

RESOLUTION No. 2021-13

(Addition to Skamania County Personnel Policy for Work Related Benefits for all Employees)

WHEREAS, The Board of County Commissioners sets work related benefits for All Employees; and

WHEREAS, Skamania County has gone through layoffs of employees over the past several years and some employees that were laid off and have returned to substantially similar jobs with the county at the first opportunity, but past the two-year recall time frame for the position they previously held and were requested to reapply for positions in competition with applicants from outside county employment; and

WHEREAS, Skamania county values the time that those employees worked for Skamania County and understands that the unfortunate financial circumstances of their lay off was not the fault of the employee; and

WHEREAS, those employees should not lose the benefits (such as longevity) of having been consistent county employees when they did not quit, resign, retire, or refuse other county employment, but rather only lost their jobs and benefits due to lay off;

NOW, THEREFORE, BE IT RESOLVED that Skamania County amends the Skamania County Personnel Policy to include the following policy for employees that return to County employment:

6.5.18 LONGEVITY PAY

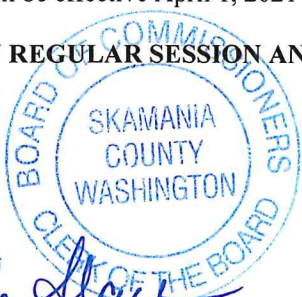
Employees that have been laid-off from county service (employment) previously and have been rehired to fill a substantially similar position in the county at the first available opening shall retain their years of service at the time of layoff, less any time on layoff, for purposes of longevity pay. Employees that have continued to work in temporary jobs each following year until rehired shall also have that time counted as time worked toward years of service for the purposes of longevity pay.

- Example: Employee works 5 years 3 months prior to lay off, returns to a temporary county position for some months each year until rehired for purposes of longevity will get a credit for each month to add to the years of service if there is no break in years.
- This does not include employees who quit, resigned, or retired from county employment or who refused an offer of county employment at the time of lay-off or at any time subsequent to lay-off but prior to being re-hired by the County.
- This policy is prospective only and shall not result in any back pay for any employee. It may result in current employees being eligible for longevity pay sooner than under the county's previous policy.

Payments will be effective April 1, 2021 forward.

PASSED IN REGULAR SESSION AND ADOPTED this 27<sup>th</sup> day of April, 2021.

ATTEST:



*Debbie Shaw*  
Clerk of the Board

BOARD OF COUNTY COMMISSIONERS  
SKAMANIA COUNTY, WASHINGTON

*J. W. Lamm*  
COMMISSIONER

*Shelley*  
COMMISSIONER

*Debra*  
COMMISSIONER

APPROVED AS TO FORM:

*M. J. Z.*  
Prosecuting Attorney