

## Chapter Pers 8

### KINDS OF EMPLOYMENT AND TYPES OF APPOINTMENTS

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**Pers 8.01 Designation by director.** The director shall designate kinds of employment for positions established in the classified service within the authority granted in section 16.08 (3) (d), Wis. Stats., and these rules as permanent, seasonal, limited term and sessional. The director may also establish methods and kinds of exceptional employment under section 16.08 (7), Wis. Stats. See Wis. Adm. Code chapter Pers 27.

**History:** Cr. Register, October, 1972, No. 202, eff. 11-1-72.

**Pers 8.02 Kinds of employment.** The primary characteristics of each kind of employment are:

(1) **PERMANENT.** Employment of a career nature that requires the continuous services of an employe half-time or more on an annual basis. School year employment under section 16.08 (3) (e), Wis. Stats., is also permanent employment.

(2) **SEASONAL.** (a) Employment requiring the services of an employe on an intermittent and recurring basis for more than half-time on a daily, weekly or monthly basis, and which normally leads to a career through successive reinstatements. See Wis. Adm. Code chapter Pers 9. Such employment shall not exceed 24 biweekly payroll periods of any 26 consecutive full biweekly payroll periods.

(b) Recurring employment of extremely short duration which does not normally lead to a career shall be designated as limited term employment.

(3) **LIMITED TERM.** Employment in which the nature and conditions do not lead to a career and for which the use of normal procedures for recruitment and examination are not practicable. See Wis. Adm. Code chapter Pers 10.

(4) **SESSIONAL.** Employment in positions of legislative service agencies that require the services of an employe more than half-time on a daily, weekly or monthly basis, and which normally leads to a career through successive reinstatements, but the duration of which is closely related to the legislative session.

**History:** Cr. Register, October, 1972, No. 202, eff. 11-1-72.

**Pers 8.03 Legislative employment.** See section 13.20, Wis. Stats.

**History:** Cr. Register, October, 1972, No. 202, eff. 11-1-72.

**Pers 8.04 Definition of appointment.** An appointment is the commitment of an appointing authority to place a person in a position in his agency in accordance with provisions of the law and these rules.

**History:** Cr. Register, October, 1972, No. 202, eff. 11-1-72.

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**Pers 8.05 Types of appointments.** The following types of appointments are authorized:

- (1) Promotion—See Wis. Adm. Code chapter Pers 14.
- (2) Transfer—See Wis. Adm. Code chapter Pers 15.
- (3) Reinstatement—See Wis. Adm. Code chapter Pers 16.
- (4) Demotion—See Wis. Adm. Code chapter Pers 17.
- (5) Provisional—See section 16.21 (2), Wis. Stats.
- (6) Emergency—See section 16.21 (3), Wis. Stats.
- (7) Limited Term—See Wis. Adm. Code chapter Pers 10.
- (8) Special—See sections 16.11 (1) and (2), Wis. Stats.

(9) Original. All appointments to permanent, seasonal and seasonal kinds of employment and positions in the classified service of persons who have not attained permanent status in class and who are not appointed under the provisions of (1) through (7) above.

**History:** Cr. Register, October, 1972, No. 202, eff. 11-1-72.

**Pers 8.06 Limitation of multiple appointments.** An employe shall not be appointed to more than the equivalent of one full-time permanent position (excluding over-time, deviation work week) or other variations in that one position. The combination of permanent positions and limited term positions held by an employe shall not exceed the equivalent of one full-time permanent position, plus work on a limited term basis totaling less than half-time on a daily, weekly or monthly basis. However, an employe may work in excess of the half-time rate for 7 consecutive biweekly pay periods in any 26 consecutive biweekly pay periods, but in no case shall the total limited term employment time in such positions exceed that stated in Wis. Adm. Code section Pers 10.03.

**History:** Cr. Register, October, 1972, No. 202, eff. 11-1-72.