

TEMPORARY EMPLOYMENT

CATEGORIES OF TEMPORARY EMPLOYMENT

EMERGENCY HIRE 2.01e	TYPE OF WORK:	SHORT-TERM	19-HOUR	LONG-TERM	PERSI Retiree	8-MO SEASONAL SMW & *SAW
Emergency	TYPE OF EMPLOYMENT:	4-month Seasonal	19-hour or less/week	9-month	Long-Term Exception Only	Long-Term Exception Only
Up to 90 days	MAX LENGTH OF WORK:	Up to 4 months	Continuous	9 consecutive months	5 consecutive months	8 consecutive months
40 hrs	HOURS PER WEEK:	40 hrs	Up to 19 hrs	19+ to 40 hrs	19+ to 40 hrs	40 hrs
	EMPLOYMENT RULES:		<p>Can work 19+ hrs/wk for up to 10 FLSA workweeks, continuous or intermittent, per calendar year</p> <p>-----</p> <p>If work 11th FLSA workweek at 19+ hr/wk, must convert to 9-mo long-term temp eff 1st workday in excess of 19 hours.</p> <p>-----</p> <p>May have to retro pay 10 wks PERSI</p>	If employee works over 1530 hrs/calendar year, they become eligible for health insurance the next calendar year	Restricted to 5 consecutive months	Can start any time of year; weather-related maintenance work
Non-competitive	HIRING PROCESS:	Competitive	Competitive	Competitive	Competitive	Competitive
Not Eligible	PROMOTION:	Eligible	Eligible	Eligible	N/A	Eligible
Not Eligible	PERSI:	Not Eligible	Not Eligible (until 9-mo convert)	PERSI Eligible	Not Eligible	PERSI-Exempt
Not Eligible for rehire as an Emergency Hire	REHIRE RULES:	3-month break	<p>No break if under 19 hr/wk</p> <p>-----</p> <p>If converted to 9-mo, must take 3-mo break at end of 9-mo work assignment</p>	<p>3-month break</p> <p>- OR -</p> <p>If at 1,530 cap, Jan 1 of new calendar year, whichever occurs LATER</p>	Must take 30-day break after 5 consecutive mos; may work 3 more mos, then must take 3-mo break	4-month break
	EXAMPLES:	Summer Seasonal: Lifeguard; Play Camp	19-hr Rec EE during school year who wants to work more hours in summer	Golf Course/R2R Mx Worker; WQ Lab Tech/Analyst	Anyone who has retired from a PERSI-eligible job	*SAW= Seasonal Agricultural Worker at 20 Mile South Farm