



County of Solano  
&  
IUOE – Stationary Engineers, Local 39  
2022 Contract Negotiations  
7/19/22  
Local 39 Proposal # 04

Local 39 reserves the right to alter, amend, modify, add to or subtract from the foregoing proposals as may be required during the course of negotiations.

5.3 Salary Upon Reemployment

- A. A former employee, off probation at the time of separation, who is reemployed in the same class or in a lower class in the same series, ~~within two (2) years~~, may upon the request of the head of the department in which they are being reemployed and approval of the Director of Human Resources, be appointed at ~~some step higher than the recruiting step not to exceed one (1) step lower than the step they occupied at the time of their separation~~ the same step or higher than they occupied at the time of separation. Subsequent merit increases shall follow the normal time period progression between steps.
- B. An employee who voluntarily separates and:
- Is subsequently reemployed in the same department; and
  - Begins work within a period of not more than one hundred eighty (180) calendar days from the last day ~~he or she~~they previously actually worked for the County; and
  - Completes a new probationary period; and
  - Either did not withdraw from PERS or "bought-back" ~~his/her~~their County PERS service credits, shall, upon approval by the Director of Human Resources, have continuous service credited to ~~him or her~~the employee for purposes of vacation and longevity pay eligibility.

Prior service restored shall not apply toward seniority for lay-off purposes, floating holidays, step raise eligibility or any benefit other than vacation and longevity eligibility.

Tentative Agreement: Date: \_\_\_\_\_

County: \_\_\_\_\_

Local 39: \_\_\_\_\_