



AB81

## RE-ENGAGEMENTS

AB81

Effective Date: 01 May 2008  
Revised Date: 10 October 2012  
Last Reviewed Date: 11 October 2016

### POLICY

1. Any employee of the Delta Police Department (“Department”) who voluntarily resigns may subsequently apply for re-engagement.

### REASON FOR POLICY

2. To permit employees who resign an opportunity to re-engage.
3. To comply with the Collective Agreement requirements.

### RELATED POLICY

AB10 – Recruitment and Selection  
AB30 – NCO Promotional Process

### PROCEDURES

4. Application for re-engagement should normally be submitted within one year from the date of discharge.
5. In the event the Police Board, at their discretion, permits an employee to re-engage after the expiration of the one year period after discharge, the member will assume the status of a newly engaged member for the purpose of employee benefits.

### Police

6. All applications for re-engagement will be processed in accordance with policy **AB10 Recruitment and Selection**.
7. A re-engaged member who has previously passed through recruit training at the B.C. Police Academy may be re-engaged at the rank they held on



- discharge, provided no one shall be re-engaged at a rank higher than First Class Constable.
8. The B.C. Police Academy will be notified of a member's re-engagement so their name can be added to the Municipal Constable Registry.
  9. Re-engaged members shall comply with the Collective Agreement and Department promotional policies for the purposes of promotion.

**Police Staff**

10. Department police staff who voluntarily resign and successfully reapply to the Department for a CUPE position will not, in accordance with the Collective Agreement, be entitled to retain previous seniority. All such applicants will be considered external applicants and will be required to complete the recruitment and security processes. The Department reserves the right to waive elements of the security clearance process depending on circumstances.