

4-3. REGULAR ORDER OF RELEASE

b. Competing employees. When employees in the same retention subgroup have identical service dates and are tied for release, the ties may not be broken by any process utilizing random chance or alphabetical order. Job-related or service-related factors should be used as tie breakers. Some examples follow:

- (1) The tied employee holding the position being abolished will be released.
- (2) The tied employee with less additional service credit based on performance will be released.
- (3) The tied employee with the lower performance in the current job will be released.
- (4) The tied employee with the shortest service within the Department, OST/Operating Administration, division or occupation will be released.