

**Priority Reemployment for Exempt Policy-Making and Exempt Managerial
Employees Policy
SUMMARY OF REVISIONS**

10-01-2020

- Policy reviewed by the Recruitment Division to confirm alignment with current practices and by the Legal, Commission, and Policy Division to confirm alignment with statutory, rule(s), and other policies. No substantive changes. Reported to SHRC on October 1, 2020.
- General editorial changes to text, grammar, and language. All changes were minor wording and format changes for clarification.

08-11-2014

- A clarification statement was added to the “Statutory Authority” section that states “Exempt employees hired on or after August 21, 2013 do not have priority reemployment rights.”
- Reference to “mandated reemployment” has been revised to “mandated reassignment” to match the terminology used in the law. Reference to “mandatory right to a position” has been changed to “mandatory right to reassignment.”
- Change in law to include priority reemployment or mandatory reassignment rights for exempt employees who transfer between exempt positions without a break in service.
- Added “reemployment” when referencing the “one-time priority” to match the terminology in the law.
- Employees who were hired prior to June 30, 2013 and separated from the exempt position on or after August 7, 2014, who meet the eligible requirements for the mandated reassignment rights are no longer subject to the 35-mile radius limitation for reassignment.
- In the “Who is Eligible” section, deleted the bullet that referenced an offer being made to a RIF employee as having greater rights than an exempt employee. The priority rights are equal for these employees as stated in the “Relationship to Other Priorities” section of the policy.

01-01-2013

- HB 834 change G.S. 126, the State Human Resources Act, to reflect a change in conditions under which an employee removed from an exempt position is eligible for priority reemployment when separated for reasons other than cause.
- Priority reemployment is only provided to designated employees who were hired on or before June 29, 2013.
- Eligible employees have a one-time priority for any position applied for at the same level or below that held at time of separation and priority is satisfied if an employee is offered or accepts any position regardless of distance from the employee's original work station.
- Removed priority consideration for exempt managerial employees removed for violations of G.S. 126-14.2.

03-01-2007

- Clarified priority consideration for employees separated from positions designated as exempt.