

County Proposal – Unit 14  
June 16, 2022

5.3 Salary Upon Reemployment

- A. A former employee, off probation at the time of separation, who is reemployed in the same class or in a lower class in the same series, within two (2) years, may upon the request of the head of the department in which they are being reemployed and approval of the Director of Human Resources, be appointed ~~at some step higher than the recruiting step not to exceed one (1) step lower than the step they occupied at the time of their separation~~ at the same step or higher than they occupied at the time of separation. Subsequent merit increases shall follow the normal time period progression between steps.
- B. An employee who voluntarily separates and:
1. is subsequently reemployed in the same department; and
  2. begins work within a period of not more than 180 calendar days from the last day he/she/they previously actually worked for the County; and
  3. completes a new probationary period; and
  4. either did not withdraw from PERS or "bought-back" his/her/their County PERS service credits, shall, upon approval by the Director of Human Resources, have continuous service credited to ~~him or her~~ the employee for purposes of vacation and longevity pay eligibility. Prior service restored shall not apply toward seniority for lay-off purposes, floating holidays, step raise eligibility or any benefit other than vacation and longevity eligibility.