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**ARTICLE 18**  
**TYPES OF EMPLOYEES**

**Section 1, Limited Duration Employees.** The City may appoint limited duration employees to perform work of known duration of generally not more than three (3) years subject to the following:

(a) Limited duration employees will be appointed in the same manner as employees appointed to positions in the classified service.

(b) Limited duration employees shall have all the responsibilities and contractual rights of a probationary/regular employee except that they shall have no rights to bump probationary/regular employees. Limited duration employees cannot bump temporary employees nor do temporary employees have to be terminated when a limited duration employee's appointment ends. Limited duration employees shall be subject to bumping by probationary/regular employees with greater seniority time in the classification. If laid off, limited duration employees shall be invited to interview for a limited term position for a period of one (1) year to return to the same bureau or service area and classification at the time of premature separation.

(c) ~~The appointing bureau~~ Human Resources will notify the Union at least ten (10) days prior to ~~making an appointment of the creation of~~ a limited ~~duration employee term position~~. The Union shall respond in writing within ten (10) working days if they wish to discuss the ~~appointment position~~; ~~otherwise, the bureau may proceed to appoint the employee. If the bureau needs to make an appointment prior to the ten (10) day response period, the bureau will contact the Union to request a quicker response.~~

(d) A limited duration employee will become a permanent employee, with all seniority rights, if any one of the following occur:

- (i) They are continuously employed in the same classification, by the same bureau, for more than three (3) years unless the Union and the bureau mutually agree to extend the length of the limited duration appointment; or
- (ii) The bureau notifies the Union in writing that they are removing the employee's limited duration status.

(e) A limited duration employee who becomes a permanent employee under the provisions of (i) or (ii) and completes the required probationary period will have their service time as a limited duration employee from that assignment added to their continuous service as a permanent employee. The probationary period may be waived by the Director of the Bureau of Human Resources.

(f) The City will determine when a project has been completed and when a limited duration employee's appointment ends.

(g) Limited duration employees may be transferred like other employees and may place themselves on the citywide transfer list. At the end of a limited duration employee's appointment, the employee may be placed on the City's transfer list for up to three years. The City may reemploy limited duration employees on the transfer list as either a regular employee or, subject to c. above, a limited duration employee.

(h) Employees who hold regular status in a bargaining unit classification may move into a limited term position through a lateral transfer, promotion, or recall without a change in their regular employment status.

**Section 2, Rehired Retirees.** Retirees who are eligible to draw PERS or OPSRP benefits, who have applied for such benefits, or who are receiving said benefits, and are subsequently rehired by the City into a classification in Schedule A, shall be members of the bargaining unit. The City may have the discretion to hire Retirees in a PROTEC17

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~~classification under Schedule A. Rehired retirees will be as temporary, at-will employees and may work for up to two (2) continuous years, unless extended by mutual agreement. in a particular position. Contract rights for Rehired Retirees shall be the same as temporary employees as provided under Schedule B. The only terms and conditions of this Agreement that shall apply are Article 1 — Recognition, Article 2 — Union Security and Activities, and Schedule A — Salary Rates. All other terms and conditions of employment for Rehired Retirees shall be solely determined by the provisions of Human Resources Administrative Rules regarding reinstatement. 3.06. Notwithstanding Section 8, above, the City may hire Rehired Retirees as temporary, at-will employees for up to two (1) continuous years in a particular position.~~

**Section 3, Temporary Employees.** Any employee employed in a budgeted position in a classification contained in Schedule A of this Agreement without permanent rights to the City. ~~Recognition under this section shall not detract from any rights or benefits pertaining to the employee, by virtue of their regular/permanent status in some other classification within the City.~~ Contract rights for temporary employees are as provided under Schedule B.

~~(a) Recognition under this section shall not detract from any rights or benefits pertaining to the employee, by virtue of their regular/permanent status in some other classification within the City.~~

~~(b) A temporary employee who becomes a permanent employee in the same classification and completes the required probationary period will have their service time as a temporary employee from that assignment added to their continuous service as a permanent employee. The probationary period may be waived by the Director of the Bureau of Human Resources.~~

~~(be) Temporary appointments to classifications contained in Schedule A of this Agreement shall not exceed four (4) twelve (12) months without written permission of the Union.~~

**Section 4, Seasonal/Casual Employees.**

(a) Seasonal/Casual Employees may be placed into classifications contained in Schedule A of this Agreement.

(b) Seasonal/Casual Employees may only work for up to 1,400 hours in a calendar year. After working 1,400 hours in a calendar year, a Seasonal/Casual Employee may be rehired without a break in service to the same assignment in the same bureau provided it is a new calendar year.

(c) Contract rights for Seasonal/Casual Employees are as provided under Schedule C.

~~(d) A Seasonal/Casual Employee appointed in the same manner as employees appointed to positions in the classified service may be converted to regular status if their position becomes permanently funded.~~

**Section 5, Interns.**

(a) As part of its public responsibility, the City may participate in or establish public employment programs to provide employment and/or training for and/or services to the City by various segments of its community. Such programs may result in individuals performing work for the City that is considered bargaining unit work. Such programs include, but are not limited to, youth training and/or employment programs, adult training and/or employment programs, vocation rehabilitation programs, work study and student intern programs, court-ordered community service programs, volunteer programs and other programs with similar purposes. Some examples of such programs already in effect include SummerWorks Internships, Youth Conservation Crew (YCC), Work Study, MECOP/CECOP, Hatfield Fellowships, and the BTS Support Center Internship. Individuals working for the City pursuant to such programs shall be exempt from all provisions of this Agreement.

(b) The City shall have the right to implement new internships or related public employment programs or expand its current programs beyond what exists as of the signature date of this Agreement, but where such new or expanded\* program implementation involves bargaining unit work and results in a significant departure from existing practice, the City shall give thirty (30) days' advance written notice to the Union of such and upon receipt of a written request from the Union thereafter, the City shall engage in discussions with the Union on concerns

City Counter to PROTEC17  
March 10, 2026

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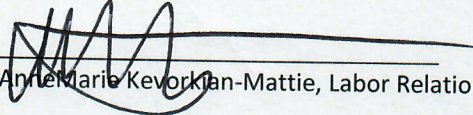
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raised by the Union. Creation of an internship or related public employment program shall not result in (1) a layoff of regular employees covered by this Agreement, or (2) the elimination of a regular budgeted position covered by this Agreement that recently had been recently occupied by a regular status employee that performed performing the specific bargaining unit work now being or about to be performed by an individual under one of the City's public employment programs.

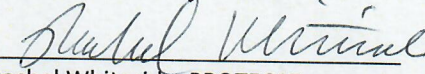
\*Expanded means a change in description of work different than the original job description or an increase in responsibility/level of autonomy beyond what was originally defined.

Tentatively agreed on this 1<sup>st</sup> day of March, 2026

Chief Spokesperson for the City:

  
Anne Marie Kevorkian-Mattie, Labor Relations

Chief Spokesperson for the Union:

  
Rachel Whiteside, PROTEC17

