

Redeployment

Contents:

- [Definitions](#)
 - [Policy](#)
 - [Salary Rate](#)
 - [Qualifications](#)
 - [Effective Date](#)
 - [Benefits Transferred](#)
 - [Personnel Records Transfer](#)
 - [Appeal of Redeployment](#)
 - [Decline of Redeployment](#)
 - [Posting](#)
-

Definitions

Redeployment - Redeployment is the movement of an employee from one position to another position within the same agency or the movement of an employee, or an employee and a position, from one agency to another under the following circumstances:

- The move is due to an enterprise-wide project that results in the need to utilize an employee's competencies for greater effectiveness in another area of an agency or in another agency, and
- There is no break in service.

Enterprise-wide Project - An enterprise-wide project encompasses multiple agencies, which partner to meet the project objectives that have a significant impact on the agency's business structure/operations.

Policy

When an enterprise-wide project is undertaken or concluded and management determines, as a result of the project, that there is no longer a need in the agency for the specific competencies held by an employee, management shall work with their agency human resources office to identify other areas within the agency or other agencies where the employee's competencies are needed. If the employee's competencies are not needed within the agency, the agency's human resources office will negotiate with other agencies to secure a redeployment that is mutually beneficial to both the employee and the receiving agency.

Redeployment (continued)

Salary Rate

When an employee is redeployed, the employee's salary rate shall not be reduced. When necessary, management may maintain the employee's current class by working the employee against the position.

Qualifications

The employee must possess the minimum qualifications required for the class to which redeployment is made.

Effective Date

If an employee reports to work the first workday following redeployment, the releasing agency shall carry the employee on its payroll through the day prior to the effective date of the redeployment even though that day may fall on a non-workday.

An exception may be made when the releasing date falls on a non-workday at the first of the month, in which case the date to begin work should be made on the first day of the month. If approved leave or holidays are involved, the releasing agency and the receiving agency shall make an agreement as to which agency will pay the employee.

Benefits Transferred

When an employee redeploys to another agency to a position subject to the Human Resources Act (SPA), all unused sick and vacation leave shall be transferred.

If the employee redeploys to an exempt position in which leave will not be credited at the same rate as employees subject to the SPA, accumulated vacation and sick leave may be transferred subject to the receiving agency's approval. If vacation leave is not transferred, it shall be paid in a lump sum not to exceed 240 hours. Sick leave may be transferred and held for future use should the employee transfer back to an SPA position or it may be applicable toward retirement.

Redeployment (continued)

Personnel Records Transfer

The personnel file, as defined by statute and in the Personnel Records Policy, shall be transferred to the receiving agency.

Appeal of Redeployment

The redeployment of an employee is not a grievable issue under GS 126-34.

Decline of Redeployment

If an employee declines the redeployment, the employee will be terminated and will not be eligible for RIF priority and/or severance pay

Posting

The receiving agency does not have to post a vacant position to accommodate a redeployment arrangement.
