

5.3 Salary Upon Reemployment

- A. A former employee 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 with approval of the Director of Human Resources, be appointed at ~~the same step occupied immediately prior to separation~~ any step within the salary range.

- 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 hundred eighty (180) days from the last day the employee actually worked for the County, and (c) either did not withdraw from PERS or “bought back” PERS service credit shall, ~~upon approval by the Director of Human Resources, shall~~ have continuous service credit for all purposes including for seniority, layoff, step raise eligibility, vacation/longevity pay purposes, of vacation and longevity pay eligibility. ~~Restored prior service shall not apply toward seniority, for layoff purposes (if otherwise applicable), step raise eligibility or any benefit other than vacation and longevity eligibility.~~

Commented [CK1]: As Union has noted in negotiations, Union sees this as a way to attract or bring back employees in the future. The only ask is that the employee does not lose any contractual service credit if they come back within 180 days.

COUNTY:

Charmie Junn

Date: _____

UNION:

Costa Kerestenzis

Date: _____