



EM30

RE-ENGAGEMENTS

EM30

Effective Date: 01 May 2008
Last Reviewed/Revised Date: 31 August 2022*

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 POLICIES

EM14 – Oath of Office & Employment Terms
EM20 – Recruitment & Selection
EM31 – Employee Retirement, Resignation & Termination

PROCEDURES

4. Application for re-engagement shall be submitted within one year from the date of discharge, and in the event the Police Board permits an employee to re-engage after the expiration of the one-year period after discharge, the member shall assume the status of a newly engaged member for the purpose of employee benefits.
5. All applications for re-engagement shall be processed in the same manner as the recruitment and selection process.
6. 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.
7. The B.C. Police Academy shall be notified of a member's re-engagement so their name can be added to the Municipal Constable Registry.
8. Re-engaged members shall comply with the Collective Agreement and Department promotional policies for the purposes of promotion.

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9. Department police staff who voluntarily resign and successfully reapply to the Department for a CUPE position shall:
 - a) not be entitled to retain previous seniority; and
 - b) be considered external applicants and be required to complete the recruitment and security processes; however, the Chief Constable may waive elements of the security clearance process.

*Revised Dates:
15 October 2012