

## **Reversion Rights**

### **Answers to Frequently Asked Questions**

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#### What are reversion rights?

Reversion rights include the right to return to the last merit position in which you attained status in certain instances. [KRS 18A.005\(34\)](#).

#### How are reversion rights acquired and exercised?

In general, there are three situations in which an employee has the right to “revert” to a formerly held merit position.

1. Promotion from a merit position with status to another position in the classified service: Upon the failure to complete a promotional probationary period, an employee shall revert to his or her former merit position. [KRS 18A.005\(34\)](#).
2. Detail to special duty from a merit position with status: Upon completion of an employee’s detail to special duty, the employee shall revert to his or her former merit position. [101 KAR 2:076\(2\)](#).
3. Separation of a career employee from a non-merit position, if the employee had previously attained merit status: If a “career employee” has previously attained status in a position in the classified service, he or she shall revert to a position in that class in the separating agency, if vacant. [KRS 18A.130](#). For more information on the reversion rights of career employees, see [KRS 18A.115](#).

#### How will I know if I have reversion rights if I am separated from my position?

Your appointing authority should notify you of your rights upon your separation from your position.

#### Do I have to take any action to exercise these rights?

No. You will be automatically placed in your previous position if it is vacant at the time you acquire reversion rights. If the position is not available, you will be notified of additional rights by your separating agency.

#### What if there are no vacancies at the time I am separated from my position and have reversion rights?

At the time of separation, there may be no vacant position in the same classification as your previous merit position. If this is the case, your agency will advise you that you may exercise reemployment rights. If the classification in which you last held merit status is no longer utilized within the state merit classification system, you will have reversion rights to a similar classification of like status, as determined by the Personnel Cabinet. [KRS 18A.005\(34\)](#) and [KRS 18A.130\(2\)](#)