

County of Cumberland Board of Chosen Freeholders	Policy Number: 4.01	Pages: 1 of 1
Chapter: General Procedures		Effective Date: August 11, 1994
Subject: Anniversary Date		

I. POLICY:

Cumberland County Government shall establish an anniversary date for each employee.

II. DEFINITIONS:

Anniversary Date: Most recent effective date of employment with the County of Cumberland.

III. PROCEDURE:

- A. Anniversary dates shall serve as the basis for determining the level of employee benefits, such as longevity and any other benefit deemed appropriate by the Board of Chosen Freeholders.
- B. If a break in County service occurs and the employee is rehired, the most recent date of hire will serve as the anniversary date. Authorized leaves of absence will not be considered a break in service.
- C. For purposes of demotions, layoffs, pension benefits, etc, an employees anniversary date is considered as the date of permanent appointment as required by law.