



continued to work for the University since that date in multiple jobs, are exempt from this policy. The following categories of University employment may be exempt from this policy, subject to management discretion and/or budgetary constraints on a case by case basis:

- (1) Sponsored events – university employees may assist by working at on campus special events such as athletic events, concerts, rocket launch functions, etc. The work must be separate and unrelated to the employee’s regular job, but in such cases they may serve and be paid at an agreed upon hourly rate of pay.
- (2) Internal agency – an internal appointment which serves at the discretion of the appointing authority and where the employee works irregular hours or days on an as-needed basis. Internal agency staff are needed to fill scheduling voids that may affect the quality of patient care or services. Internal agency positions are only available to licensed and/or qualified staff currently on the University of Toledo payroll.
- (3) Contingent/per-diem positions – contingent positions are maintained on a per-diem basis. Per-diem positions are necessary to comply with safety and regulatory compliance in respect to staffing levels in clinical setting.
- (4) Emergency seasonal – employment where the service occurs for a specific period during a particular time of the year (i.e., snow removal, flooding, etc.)
- (5) Other – management may determine, that in some non-precedent setting circumstances, multiple employment in hourly positions may be approved by management, subject to review by the human resources department.

Any questions about this policy should be directed to the appropriate human resources office.

<p>Approved by:</p> <p><u>/s/ laj</u> Lloyd A. Jacobs, M.D. President</p> <p><u>January 10, 2008</u> Date</p> <p><i>Review/Revision Completed by:</i> <i>President’s Senior Leadership Team</i></p>	<p>Policies Superseded by This Policy:</p> <p>None</p> <p>Initial effective date: August 1, 2007 Review/Revision Date: Next review date: August 1, 2010</p>
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