

Scotts Valley Fire Protection District	Policy: 1507
Subject: Re-employment Policy	DATED: August 19, 2003

Policy 1507: Re-employment Policy

Employees who voluntarily separate with the Scotts Valley Fire Protection District may be eligible for re-employment. Re-employment of any employee is discretionary by the District.

Criteria for rehire:

- Only employees who separated in good standing would qualify for re-employment.
- Entry-level probationary employees at the time of separation are not eligible for re-employment.
- Should an employee be re-employed, he will be placed on six months probation.
- A returnee must apply for re-employment within one year from the date of separation of service with the Scotts Valley Fire Protection District.
- There must be a position open and available for the returnee for which the returnee is qualified.
- The returnee may be returned to the last position held prior to separation of service or a lower position for which the returnee is qualified. Under no circumstances will a returnee be placed in a higher position.
- For purposes of vacation selectivity, vacation accrual, layoff sequence and promotional eligibility, total years of service with the Scotts Valley Fire Protection District will be used to determine seniority. The returnee will be placed in the seniority sequence based on those years of service relative to the rest of the employee roster.
- Time-in-grade will begin upon re-employment hire for the position.
- Sick leave balance at separation will be reinstated upon return.
- The returnee is required to meet the Scotts Valley Fire Protection District medical physical and performance standards for the position.
- This policy does not apply to retirees who apply for PERS retirement.

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