

County Proposal – Unit 16  
August 4, 2022

5.3 Salary Upon Reemployment

- A. A former employee on regular status at the time of separation who is re-employed within two (2) years in the same class or in a lower class in the same series may, upon the request of the department head and with approval of the Director of Human Resources, be appointed at the same step or higher than the employee occupied immediately prior to separation.
- B. A represented employee who voluntarily separates and (a) is subsequently re-employed in the same department in a represented position, (b) begins work not more than one (1) year from the last day the employee actually worked for the County, (c) completes a new probationary period and (d) either did not withdraw from PERS or “bought back” PERS service credits shall, upon approval by the Director of Human Resources, have continuous service credit for purposes of vacation and longevity pay eligibility. Restored prior service shall not apply toward seniority for lay-off purposes, step raise eligibility or any benefit other than vacation and longevity eligibility.
- C. A represented employee who voluntarily separates and (a) is subsequently re-employed in the same department in a represented position, (b) begins work not more than one (1) year from the last day the employee actually worked for the County, and (c) completes a new probationary period shall, upon approval by the Director of Human Resources, have his/her/their sick leave accrual balance restored.