

REINSTATEMENT SUMMARY OF REVISIONS

- 7-28-49 Policy established that employees separated from State service through no fault of their own would retain accumulated sick leave if re-employed by the State within 1 year from the time of separation.
- 7-6-50 Reinstatement to same class - may pay at rate receiving at time of termination or in accordance with new hires.
- 9-18-53 Revision of reinstatement policy - may be reinstated within 5 years and spelled out how salary can be set if same class, higher class, lower class.
- Changes time period for eligibility for reinstatement to provide consistency between competitive and non-competitive positions and adds provision for reinstatement under competitive service based on reinstatement rights in other governmental jurisdiction.
- 12-15-69 If a former employee is re-employed before the date through which annual leave was paid, the payment for unused annual leave shall not be considered as dual compensation.
- 7-1-70 Break in service changed to 31 calendar days from last day of work.
- Reinstatement of an employee before terminal leave ends is not considered as dual compensation.
- 12-17-70 Sick leave accrued shall be credited or reinstated within one year from date of separation due to reduction in force, authorized leave without pay or while drawing workmen's compensation. If employee is separated for other reasons and is reinstated within one year the employing agency may consider reinstatement of sick leave credits.
- 1-1-76 Revised policy to provide that a State agency may consider reinstating sick leave credits for employees who separated from a subject local government position within one year.
- Changes time period for eligibility for reinstatement to provide consistency between competitive and non-competitive positions.

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REINSTATEMENT - SUMMARY OF REVISIONS, Continued

- 1-1-76 cont'd Added provision for reinstatement under competitive service based on reinstatement rights in other governmental jurisdictions.
- 7-1-77 Redefines reinstatement to include the return to a non-exempt position of an employee who transferred to or occupied a position designated as exempt.
- 10-1-78 Reinstatement option for reemployment of a former state employee. An agency has option of either reinstatement (if employee is eligible) or a probationary appointment to a former State employee being considered for new appointment.
- 12-1-78 Probationary Period Options. Offers the option of either a probationary or permanent appointment upon reinstatement.
- 5-1-79 Employees separated because of a reduction in force shall be credited with accrued sick leave if reinstated within one year, and may receive such credit up to three years following separation.
- 1-1-80 Adds employees of public school, community and technical colleges.
- 1-1-83 Made it mandatory to reinstate sick leave when an employee returns to State service after three years.
- 12-1-85 Competitive Service provisions deleted.
- 8-1-88 Definition of reinstatement changed to 5 years.
Reinstatement of sick leave changed from 3 to 5 years.
- 1-1-89 Pay status changed to half the workdays and holidays.
- 3-1-92 In order to avoid abuses and to close a loophole in policy, policy is changed to require that an employee be away from State employment for at least a year before using the New Appointments Policy for setting salaries. If reinstated within one year, the salary would be set by adjusting the previous salary by the amount of any across-the-board increases and then applying the appropriate policies, i.e., promotion, demotion, etc. A provisions is included that would allow for a higher salary if intervening employment justifies it.

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REINSTATEMENT - SUMMARY OF REVISIONS, Continued

- 4-1-93 RIF person reinstated may be required to serve a probationary period in certain situations.
- 8-1-95 Changed the terminology in other policies to “permanent, probationary, trainee appointment” rather than “permanent, probationary, trainee employment.” In addition, “time-limited” appointment has been spelled out in the appropriate policies, whereas, in the past, this type of appointment was considered to be a type of “permanent” appointment.
- 12-1-95 Revised to include salary requirements of a RIF employee with priority reemployment consideration.
- 7-1-02
1. Statement added to “Benefits Reinstated” to clarify that a RIF employee may reinstate excess vacation leave when reemployed within one year.
 2. Statement revised to clarify retirement credit for military service.
- 11-1-2013 HB 834 – Modernization of the Human Resources Act change G.S. 126 to include a new definition for probationary period. The period changed from three to nine months to a consistent twenty-four months of continuous SHR employment in a permanent position. Any employee who has a break in service, must serve a new probationary period. For periods of leave with or without pay, credit toward the probationary period now continues instead of stopping.
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