

COMPARISON OF TEMPORARY AND PROJECT APPOINTMENTS

CURRENT LTE PROCESS	UPS TEMPORARY APPOINTMENT PROCESS
Limit of 1043 hours in a 12-month period.	Limit of 1044 hours in a 12-month period.
Employees hired into positions with titles in non-broadbanded pay ranges must be paid between the state or federal minimum wage (whichever is greater) and the minimum of the pay range; employees hired into positions with titles in broadbanded pay ranges must be paid between the state or federal minimum wage (whichever is greater) and the appointment maximum of the pay range*. (*There are exceptions for employees with previous permanent State service who are hired as LTE's.)	Employees must be paid between the state or federal minimum wage (whichever is greater) and the maximum of the pay range for the title.
Classified title must be used.	University Staff title must be used.
OSER approval required to appoint a non-resident of Wisconsin.	No restriction on hiring non- resident of Wisconsin.
“At Will” employment.	“At Will” employment.
Expedited recruitment and selection methods may be used.	UW institutions use their own recruitment and assessment methods.
Nonexempt from FLSA overtime provisions. (If employee has more than one appointment all hours worked within a work week within the UW System institution are combined to determine the total hours worked in any given week.)	Nonexempt from FLSA overtime provisions. (If employee has more than one appointment all hours worked within a work week within the UW System institution are combined to determine the total hours worked in any given week.)
May not hire, recommend for hire, or supervise member of immediate family.	May not hire, recommend for hire, or supervise member of immediate family.
Appointment not eligible for leave benefits.	Appointment not eligible for leave benefits.
CURRENT PROJECT EMPLOYEE PROCESS	UPS PROJECT APPOINTMENT PROCESS
Unless employee previously held a permanent civil service classified, or a permanent unclassified position, leave benefits will not transfer to subsequent project or permanent position.	All leave earned in a project appointment will transfer into any successive leave-eligible appointment and sick leave is treated like sick leave for university staff with an expectation of continued employment.
Unless employee previously held a permanent civil service classified, or a permanent unclassified position, time in project appointment does <u>not</u> count towards continuous service.	Time in project appointment counts towards continuous service.
Employees without prior permanent State service hired into positions with titles in non-broad banded pay ranges must be hired at the minimum of the pay range; employees hired into positions with titles in broad banded pay ranges must be paid between the minimum and the appointment maximum of the pay range.	Employees must be paid between the minimum and the maximum of the pay range for the title.
“At Will” employment.	“At Will” employment.
Merit recruitment process is used.	Merit recruitment process (institutions’ recruitment processes) is used.
Position may not exceed 4 years in duration.	Position may not exceed 4 years in duration.

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May not hire or supervise member of immediate family.	May not hire or supervise member of immediate family.
While serving in appointment, eligible for same leave benefits as permanent classified employee.	While serving in appointment, eligible for same leave benefits as university staff with an expectation of continued employment.

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