PERSONNEL CABINET

Ernie Fletcher
Governor

200 Fair Oaks Lane, 5th Floor
Frankfort, Kentucky 40601
Phone (502) 564-7430
Fax (502) 564-7603
http://personnel.ky.gov

Brian J. Crall
Secretary

MEMORANDUM

PERSONNEL MEMO 06-24

TO: Cabinet Secretaries
Agency Heads
Personnel Executives

FROM: Brian J. Crall, Secretary

DATE: November 8, 2006

SUBJECT: Laid-off Employees with Re-employment Status

At the close of business October 31, 2006, employees working at Oakwood were laid-off from the Cabinet for Health and Family Services (CHFS), Department for Mental Health and Mental Retardation Services. The Personnel Cabinet coordinated efforts to transfer employees who were subject to lay-off to other agencies in vacant, funded positions in requested counties. Despite our best efforts to place all of the affected employees within other state agencies, there were employees that were laid-off. These laid-off employees can request and be entitled to re-employment rights as outlined KRS 18A.1131 Lay-off rules -- General.

According to 18A.113 Section (5);

For a period of five (5) years, a laid-off employee shall be hired before an applicant or eligible except another laid-off employee with greater seniority who is already on such register.

No competitive registers for specified classifications and counties will be provided until all individuals with re-employment rights have been placed or otherwise removed from those registers.

Procedures for working with re-employment candidates, as outlined in Personnel Memo 97-13, are as follows:

1) If a register contains the name or names of individuals with re-employment rights and the agency conducts interviews of eligible applicants, re-employments should be interviewed in the order in which they appear on the register.

2) If the agency, after interviewing re-employments, determines that the programmatic needs of the position to be filled favor an internal mobility applicant or reinstatement, we strongly recommend the agency document the rationale for its decision and maintain such documentation in it files.

For more information or questions, please contact Ms. Georgianne Reynolds, Director of Staffing Services at 502-564-6920.