

<b>SUBJECT:</b> Reemployment	<b>NUMBER:</b> 40.080.01
<b>DIVISION:</b> Chief Human Resources Office	<b>EFFECTIVE DATE:</b> 2/01/2019

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**APPROVED: Signature on file with the Chief Human Resources Office**

**POLICY STATEMENT:** Oregon state government provides a non-competitive method of reemploying experienced former state employees who separated from state service in good standing.

**AUTHORITY:** ORS 184.340, 240.145, 240.250, 240.316, 240.590

**APPLICABILITY:** All employees where not in conflict with a collective bargaining agreement, excluding temporary employees.

**ATTACHMENTS:** None

**DEFINITIONS:** Also refer to State HR Policy 10.000.01, Definitions

**POLICY:**

- (1) An appointing authority may reemploy a former state employee, including limited duration employees, within two years from the separation date, including layoff, if the employee left in good standing, voluntarily demoted, demoted in lieu of layoff, or reclassified downward in an agency in the same, equal or lower classification within two years of separation.
- (2) An appointing authority may reemploy an exempt service employee in a position for which qualified if the employee has been employed full time for at least 12 months consecutively in such service.
- (3) Reemployment of an exempt service employee shall occur only after any current classified represented employee has exhausted any right under an applicable collective bargaining agreement and after a current classified unrepresented or management service employee has exhausted layoff under applicable administrative rules or state HR policies.
- (4) In the event of a subsequent appointment to a classification with a lower salary range, reemployment eligibility continues for the original classification from which separated.