

RESOLUTION NO. 30750

A RESOLUTION AUTHORIZING A REVISION TO THE EMPLOYEE INFORMATION GUIDE (EIG) TO PROVIDE ADDITIONAL LANGUAGE FOR REINSTATEMENT OF ALL EMPLOYEES WITHIN ELEVEN (11) MONTHS AND TWENTY-NINE (29) DAYS FROM THE DATE OF SEPARATION. THIS REVISION SHALL BE APPLICABLE TO ALL EMPLOYEES OF THE CITY WITHIN THE GENERAL PENSION PLAN AND THE FIRE AND POLICE PENSION PLAN.

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF CHATTANOOGA, TENNESSEE, That it is hereby authorizing a revision to the Employee Information Guide (EIG) to provide additional language for reinstatement of all employees within eleven (11) months and twenty-nine (29) days from the date of separation. This revision shall be applicable to all employees of the City within the General Pension Plan and the Fire and Police Pension Plan.

A copy of the revised EIG language in this section is attached as Exhibit 1.

ADOPTED: May 11, 2021

PAN/VLM/mem/Alternate Version #1

EXHIBIT 1

I. Employment Option

Section 6 - REHIRE - The City may rehire a former City employee provided that the former City employee meets the minimum qualifications for the position, can perform the duties of the position, has not been suspended for a total of more than five (5) days within the last five (5) years of employment, and left in good standing with the City. A former classified service City employee may be reinstated or reemployed based on the following conditions:

1. Reinstatement. For up to a period of eleven (11) months and twenty-nine (29) days from the date of separation (as dated on the last official record), a former City employee may be reinstated under the following conditions:
 - a. The employee is rehired and restored into the same position that was held at the time of separation;
 - b. The employee was vested in the City General Pension and/or Fire and Police Pension Plan at the time of separation; and the employee did not withdraw their employee contributions and remains vested with the General Pension and/or Fire and Police Pension Plan and/or all employee contributions are repaid to the Fire and Police Pension Plan prior to reinstatement. Repayment of pension benefits is not allowed for reinstatement under the General Pension Plan. A rehired employee meeting these conditions will be provided the same fringe benefits and prerequisites of seniority that the employee was receiving when he/she left employment. Reinstated employees are not entitled to any upward adjustments with respect to any

condition of employment which would have occurred by virtue of continued employment during any period that the employee left in good standing with the City. This time limitation shall not apply to veterans who are entitled to be reinstated without loss of benefits pursuant to federal or state law, or employees reinstated as a result of legal proceedings.