



**DEPARTMENT OF CORRECTIONS
Human Resources**



Title:	Restoration of Terminated Executive Service Employees to Management Service	DOC Policy: 20.5.9
Supercedes:	7/15/98	
Applicability:	Unclassified executive service employees	
Directives Cross-Referenced:	State Policy 50.030.05	

I. PURPOSE

To retain the skills and expertise in public service of eligible unclassified executive service employees, who are terminated from state service in good standing.

II. POLICY

A. An unclassified executive service employee with former management service shall have the right to restoration to management service under following conditions:

1. The employee is being terminated from the unclassified executive service;
2. Termination is not voluntary;
3. Termination is not for cause as specified in ORS 240.555;
4. The employee held regular status in the management service; and
5. Service has been continuous from management service forward.

B. Eligible employees shall be provided restoration as follows:

1. The employee shall be placed in a position in the same classification and same agency or successor agency in which employed prior to leaving the management service.
2. An employee who formerly was employed in an agency not subject to the provisions of ORS 240 shall be subject to the policies of the former agency.
3. If no such classification exists, the placement shall be made in that agency, in a successor class or classification with duties comparable to the last position held in the management service. If no such classification exists or the employee does not qualify, the agency shall consider other classifications beginning with the comparable level, in descending salary range order, to determine a classification for which the employee qualifies. The employee shall be restored to that classification.

4. If no vacancy exists in the class to which the employee is restored, a layoff shall be conducted.
- C. The appointing authority taking the termination action shall initiate the restoration process.

III. IMPLEMENTATION

This policy will be adopted immediately without further modification.