

## Chapter ER-MRS 10

### LIMITED TERM APPOINTMENTS

ER-MRS 10.03 Approval by director.  
 ER-MRS 10.035 Exclusions.  
 ER-MRS 10.04 Procedures and records.

ER-MRS 10.05 Status of employees on limited term appointments.  
 ER-MRS 10.06 Violations.

**Note:** Chapter Pers 10 was renumbered to be chapter ER-Pers 10, effective March 1, 1983. Chapter ER-Pers 10 was renumbered chapter ER-MRS 10 under s. 13.93 (2m) (b) 1., Stats., Register, October, 1994, No. 466; Corrections made under s. 13.93 (2m) (b) 6., Stats., Register December 2003 No. 576.

**ER-MRS 10.03 Approval by director.** Prior approval of the duration of a limited term appointment by the director is required before making a limited term appointment.

**Note:** Section 2015 (3) (c) of 1983 Wis. Act 27, granted authority for approval of the duration of limited term appointments to the director, bureau of merit recruitment and selection, and authority for approval of class and pay rate for limited term appointments to the administrator, division of personnel management. This revision reflects that division of authority with respect to limited term appointments.

**History:** Cr. Register, October, 1972, No. 202, eff. 11-1-72; r. (2) and renum. from Pers 10.05 (1) and am., Register, February, 1981, No. 302, eff. 3-1-81; am., Register, May, 1988, No. 389, eff. 6-1-88; corrections made under s. 13.92 (4) (b) 6., Stats., Register September 2015 No. 717.

**ER-MRS 10.035 Exclusions.** An individual appointed to a limited term position must be qualified to perform the duties of the position. A limited term appointment may not be made for a person who is not a state resident, under s. 230.26 (1m), Stats., unless approved by the director. A limited term appointment may not violate s. ER-MRS 24.04 or subch. II of ch. 40, Stats.

**History:** CR 18-006: cr. Register July 2018 No. 751, eff. 8-1-18.

**ER-MRS 10.04 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 appointment of limited term employees.

**(2)** In order to safeguard the public interest, recruitment and selection procedures must be in accordance with the standards established by the director, and the appointing authority shall maintain such records of the procedures followed in making limited term appointments as are determined to be necessary by the di-

rector. Limited term appointments shall be made so as to contribute to a competent work force with due consideration given to affirmative action.

**History:** Cr. Register, October, 1972, No. 202, eff. 11-1-72; (1) renum. from Pers 10.06 and am., cr. (2), Register, February, 1981, No. 302, eff. 3-1-81; am., Register, May, 1988, No. 389, eff. 6-1-88; correction in (2) made under s. 13.92 (4) (b) 6., Stats., Register September 2015 No. 717; CR 18-006: am. (2) Register July 2018 No. 751, eff. 8-1-18.

**ER-MRS 10.05 Status of employees on limited term appointments.** Limited term employees do not earn permanent status and are denied benefits and rights specified under s. 230.26 (4), Stats.

**History:** Cr. (1), (2) renum. from Pers 10.07 (2) and am., Register, February, 1981, No. 302, eff. 3-1-81; am. (1), renum. (2) to be (3), cr. (2), Register, February, 1983, No. 326, eff. 3-1-83; (2) and (3) renum. to be ER 10.045 and 10.02 (4) and am., Register, May, 1988, No. 389, eff. 6-1-88.

**ER-MRS 10.06 Violations. (1)** If the director finds an agency has failed to comply with limited term appointment standards established under this chapter, the director may remove the incumbents of positions for which appointment standards were not followed. Employees subject to removal under this section shall be given notice of removal. The director may also withdraw all delegated authority for making limited term appointments from the agency until such time as, in the judgment of the director, the agency takes appropriate measures to ensure that future limited term appointments will be in compliance with established standards.

**(2)** Limited term employees who have reached or exceeded the hours or earnings limitations established by s. 230.26 (1) or 16.417 (2), Stats., respectively, shall be immediately removed from the position.

**History:** CR 18-006: cr. Register July 2018 No. 751, eff. 8-1-18.