


NEW CASTLE COUNTY

PERSONNEL POLICY

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SUBJECT: SERVICE CREDITING FOR
REHIRED EMPLOYEES

APPROVED:



OBJECTIVE: To establish a policy whereby former full-time employees who have returned to the service of New Castle County are treated as new hires in calculating service dates and eligibility for benefits. The vacation service dates of employees hired under previous policies will not be affected by this revised policy.

STATEMENT: Employees returning to New Castle County after a break in service shall be eligible for all County fringe benefits from the date of the most recent employment, except that pension rights will be determined in accordance with pension system regulations. An employee hired after resignation shall be treated as a new employee in accordance with *New Castle County Code* Section 26.03.401 (C). This includes seniority date, vacation service date, anniversary date, merit increase date and accumulated years of service to determine eligibility for other terms and conditions of employment, including but not limited to, eligibility for union membership, sick leave extensions, sick leave bank, etc.

REQUIRED ACTION: The Office of Human Resources will be responsible for notifying prospective rehires of the foregoing policy.

Established: 07/14/87

Revised: 07/01/97

Revised: 01/01/01 (Note: Individuals who were returned to New Castle County employment prior to January 1, 2001, and who are currently receiving a New Castle County pension, shall not be affected by the policy change effective this date.)

Revised: 12/05/11 (Note: Individuals who were returned to New Castle County employment prior to December 5, 2011 shall not be affected by the policy change effective this date.)