

Priority Reemployment and Mandatory Reassignment for Exempt Policymaking and Exempt Managerial Employees Policy

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Statutory Authority

This policy applies to employees hired on or before August 20, 2013. G.S. 126-5(e) mandates the requirements for (1) the reassignment of, or (2) priority reemployment consideration for, employees removed from exempt policymaking or exempt managerial positions for reasons other than just cause.

An employee hired or reemployed effective August 21, 2013 or after has no priority reemployment or mandatory reassignment rights when he or she is removed from an exempt policymaking or exempt managerial position.

Mandatory Reassignment

Who is eligible?

- 1) An employee has a mandatory right to reassignment if the employee:
 - obtained career status prior to placement in an exempt policymaking or exempt managerial position, and
 - was removed from an exempt policymaking position or an exempt managerial position, and
 - was removed for reasons other than just cause, and
 - had 10 or more years of cumulative State service in subject positions, including the immediately preceding 12 months prior to placement in the exempt position.

Priority Reemployment and Mandatory Reassignment for Exempt Policymaking and Exempt Managerial Employees Policy (cont.)

- 2) An employee has a mandatory right to reassignment if the employee:
- had 10 or more years of cumulative State service and obtained career status prior to placement in an exempt policymaking or exempt managerial position, and moved from one exempt policymaking or exempt managerial position to another exempt policymaking or exempt managerial position without a break in service, and was removed from the last exempt position, for reasons other than just cause. If the employee meets either of the above eligibility requirements, the employee shall be reassigned to a subject position:
 - within the same agency, or if necessary within another agency;
 - at the same salary grade (or salary grade equivalency) and salary rate as their most recent subject position, including all across-the-board legislative increases since placement in the position designated as exempt; and
 - within a 35-mile radius of the exempt position from which separated, except for employees who are separated effective August 7, 2014 or after, and who were hired prior to June 30, 2013, who are no longer subject to the 35-mile radius limitation for reassignment.

If the employee is offered a reassignment that meets the above criteria and refuses to accept, the mandatory right to a reassignment is terminated.

Example: Employee with 15 year's continuous service-no breaks
Currently in Exempt Policymaking position at salary grade 80 - \$61,500
Placed in Exempt Policymaking position after 12 years of employment
Last subject position was salary grade 75 at \$49,545
Salary Grade mandate = Salary Grade 75
Salary Rate mandate = \$49,545 plus three (3) legislative increases since placement in Exempt Policymaking position
+ 2% legislative increase ($\$49,545.00 \times .02$) = \$ 990.90 = \$50,535.90
+ 4% legislative increase ($\$50,535.90 \times .04$) = \$2,021.44 = \$52,557.34
+ 2% legislative increase ($\$52,557.34 \times .02$) = \$2,102.30 = \$53,608.49
Salary Rate mandate = \$53,608.49

Priority Reemployment and Mandatory Reassignment for Exempt Policymaking and Exempt Managerial Employees Policy (cont.)

One-Time Priority Reemployment Consideration

Who is eligible?

- 1) An employee has a one-time priority to a position if the employee:
 - obtained career status prior to placement in an exempt policymaking or exempt managerial position, and
 - was removed from (1) an exempt policymaking position or from (2) an exempt managerial position, and
 - was removed for reasons other than just cause, and
 - had less than 10 years of cumulative State service in subject positions prior to placement in the exempt position.
- 2) An employee has a one-time priority to a position if the employee:
 - had more than 2 but less than 10 years of cumulative State service and obtained career status prior to placement in an exempt policymaking or exempt managerial position, and
 - moved from one exempt policymaking or exempt managerial position to another exempt policymaking or exempt managerial position without a break in service, and
 - was removed from the last exempt position, for reasons other than just cause.

If the employee meets either of the above eligibility requirements, the employee shall be offered any available non-exempt position:

- for which the employee has formally applied and is qualified, and
- when the position for which applied is equal to or below the salary grade (or salary grade equivalency) of the most recent subject position held prior to placement in the exempt position unless an offer has been made, and accepted, by:
 - an employee with a mandated right to a reassignment, or
 - an employee notified of or separated by a reduction in force, or
 - a current State employee with greater cumulative State service subject to the State Human Resources Act.

Priority Reemployment and Mandatory Reassignment for Exempt Policymaking and Exempt Managerial Employees Policy (cont.)

The priority for employees with less than 10 years of service who are separated from exempt policymaking or exempt managerial positions and the priority for employees separated by reduction-in-force are equal.

Termination of Priority Reemployment Consideration

Priority consideration is terminated when an eligible employee:

- refuses an interview or offer for a position for which he or she has applied, or
 - accepts a position for which he or she has applied or
 - has received 12 months priority consideration from the date of separation.
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Priority Consideration Continues

An employee may accept the following employment and retain priority consideration throughout the 12-month priority period:

- employment outside State government,
 - a State position not subject to the State Human Resources Act,
 - a temporary position, or
 - a contractual arrangement.
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Agency Responsibilities

The employing agency shall inform the employee in writing of the priority reemployment consideration to be afforded no later than the time of separation.
