Meyers <a href="mailto:MMeyers@rialtopd.com">MMeyers@rialtopd.com</a>
Salinas PD	NO	Officers select their shift by seniority and are not required to rotate to a different shift. Sergeants must change every two years.	Chief Dan Ortega
Sand City PD	YES	Four shifts – 11 hour days – 4 days on, 4 days off – 6 month rotation. There are four shift assignments. Officers rotate every six months through all the shifts. Officers can trade with another officer in the same platoon with the approval of the Watch Commander and the Chief.	Chief Michael Klein
San Raphael PD	YES	<p>For members of the Patrol Bureau ... the spring rotation shall begin on the Sunday nearest the 15th of March and the fall rotation shall begin on the Sunday nearest the 15th of September. Sergeants assigned to Patrol may select their shift by seniority, within rank. After one rotation on a shift, a Sergeant can stay on that shift as long as a Sergeant with more seniority does not want it. After a year on the same shift, a Sergeant can stay longer only if no other Sergeant wants it regardless of seniority. If a Sergeant works a complete rotation on Graveyard, he/she does not have to work it again until the other 5 Sergeants in Patrol have worked it. If a Sergeant works two complete and continuous rotations on Day or Swing, and he does not want to stay on that shift, and no one will voluntarily take the shift, then the next junior Sergeant would have to take the shift. The Sergeant coming off the shift would then choose a different shift, based on his/her seniority. This paragraph shall not apply to probationary Sergeants.</p> <p>Corporals assigned to Patrol may select their shift by seniority, within rank. After one rotation on a shift, a Corporal can stay on that shift as long as a Corporal with more seniority does not want it. After a year on the same shift, a Corporal can stay longer only if no other Corporal wants it regardless of seniority. If a Corporal works a complete rotation on Graveyard, he/she does not have to work Graveyard again until the other Patrol Corporals have worked it. If a Corporal works two complete and continuous rotations on Day or Swing, and he/she does not want to stay on that shift, and no one will voluntarily take the shift, then the next junior Corporal would have to take the shift. The Corporal coming off of the shift would then choose a different shift,</p>	Chief John Rohrbacher <a href="mailto:John.Rohrbacher@srapd.org">John.Rohrbacher@srapd.org</a>

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San Raphael PD	YES	<p>based on his/her seniority. This paragraph shall not apply to probationary Corporals. Probationary officers working in Patrol shall be assigned to a shift pursuant to the current practice of the Field Training Program.</p> <p>Officers assigned to Patrol and not on probation may select their shift by seniority, within rank. An Officer may stay on a shift for a maximum of two rotations, at which time he/she shall rotate to a different shift of his/her choice, by seniority, with the following exception: All Officers that have been continuously employed by the Department as sworn peace officers for fifteen (15) years or more may use their seniority, within rank, to remain on any patrol shift for as many rotations as they wish.</p>	
Santa Cruz PD	YES	<p>The seniority list and draft schedule will be prepared by the scheduling Lieutenant at least 30 days prior to the beginning of the schedule. <b>Officers may sign up and work the same shift for two consecutive times, but will be required to select a different shift the next time.</b> Officers and Sergeants in the general patrol assignment can stay on one shift for two rotations (8 months).</p>	<p>Chief Howard Skerry  <a href="mailto:HSkerry@ci.santa-cruz.ca.us">HSkerry@ci.santa-cruz.ca.us</a></p>
Seaside PD	NO	<p>Shift assignments based on seniority with the Chief authorized to deviate at his "sole discretion."</p>	<p>Chief Tony Sollecito</p>
Soledad PD	YES	<p>"At the discretion of the Police Chief. PERIOD! No union, no negotiation, no meet and confer."</p>	<p>Chief Richard Cox</p>
Upland PD	YES (Partial)	<p>Personnel shall sign-up for shifts by seniority. Sign-up sheets shall be posted at least 30 days in advance of the new shifts. Shift sign-ups shall be conducted as follows: Officers with more than 10 years of experience at the Upland Police Department shall be unrestricted. <b>Officers with less than 10 years of experience at the Upland Police Department are not permitted to work any shift more than twice in a row.</b> Detectives shall work Monday through Thursday or Tuesday through Friday from 7:00 AM to 5:00 PM. Lieutenants and Sergeants assigned to patrol shall sign-up by seniority unrestricted. Lieutenants and Sergeants assigned to special assignments shall work from 7:00 AM to 5:00 PM Monday through Thursday.</p> <p>Notwithstanding the foregoing, if the Chief of Police determines that a need exists to move a sworn member from one shift to another to meet minimum staffing and/or emergency needs, he will do the following: 1) he will first post 10 days prior to the need to modify a member's shift a volunteer sign-up sheet asking for an individual who wish to volunteer to have his/her shift modified from his/her current shift to the other shift; 2) if he does not receive a volunteer, he will modify the shift of the least senior member of the appropriate rank who is working the shift from which the Chief needs to move a member by moving that individual to the other shift to meet department needs.</p>	<p>Cliff Mathews  <a href="mailto:CMathews@uplandpd.org">CMathews@uplandpd.org</a></p>
Watsonville PD	YES	<p>Currently, <b>officers pick shifts by seniority every other shift change (6 months). Administration picks on the alternate years.</b> It gives us an opportunity to keep patrol staff mixed as much as possible.</p>	<p>Captain Edmundo Rodriguez  <a href="mailto:erodrigu@ci.watsonville.ca.us">erodrigu@ci.watsonville.ca.us</a></p>

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West Covina PD	NO (But)	<p>West Covina faced the same problem a few years ago when I came to the City. The solution we arrived at was that shift sign-ups continued to be by seniority. However, all officers still on probation (18 months - we don't count academy time) were assigned to a shift at the discretion of management. <b>We make certain that probationary officers no longer on FTO status are assigned to day shift.</b> This obviously meant that not all officers off of probation, especially those with the least seniority, could get what they want. It did serve to protect seniority rights for the most part.</p> <p>Officers still on probation need to rotate to different shifts for the experience and to evaluate their progress. A young officer on night shift but have difficulty adjusting to the demands on day shift with business owners, school site issues, etc. An assignment to day shift provides a young officer with resources in Detectives, Traffic, and interaction with more senior managers that are all part of the professional maturation process. A quick one-month tour as a trainee on day shift is not sufficient.</p> <p>Frankly, I believe this is a management prerogative that might not even require meet and confer. With one year rotations, perhaps rotating day shift officers to night as their probationary period ends might work. There was some resistance at first from the Association, but it was implemented without meet and confer or any grievances.</p> <p>Newer officers, even though they are off FTO status, still need more attention and training. Placing them on a shift with senior officers is part of the process. I also talked with our Association about the officer safety implications. Having exclusively young, inexperienced officers on a shift presents increases risks for both officers and service to citizens. If the Association objected to this, they should not approach me about other "officer safety" issues as they would be demonstrating by their action that personal convenience was more important than officer safety.</p>	<p>Frank J. Wills  <a href="mailto:frank.wills@wcpd.org">frank.wills@wcpd.org</a></p>