

(2) -- THE APPOINTING AUTHORITY SHALL DETERMINE THE ORDER OF LAYOFF BETWEEN TEMPORARY EMPLOYEES.

(3) -- THE APPOINTING AUTHORITY SHALL DETERMINE THE ORDER OF LAYOFF AMONG PERMANENT EMPLOYEES WHO HAVE NOT COMPLETED AN ORIGINAL PROBATIONARY PERIOD.

(4) -- A PERMANENT EMPLOYEE WHO HAS COMPLETED AN ORIGINAL PERIOD OF PROBATION MAY NOT BE LAID OFF UNTIL ALL EMPLOYEES UNDER PARAGRAPHS (2) AND (3) OF THIS SUBSECTION, IN THE SAME CLASS AND THE SAME DEPARTMENT OR AGENCY IN WHICH THE LAYOFF IS TO OCCUR, ARE LAID OFF.

(5) -- PERMANENT EMPLOYEES WHO HAVE COMPLETED AN ORIGINAL PERIOD OF PROBATION SHALL BE LAID OFF IN ORDER OF SENIORITY, DETERMINED BY SENIORITY POINTS. THE EMPLOYEE WITH THE LOWEST NUMBER OF SENIORITY POINTS SHALL BE LAID OFF FIRST.

(6) -- SENIORITY POINTS SHALL BE CALCULATED BY ADDING:

(i) -- 1 POINT FOR EACH CREDITED MONTH OF SERVICE IN THE CLASSIFICATION AND SERIES WHERE THE LAYOFF IS TO OCCUR, AND

(ii) -- 1 POINT FOR EACH CREDITED MONTH OF STATE SERVICE.

(7) -- IF 2 OR MORE EMPLOYEES IN THE SAME CLASSIFICATION HAVE THE SAME NUMBER OF SENIORITY POINTS, THE ORDER OF LAYOFF SHALL BE BASED ON:

(i) -- TOTAL LENGTH OF EMPLOYMENT IN STATE SERVICE, WITH THE EMPLOYEE WITH THE SHORTEST SERVICE BEING LAID OFF FIRST, OR

(ii) -- IF THESE EMPLOYEES HAVE THE SAME TOTAL LENGTH OF SERVICE, THE APPOINTING AUTHORITY SHALL DETERMINE WHICH EMPLOYEE TO RETAIN BY A WRITTEN EVALUATION OF THE SKILLS, KNOWLEDGE, OR ABILITIES OF EACH EMPLOYEE. THE APPOINTING AUTHORITY SHALL SUBMIT THIS EVALUATION TO THE SECRETARY OF PERSONNEL.

(8) -- THIS SECTION MAY NOT BE INTERPRETED TO PREVENT THE LAYOFF OF AN EMPLOYEE WHO FILES A WRITTEN REQUEST TO BE LAID OFF WITH THE SECRETARY OF PERSONNEL.

(9) -- NAMES OF LAID OFF EMPLOYEES SHALL BE ENTERED ON A REINSTATEMENT LIST FOR THE PARTICULAR CLASSIFICATION AS PROVIDED BY THE REGULATIONS OF THE SECRETARY OF PERSONNEL.

(10) -- THE SECRETARY OF PERSONNEL SHALL PROVIDE COUNSELING AND RETRAINING TO LAID OFF EMPLOYEES TO IMPROVE THE EMPLOYEES' OPPORTUNITY FOR RECALL OR REEMPLOYMENT.