

SERVICE RESTORATION

When a former employee with more than ten (10) years of combined full-time prior service is rehired within three (3) years of their last date employed by Grant County, the employee's service date and eligibility to participate in some company benefit plans may be bridged at the employee's request. Employees who leave to draw a County pension and then return to work for the County are not eligible for Service Restoration. Time worked as an Elected Official will be carved out of Service Restoration credited years of service.

It is the employee's responsibility to submit, in writing to the Human Resource Department, a request to have their Service Restoration Date approved and calculated. Such written request shall be within six (6) months of the date of rehire. The Service Restoration Date will become effective on the date the Human Resource Department is notified. Time will be rounded into months.

Service Restoration is recognized for years of service for vacation, retiree health insurance, and sick pay payout purposes only. Health and Life insurance rules are governed by the carriers and do not qualify for Service Restoration. FMLA rules are governed by Federal Law and do not qualify for Service Restoration.