

# RE-ENGAGEMENT

AB280

2006 May 31

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## 1.0 POLICY

- 1.1 Re-engagement of former employees of the Department will be in compliance with the procedures herein.

## 2.0 REASON FOR POLICY

- 2.1 To ensure the West Vancouver Police Department hires the best qualified employees for all positions.

## 3.0 PROCEDURE

### General

- 3.1 An employee of the Department who voluntarily resigns in good standing, may subsequently apply for re-engagement subject to the following considerations:
- prevailing Provincial legislation and/or the applicable Collective Agreement will govern any benefits available/probation periods on re-engagement, and
  - the provisions of the *BC Police Act Training Rules* will apply to sworn police members seeking re-engagement, and
  - any provisions of Policy AB280 of the West Vancouver Police Department
- 3.2 All applications for re-engagement will be processed on the general basis of the requirements of a new employee. This may include a medical, psychological, and polygraph examination. The names of those found acceptable will be reviewed by the Chief Constable for approval.

### **Re-engagement of Sworn Police Members within One (1) Year of Termination**

- 3.3 If a police member's application for re-engagement is approved within one (1) year of the last termination of service, they may be re-instated under the applicable employee benefits, as follows:
- vacation seniority to date from re-engagement: vacation entitlement will be based on total years of service, adjusted by the period of absence from the West Vancouver Police Department
  - the member will re-commence their service with the number of sick day credits they had accumulated when terminated
  - a member who has previously passed through recruit training at the JIBC Police Academy may be re-engaged at the rank they held on termination, provided no one shall be re-engaged at a rank higher than First Class Constable.
  - a re-engaged member will not be eligible to compete in any promotional competition until they have completed two (2) years of service in the rank of First Class Constable from the date of re-engagement

### **Re-engagement of Sworn Police Members after One (1) Year of Termination**

- 3.4 Re-engaged members who have been absent from the West Vancouver Police Department for more than one (1) year shall revert to the status of a new employee for all benefits including the calculating of service qualifications for promotional competitions.