

DIVISION OF PERSONNEL

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(7) **SIMULTANEOUS PAY ADJUSTMENTS.** Pay adjustments which have the same effective date shall occur in the order provided for other employes under s. Pers 29.04, Wis. Adm. Code.

(8) **PAY ON SUBSEQUENT APPOINTMENT.** On subsequent appointment to a different position, the pay rate attained as a result of a project appointment shall not serve as the basis for the establishment of subsequent pay rates on appointment to any other positions except for appointments made in accordance with s. Pers 29.02 (3), Wis. Adm. Code.

History: Cr. Register, February, 1981, No. 302, eff. 3-1-81.

Pers 34.06 Benefit provisions. [s. 230.27 (2), Stats.] (1) **LEAVE OF ABSENCE.** (a) Annual leave and sick leave shall be earned and used in the same manner as authorized for permanent non-represented employes.

(b) Eligibility for annual military leave under s. 230.35 (3), Stats., shall be earned after completion of the first 6 months of employment in a project position. If prior eligibility has been attained in a permanent, seasonal, sessional or unclassified position and the employe has been appointed to the project position without an interruption of continuous service, such prior eligibility shall be retained.

(c) Time off for jury time and voting time shall be granted in the same manner as authorized for permanent non-represented employes.

(d) Holiday time off will be granted in accordance with the provisions for permanent non-represented employes. If an employe moves between permanent, seasonal, sessional or project positions during the year, the total number of personal holidays earned in the year shall not exceed 3.

(2) **INSURANCE.** (a) Group health, life and income continuation insurance coverage and eligibility shall be governed by the rules of the department of employe trust funds. The employer's contribution for this coverage will be the same as for permanent non-represented employes.

(b) Coverage and eligibility for worker's compensation, unemployment compensation and hazardous employment will be the same as for permanent non-represented employes.

(3) **RETIREMENT.** Retirement program eligibility and coverage will be governed by the rules of the department of employe trust funds. The employe's contribution for this coverage will be the same as for permanent non-represented employes.

(4) **CONTINUOUS SERVICE.** Continuous service credit shall be earned for the duration of employment on the project.

(5) **CARRYOVER OF BENEFITS.** (a) Accumulated annual leave and sick leave earned during a permanent, seasonal, sessional or unclassified appointment shall be carried over to a project appointment in the same manner as prescribed under s. Pers 18.04 (2), Wis. Adm. Code, if the appointee would have been eligible to carry over the benefits to a permanent appointment.

(b) Accumulated annual leave, sick leave, and continuous service credits earned during a project appointment shall not be carried over upon appointment to a permanent, seasonal, sessional, project or unclassified position unless the project appointee previously held a permanent, seasonal, sessional or unclassified position and could have carried

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over the benefits if the project appointment had been a permanent appointment.

History: Cr. Register, February, 1981, No. 302, eff. 3-1-81.

Pers 34.07 Status and rights. [s. 230.27 (2), Stats.] Employees serving a project appointment shall:

(1) Have the same appeal and grievance rights as permanent non-represented employees except that termination of the project appointment may not be appealed.

(2) Be eligible for regrade as a result of the reallocation or reclassification of the project position.

(3) Be eligible to attain permanent status in class as a result of the project appointment.

(4) Be ineligible to transfer, promote or demote into a permanent, seasonal or sessional position.

History: Cr. Register, February, 1981, No. 302, eff. 3-1-81.

Pers 34.08 Termination. [s. 230.27 (2), Stats.] Employees on a project appointment may be terminated at any time. Employees so terminated do not have layoff, reinstatement, restoration or displacement rights to any permanent, seasonal or sessional position unless those rights or eligibilities were previously earned in a permanent, seasonal, or sessional position and are being applied within three years of the date of separation from that position or prior to the expiration of an approved leave of absence.

History: Cr. Register, February, 1981, No. 302, eff. 3-1-81.

Pers 34.09 Procedures and records. (1) Procedures for recruitment and selection as set forth in subch. II of ch. 230, Stats., may be modified to expedite the project appointment process.

(2) In order to safeguard the public interest, modified recruitment and selection procedures must be approved by the administrator, and the appointing authority shall maintain such records of the procedures followed in making project appointments as are determined to be necessary by the administrator.

History: Cr. Register, February, 1981, No. 302, eff. 3-1-81.