

REINSTATED EMPLOYEES

Effective: January 12, 1981 04-12

Most Recent Revision: June 28, 1988

Objective: To establish policies concerning salaries for reinstated and rehired County employees

Reference: Agreement between the County of Tompkins and Tompkins County Unit, Local 855 of CSEA/AFSCME; Agreement between the County of Tompkins and Deputy Sheriffs' Association

Policy of the Board of Representatives:

1. Department heads or designated appointing authorities must file a MSD428 (Report on Personnel and Supplementary Payroll Certification, see Policy 02-04) with the Personnel Office upon reinstatement of the employee.
2. For any employee rehired within one (1) year from the date of resignation, the last date of hire will be the anniversary date for all fringe benefits except vacation. Vacation anniversary date will be adjusted to reflect the time not in County employ.
3. For any employee rehired after more than one (1) year from the date of resignation, the last date of hire will be the anniversary date for all fringe benefits.
4. For any employee on an unpaid leave of absence, the original anniversary date remains unchanged and the computer prorates fringe benefits.

5. Any employee off the payroll for a period of six (6) months or more may not be rehired without having a pre-employment physical. Such physicals will be arranged through Personnel, and the results on file, before any commitment will be made concerning a starting date.

6. Any employee who resigns and is reinstated loses any accumulated sick leave.