



# Cochise County Board of Supervisors

Public Programs...Personal Service  
www.cochise.az.gov

**Policy Title:** Employees Ineligible for Rehire

**Policy Number:** 2220

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**Effective:** ~~July 1, 2022~~ February 1, 2017

**Supersedes:** ~~February 1, 2017~~

**Last Reviewed/Updated:**

**Scope/Coverage:** All Cochise County Employees

**Policy Contact:** Director, Human Resources

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An employee shall not be eligible for rehire for ~~ten-five (10-5)~~ years, ~~and may be subject to a background check upon returning~~ if the:

1. Employee was termed for cause; ~~or,~~
2. Employee resigned in lieu of termination; ~~or,~~
3. Employee resigns without providing adequate written notice at least two scheduled work weeks ~~ten (10) working days~~ prior to the effective day of resignation. Personal leave shall not be used during this period.

Should the employee want to be considered for rehire prior to the expiration of the ~~ten-five (5-10)~~ years, they may appeal to the County Administrator or Deputy County Administrator.