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5.3 Salary Upon Reemployment

- A. A former employee, off probation at the time of separation, who is re-employed in the same class or in a lower class in the same series, within two (2) years, may upon the request or the head of the department in which they are being re- employed and approval of the Director of Human Resources, be appointed **at the same step or higher than they occupied at the time of separation** ~~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.~~ Subsequent merit increases shall follow the normal time period progression between steps.
- B. An employee who voluntarily separates and:
1. Is subsequently re-employed in the same department; and
  2. Begins work within a period of not more than one hundred eighty (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~~ **them** 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.