

REDUCTION-IN-FORCE PRIORITY  
SUMMARY OF POLICY REVISIONS

3-1-07	<p>(1) Added requirement that employee must have career status in order to receive priority consideration</p> <p>(2) Changed the way priority is determined for employees in flat rate positions</p> <p>(3) Added "salary grade equivalency" to accommodate career banded classes.</p> <p>(4) Added requirement that employees must complete an official State application within 30 days and for the separating agency to forward to OSP in order to retain priority.</p>
7-1-07	Added requirements for career banded classes.
12-1-07	<p>Adds the following requirements that were inadvertently omitted from the previous revision:</p> <p>(1) If an employee wishes to receive priority consideration, the employee must file a completed state application with the employee's agency within 30 days of receipt of written notification of separation.</p> <p>(2) It is the agency's responsibility to submit such an employee's completed state application to the Office of State Personnel.</p> <p>(3) If the employee does not want assistance in finding another State job, the agency shall obtain a written statement from the employee to that effect, and provide a copy to the Office of State Personnel.</p>
7-1-2011	<p>The 2011 Legislature amended the Reduction in Force priority afforded to SPA employees in House Bill 22 (Technical Corrections Act). The new Reduction in Force priority applies to employees notified of RIF as of July 1, 2011 or later. As a result, we have two sets of policies and rules in effect at the same time related to RIF priority. The policy in place prior to the legislative change will remain in place until June 30, 2013 and will be re-titled "Reduction-In-Force Priority (for employees notified prior to 7/01/2011)". Policies and rules pertaining to employees notified 7/01/2011 and later are pending approval by the State Personnel Commission.</p>
7-1-2012	<p>Policy reflects changes enacted by the legislature during the 2011 session for employees notified of RIF as of July 1, 2011 or later. Since the previous policy will remain in effect until June 30, 2013, this amended policy will be titled "Reduction-In-Force Priority (for employees 7/01/2011 or After". The amended policy maintains 12 months priority period; does not have a mandated salary requirement; does not provide for any particular salary grade/salary grade equivalency; provides that</p>

	<p>if a RIF candidate has substantially equal qualifications to any other candidate (internal to state government or external), then the RIF candidate shall be hired; priority is satisfied if an employee is offered or accepts a permanent position at any level or salary, including a lower salary and/or lower salary grade/salary grade equivalency.</p>
11-1-2013	<p>Policy replaces two RIF policies (one for employees RIF prior to July 1, 2011 and one for employees RIF effective July 1, 2011 or later. HB 834 resulted in changes to G.S. 126 (State Human Resources Act) which changed some of the conditions under which an employee with RIF Priority has the priority satisfied or terminated.</p> <ul style="list-style-type: none"> <li>• Priority is now satisfied if the employee accepts a position at the same position level or above or at the same salary rate or above of the position held at the time of RIF notification.</li> <li>• If an agency places an employee notified of separation into a position within 35 miles of the employee's original work station, the employee does not lose priority if the position is at a lower salary grade or rate less than that held at time of notification.</li> <li>• An employee with priority status is required to serve a new probationary period when there is a break in service.</li> </ul>
10-1-2014	<ul style="list-style-type: none"> <li>• Removed "Official Notification Requirements" section. This is covered in RIF policy.</li> <li>• "Satisfaction of RIF Priority" section was removed and text merged with "Termination of RIF Priority" section.</li> <li>• Added clarification about band to band priority in the "Termination of RIF Priority" section.</li> </ul>