

County of Cumberland Board of Chosen Freeholders	Policy Number: 2.01	Pages: 1 of 1
Chapter: Employee Benefits		Effective Date: August 11, 1994
Subject: Seniority		

I. POLICY:

Cumberland County Government shall maintain and utilize seniority lists for the purposes of preference in personnel action, when applicable.

II. DEFINITIONS:

Seniority is the amount of time from an employee's most recent hire date to the present.

III. PROCEDURE:

- A. Seniority shall be considered in all personnel actions as mandated by N.J.A.C. Title 4A "Personnel" and the collective bargaining contracts.
- B. If an employee terminates from County service and returns sometime later the previous time will not be considered in computing seniority.
- C. Suspension, other leaves of absence without pay and any period an employee is laid off shall be deducted in calculating seniority.