

POLICY 309: REHIRE POLICY

ADOPTED: DECEMBER 12, 2000 (REVISED: JUNE 20, 2017)

Policy:

Subject to the provisions below, regular full and part-time employees terminated as part of a reduction in force are eligible for rehire.

309:1 REHIRE

1. Employees terminated as a result of a reduction in force may apply for any vacant, posted position. Such employee's work history will be considered in any employment decision. The ordinary six-month probationary period shall be waived for an employee that has been rehired after an involuntary reduction in workforce.
2. An employee that has been rehired after a reduction in force may be eligible to begin to accrue benefits based on the appropriate BOCC service including continuous service prior to the involuntary separation of employment, provided certain conditions are met (See Policy 310).

309:2 SERVICE CONTINUATION

1. Employees subject to a reduction in force shall have their original most recent, continuous time of BOCC service credited.
2. The provisions of service continuation policy shall not cover any employee who was terminated from County employment due to performance issues, policy infraction, employment misconduct, corrective action or similar circumstance. (See Policy 310)
3. Employees given special consideration for the reduction in force (e.g. Early Out Program) shall not be credited for prior County service if re-employed at a future date.
4. Rehired employees assume the responsibility to inform Human Resources of prior continuous BOCC service.
 - Human Resources will verify and certify the appropriate service credit to be applied.
 - A Report of Personnel Action form (RPA) will establish the new service date to be applied.
 - The service covered by the adjusted service date shall be considered "current" and "consecutive" service for provisions of Lee County Policy.
 - Benefits and accruals will begin on the effective date of the RPA based upon the adjusted service date – no retroactive benefits or accruals will be applied.

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309:3 HEALTH BENEFITS FOR REHIRED EMPLOYEES

1. Employees rehired following an involuntary reduction in workforce into a regular full-time or part-time Board-approved position shall be eligible to receive health benefits from the first of the month following the date of rehire or the establishment of the new service date (whichever is later).
2. Pre-existing conditions shall follow the rules set forth in the Health Insurance Portability and Accountability Act (HIPAA) and the Lee County BoCC health insurance summary plan documents.