Chapter Pers 27

EXCEPTIONAL METHODS AND KINDS OF EMPLOYMENT

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Pers 27.01 Policy. To enable the state, as an employer, to carry out its social, economic, and community responsibilities through employment of the occupationally disadvantaged by reason of, but not limited to, sex, ethnic background, or age and the occupationally handicapped by reason of, but not limited to mental or physical disability, or to meet the needs of the service during periods of disaster or natural emergency, the director shall provide for exceptional methods and kinds of employment pursuant to section 16.08 (7), Wis. Stats.

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

Pers 27.02 Exceptional methods of employment; occupationally disadvantaged. (1) EXCEPTIONAL EMPLOYMENT LIST ESTABLISHMENT. The director may authorize establishment of exceptional employment eligible lists to enable departments to hire the occupationally handicapped or disadvantaged. In establishing such lists the director shall employ merit system principles which are broadly comparable to those which are used in establishing standard eligible lists for the same classification and may use such processes as:

(a) Limitation of recruitment to the specific occupationally handicapped or disadvantaged applicant target group.

(b) Use of category rating in the examination and certification process.

(2) USE OF EXCEPTIONAL EMPLOYMENT LISTS. Under his authority to determine appropriate eligible lists, the director may, upon written request of an appointing authority, authorize the establishment of an exceptional employment list or the creation of an exceptional employment list from a standard employment list when:

(a) Such list is required to meet the criteria outlined in the contract or guidelines under which a position is fully or partially funded, or

(b) Such list is required to meet an approved department affirmative action goal.

(3) APPOINTEE STATUS. Persons appointed from an exceptional employment eligible list to a vacancy in the classified service shall become employes with permanent status in class after successful

completion of a probationary period as provided in section 16.22, Wis. Stats.

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

Pers 27.03 Exceptional kinds of employment; occupationally handicapped. Occupationally handicapped employment is a kind of employment for occupationally handicapped persons who would not otherwise be employed in the competitive labor market. Occupationally handicapped employment may include: exceptional provisions for selection, work assignment, pay, employe benefit coverage and length of employment.

(1) The director may authorize under occupationally handicapped employment an exceptional plan to employ persons who, because of severe occupational handicaps, would not otherwise be able to compete in the labor market. The plan shall include provisions for:

(a) Tasks to be done;

(b) Plans for training, safety, and supervision;

(c) Proposed definition of disability and of essential abilities;

(d) Funding source for appointee pay, supervision and overhead;

(e) Proposed processes for identification and fair selection of appointees; and

(f) Length of employment.

(2) Appointees to positions in approved occupationally handicapped employment may have up to the same but no more rights than appointees to limited term employment positions. If an exception to this limit is considered appropriate because of a special feature of a proposed plan, the director may waive that limitation. Any such waiver shall be reported to the board.

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

Pers 27.04 Other exceptional methods and kinds of employment. When other exceptional employment situations occur or when exceptional state or federal employment programs are developed to fit the employment potential of occupationally disabled, handicapped, or disadvantaged persons, the director may establish other types of methods and kinds of exceptional employment. The director shall report any such actions to the board.

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