

## **INTRODUCTION**

The City of Taft shall consider the reinstatement of any person having permanent status who was separated from their position through resignation without fault or delinquency on their part, if within six months from date of separation there is a need for their services in a position from which the employee was separated or in a related position requiring similar skills and qualifications. Former employees shall have no right to reinstatement and such reinstatement shall be at the sole direction of the City.

## **GENERAL**

1. For the purpose of this policy, a position vacancy within the City of Taft does not, in itself, qualify an individual for reinstatement consideration.
2. Reinstatement shall be limited to those position vacancies which, in the opinion of the appropriate Department Head, are deemed essential.
3. Consideration for reinstatement shall be limited to those individuals who consistently demonstrated satisfactory service during their previous employment with the City of Taft and have been recommended for reinstatement by the appropriate Department Head.

## **POLICY**

1. Candidates selected for reinstatement to a permanent full-time position shall be enrolled in the Public Employees' Retirement System. For law enforcement personnel, the rate of contribution shall be the rate specified for the age, at the birthday nearest to date of original entry into the retirement system.
2. Candidates selected for reinstatement may be credited with the balance of sick leave at time of their resignation.
3. Candidates selected for reinstatement shall not be entitled to redeposit those payments received for unused vacation accruals.
4. Any employee reinstated to a position under this policy may serve the probationary period required in Section 109 before attaining permanent status in such position.