

## Appointment Options for Hiring Staff

Staff appointments initially designated at 50% time for one year or more are considered to be career positions. These positions may need to be recruited to comply with Staff Personnel Policy and or union contracts, please contact your HR consultant to discuss. All other appointments must fit within the definitions as described below.

| <b>Solution</b>                   | <b>Description</b>   | <b>Limitations</b>  |
|-----------------------------------|--|---|
| <b><i>Career Appointment</i></b>  | An appointment established at a fixed or variable percent of time at 50% or more of full-time, which is expected to continue for one year of longer.   |   |
| <b><i>Limited Appointment</i></b> | Any percent of time, fixed or variable, during which an employee is expected to be on pay status for less than 1,000 hours in a 12-month period.   | Employee becomes career and eligible for benefits if on pay status over 1,000 hours in a rolling 12-month period.   |
| <b><i>Per Diems</i></b>           | Used to complement career and casual positions with per diem positions when necessary to maintain staffing levels for temporary and emergency periods in critical areas of University operations.  | CX – Limited to UCIMC<br><br>EX – Limited to UCIMC<br><br>SX – Limited to specific title codes<br><br>NX – Limited to specific title codes<br><br>TX – Rate is 15% over midpoint<br><br>HX – Limited to specific title codes<br><br>RX – N/A<br><br>501 – N/A |
| <b><i>Contract Positions</i></b>  | A contract position is a position established at a fixed or variable percentage of time for a definite period. The terms and conditions of each contract shall be contained in a written agreement between the University and the individual made pursuant to UC guidelines. | Restricted to non-represented titles  |

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| <b><i>Floater Pool</i></b>          | A “Floater Appointment” is an appointment reserved for use in temporary employment pools, established at any percent of full time. | Appointment is limited to twenty-four (24) months in duration.              |
| <b><i>Partial Year Position</i></b> |  | Appointment is not temporary. Employee is considered a regular UC employee. |