

## **PSA versus Employee**

PSAs are not to be used in place of hiring regular full-time, part-time, or temporary employees. The PSA is furthermore not appropriate for the hiring of individuals to teach classes or to perform work that has been recognized as belonging to one of the collective bargaining units within the State System.

Retired members of the State Employee Retirement System cannot be placed on PSAs. Instead, they are to be placed on Special Payroll in 120-day positions.

If an employer/employee relationship exists and the contractor is acting as an employee, the department needs to contact the Department of Human Resources for information and assistance.