



Report to the Joint Legislative Oversight Committee on General
Government & Fiscal Research Division on
Agency Compliance with G.S. 126-6.3 for the Period of
January 1, 2019 through December 31, 2019

December 2020



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Table of Contents

I. Introduction and Executive Summary2

II. Compliance Report4

III. Appendix9



Introduction and Executive Summary

G.S. 126-6.3(b) requires the Office of State Human Resources to “monitor the employment of temporary employees by Cabinet and Council of State agencies and...report biannually to the Joint Legislative Oversight Committee on General Government and to the Fiscal Research Division on agency compliance with this section and policies and rules adopted pursuant to it.” Temporary Solutions, a program of the Office of State Human Resources, hereby submits this report for the period January 1, 2019 through December 31, 2019.

Prior to this reporting period, data for the biannual report was generated from the Integrated HR-Payroll System, formerly called BEACON, by 1) Temporary Solutions for employees hired through it and 2) Cabinet and Council of State agencies for employees hired directly by them. Agencies approved to hire temporaries through third-party staffing firms (G.S. 126-6.3(a)) also maintained employment information about these workers in spreadsheets and databases.

To improve efficiencies, a new data collection methodology was used for this report. Instead of requiring the agencies to self-report information from the Integrated HR-Payroll System, Temporary Solutions requested from the Office of State Controller (OSC) a data query for all State government temporaries employed through Temporary Solutions or directly by an agency from February 1, 2018 through December 31, 2019. The February 1, 2018 start date was used to check for compliance with policies that applied to temporary assignments of 11 months or more. The following data was collected:

- Employee’s name
- Personnel number
- Position number
- Organizational unit (including employing agency name)
- Employee group/subgroup (identified whether the employee was subject or not subject to the Fair Labor Standards Act, full-time or part-time, and/or retired)
- Action type/subtype (i.e., New Hire, Separation, Reinstatement, etc.)
- Effective dates of the employment action

Introduction and Executive Summary

In 2019, over 37,000 employment actions were completed for 11,437 temporary employees statewide. Employment actions include New Hires, Reinstatements, Salary Adjustments, Transfers, Separations, and others. Temporary employees were hired through Temporary Solutions, directly by the employing State agency, and through third-party staffing agencies.

To provide this report, Temporary Solutions acquired employment information from the Office of the State Controller (OSC) for temporaries employed through Temporary Solutions or directly by a State agency. The information provided by OSC did not include temporaries who were hired through third-party staffing agencies. Agencies that used third-party staffing firms provided this information to Temporary Solutions.

Temporary Solutions reviewed the data provided by OSC and agencies that used third-party staffing firms to identify any instance of non-compliance in the following areas: 1) temporaries not employed through Temporary Solutions whose assignment lasted longer than consecutive 11 months; 2) temporaries employed through Temporary Solutions whose assignment lasted longer than 11 consecutive months; 3) temporaries whose mandatory break-in-service lasted fewer than 31 days; 4) temporaries who were directly employed

by a Cabinet agency without an approved written exception; and 5) compliance was not able to be determined based on available information. Temporaries who were retired, a full-time student, inmate, intern, or extern are exempt by policy from the mandatory break-in-service requirement and their assignments may last longer than 11 consecutive months.

Temporary Solutions sent records that could not be verified as compliant to the respective employing agency for review and comment. Temporary Solutions provided the employing agencies with its verified compliance findings. Of the more than 37,000 records reviewed by Temporary Solutions, about 440 were referred to the agencies for comment.

This method helped to ensure the consistency, completeness, and accuracy of the statewide data while allowing for Temporary Solutions to contact only those agencies with potential or verified compliance issues.

The following report addresses findings identified in this compliance review.



Compliance Report

1. Employed after 11 consecutive months

G.S. 126-6.3(b) states: “Each State agency granted an exception under this section from using the Temporary Solutions Program and any Council of State agency that elected not to use the Temporary Solutions Program shall record the time worked by each temporary employee in the agency, including the number of hours worked per week, number of months worked, and the amount of time the employee was not employed after 11 consecutive months of service with the agency.”

Table A (p. 5): Temporary Employees Not Employed Through Temporary Solutions Who Were Employed After Eleven (11) Consecutive Months identifies, by agency, the number of temporaries not employed through Temporary Solutions who were employed after 11 consecutive months with the agency.

The State Temporary Employment Policy states: “Temporary employees provided through Temporary Solutions and approved Temporary Staffing Vendors shall only be employed no more than eleven (11) consecutive months.”

Table B (p. 5): Temporary Employees Provided Through Temporary Solutions and Approved Temporary Staffing Vendors Who Were Employed After Eleven (11) Consecutive Months identifies, by agency, the number of temporary employees provided through Temporary Solutions and approved temporary staffing vendors who were employed after 11 consecutive months.

Agencies with temporaries employed through Temporary Solutions whose assignments lasted longer than 11 months (Table B) reported one or more of the following reasons:

- 1) management oversight;
- 2) unclear on what the requirement was due to differences in statute, administrative rule, and policy;
- 3) did not receive the expected one month reminder email from Temporary Solutions to end the employee’s assignment before the 11 month end date.

Temporary Solutions is working to address inconsistencies in the administrative rule and policy through the Rulemaking Process and is reestablishing the one-month reminder email to ensure that agencies are notified in advance when an assignment through Temporary Solutions is required to end.

Compliance Report

Table A: Temporary Employees Not Employed Through Temporary Solutions Who Were Employed After Eleven (11) Consecutive Months

Agency	Council of State Elected Not to Use or Cabinet Agency Exempted from Using Temporary Solutions	Number of Temporary Employees employed after 11 months
Agriculture and Consumer Services	Elected not to use; Council of State	11
Information Technology	Exempted; approved to directly employ NCDOT “field funded” temporaries	5
Natural and Cultural Resources	Exempted; approved to directly employ seasonal and receipt-funded temporaries	6
Public Safety	Exempted; approved to use third-party staffing firms for certain medical positions	1
Transportation	Exempted; approved to directly employ “field funded” temporaries	80
Total		103

Note: For a detailed list of temporaries not employed through Temporary Solutions who were employed after 11 consecutive months, please see Appendix A.

Table B: Temporary Employees Provided through Temporary Solutions and Approved Staffing Vendors Who Were Employed After Eleven (11) Consecutive Months

Agency	Number of temporaries
Agriculture and Consumer Services	1
Natural and Cultural Resources	1
Public Safety	8
State Human Resources	1
Total	11

Note: For a detailed list of temporaries employed through Temporary Solutions who were employed after 11 consecutive months, please see Appendix B.

Compliance Report

2. Separated fewer than 31 days within one year

The State Temporary Employment Policy requires that “when temporary employees reach eleven (11) consecutive months of service, the employee is required to take a thirty-one (31) day break.”

Table C: Temporary Employees Whose Mandatory Break-in-Service Lasted Fewer than 31 Days identifies, by agency, the number of temporary employees whose mandatory break-in- service lasted fewer than 31 days. The employees were subject to this requirement because they were not retirees, full-time students, inmates, interns, or externs.

Table C: Temporary Employees Whose Mandatory Break-in-Service Lasted Fewer than 31 Days

Agency	Number of temporaries
Commerce	1
Environmental Quality	1
Natural and Cultural Resources	2
Public Safety	3
Revenue	1
Transportation	2
Total	10

Note: For a detailed list of temporaries whose mandatory separation was fewer than 31 days, please see Appendix C.

Compliance Report

3. Third-party staffing services

G.S. 126-6.3(a) states: “Notwithstanding G.S. 126-5 or any other provision of law, all Cabinet agencies that utilize temporary employees to perform work that is not information technology-related shall employ them through the Temporary Solutions Program administered by the Office of State Human Resources.

The Director of the Office of State Human Resources may create exceptions to this requirement when doing so would be in the best interests of the State in the sole discretion of the Director. An exception shall be invalid unless it is in writing.”

Two agencies – the Department of Health and Human Services (DHHS) and the Department of Public Safety (DPS) – requested and received written approval to use third-party medical staffing services instead of Temporary Solutions in Calendar Year 2019.

This was deemed to be in the best interests of the State because the high volume of temporary workers needed to support essential direct care and specialized medical services exceeded the staff-level capabilities of both Temporary Solutions and either State agency.

Employment records provided by DHHS and DPS included: employee name; working title; start and end date of each assignment; and the name of the third-party staffing service used.

The determination of whether an employee was employed after 11 consecutive months or separated for fewer than 31 days within one year was based on the start and end dates of each assignment.

Temporary Solutions could not verify the working times of any of the temporaries to confirm whether they had been employed continuously without a 31-day separation because timesheets for the contacted temporaries were not available to DHHS or DPS.

a. Employed after 11 consecutive months

Temporaries employed through a third-party received contracted assignments, many lasting between eight and 26 weeks. Generally, temporaries worked multiple consecutive assignments. DHHS and DPS provided Temporary Solutions with the start and end dates of each assignment. An assignment was determined to be longer than 11 months if the start date of the first assignment and the end date of the last assignment spanned more than 11 months and there was not a lapse in assignments of at least 31 consecutive days.

Table D: Temporaries Employed through a Third-Party Staffing Service Who Were Employed After Eleven (11) Consecutive Months identifies, by agency, the number of temporaries employed after 11 consecutive months through third-party staffing services without a lapse in assignments of at least 31 consecutive days.

Compliance Report

Table D: Temporaries Employed through a Third-Party Staffing Service Who Were Employed After Eleven (11) Consecutive Months

Agency	Number of temporaries employed after 11 consecutive months through third-party staffing services
Health and Human Services	75
Public Safety	41
Total	116

Note: For a detailed list of temporaries employed after 11 consecutive months through third-party staffing services without a lapse in assignments of at least 31 consecutive days, please see Appendix D.

4. Compliance Could Not Be Determined Based on Available Data

a. Employed after 11 consecutive months

Personnel records from the Integrated HR-Payroll System indicate that at least 241 temporary “virtual instructors” with the Department of Public Instruction – NC Virtual Public School (NCVPS) were employed for more than 11 months. The employees were active (not separated) in the Integrated HR-Payroll System during the following dates.

- (7) employees were active from June 18, 2018 through June 3, 2020
- (22) employees were active from July 3, 2018 through June 4, 2020
- (181) employees were active from July 3, 2018 through June 3, 2020
- (1) employee was active from July 3, 2018 through February 24, 2020
- (1) employee was active from July 3, 2018 through October 18, 2019

Temporary Solutions could not confirm whether the employees were working during this time because NCVPS did not require its virtual instructors to submit timesheets until August 2019.

For a detailed list of NCVPS virtual instructors who were employed for more than 11 months, please see Appendix C.

b. Separated fewer than 31 days within one year

Temporary Solutions did not have sufficient data to determine whether the Department of Public Instruction – NC Virtual Public School (NCVPS) complied with the mandatory break-in-service requirement in Calendar Year 2019. Timesheets are used to verify whether an employee did not work for at least 31 days.

Temporary Solutions also could not use NCVPS employment action records, such as when a temporary was newly hired, reinstated, or separated, to verify whether a temporary was separated for at least 31 days because employment records also depend on timesheet information (i.e., the effective date of a separation action depends on when the employee stopped working).

At least 748 temporary virtual instructors were employed by NCVPS in Calendar Year 2019.

Note: For a detailed list of NCVPS temporaries who were employed for more than 11 months, please see Appendix E.

Appendix

Appendix A:

Employed after 11 consecutive months (Council of State or Exempted Cabinet)

Agency	PERNR	Assignment Start	11 Months	Assignment End	Days After 11 Months
Agriculture and Consumer Services	2167***	2/5/2018	1/5/2019	1/28/2019	23
Agriculture and Consumer Services	1133***	1/14/2019	12/14/2019	12/16/2019	2
Agriculture and Consumer Services	1966***	8/28/2018	7/28/2019	7/31/2019	3
Agriculture and Consumer Services	2097***	5/7/2018	4/7/2019	4/18/2019	11
Agriculture and Consumer Services	1839***	6/10/2018	5/10/2019	6/4/2019	25
Agriculture and Consumer Services	1832***	6/24/2018	5/24/2019	5/28/2019	4
Agriculture and Consumer Services	1095***	11/19/2018	10/19/2019	11/1/2019	13
Agriculture and Consumer Services	2165***	1/2/2019	12/2/2019	12/10/2019	8
Agriculture and Consumer Services	2135***	6/9/2018	5/9/2019	5/19/2019	10
Agriculture and Consumer Services	1104***	6/9/2018	5/9/2019	5/19/2019	10
Agriculture and Consumer Services	9187***	7/9/2018	6/9/2019	6/24/2019	15
Information Technology	2132***	5/26/2018	4/26/2019	5/24/2019	28
Information Technology	2202***	10/20/2018	9/20/2019	9/26/2019	6
Information Technology	1679***	2/10/2018	1/10/2019	2/8/2019	29
Information Technology	2168***	2/10/2018	1/10/2019	2/8/2019	29
Information Technology	2180***	5/19/2018	4/19/2019	5/14/2019	25
Natural and Cultural Resources	2002***	12/10/2018	11/10/2019	11/14/2019	4
Natural and Cultural Resources	2135***	6/13/2018	5/13/2019	5/15/2019	2

Appendix

Appendix A:

Employed after 11 consecutive months (Council of State or Exempted Cabinet)

Agency	PERNR	Assignment Start	11 Months	Assignment End	Days After 11 Months
Natural and Cultural Resources	1783***	9/28/2017	8/28/2018	10/27/2019	425
Natural and Cultural Resources	2177***	4/14/2018	3/14/2019	3/17/2019	3
Natural and Cultural Resources	2017***	11/24/2017	10/24/2018	3/10/2019	137
Natural and Cultural Resources	1848***	2/13/2017	1/13/2018	3/29/2019	440
Public Safety	2178***	4/30/2018	3/30/2019	9/25/2019	179
Transportation	2148***	9/1/2017	8/1/2018	4/17/2019	259
Transportation	7987***	1/27/2018	12/27/2018	1/5/2019	9
Transportation	2179***	4/23/2018	3/23/2019	8/23/2019	153
Transportation	2093***	10/22/2018	9/22/2019	10/17/2019	25
Transportation	2183***	6/1/2018	5/1/2019	6/14/2019	44
Transportation	2186***	7/14/2018	6/14/2019	7/12/2019	28
Transportation	1157***	3/24/2018	2/24/2019	3/29/2019	33
Transportation	2080***	7/22/2018	6/22/2019	7/26/2019	34
Transportation	2188***	7/28/2018	6/28/2019	7/30/2019	32
Transportation	2205***	11/3/2018	10/3/2019	11/1/2019	29
Transportation	2189***	8/25/2018	7/25/2019	8/23/2019	29
Transportation	2185***	6/30/2018	5/30/2019	6/28/2019	29
Transportation	2188***	8/11/2018	7/11/2019	8/9/2019	29
Transportation	2025***	2/24/2018	1/24/2019	2/22/2019	29
Transportation	2182***	6/2/2018	5/2/2019	5/31/2019	29

Appendix

Appendix A:

Employed after 11 consecutive months (Council of State or Exempted Cabinet)

Agency	PERNR	Assignment Start	11 Months	Assignment End	Days After 11 Months
Transportation	2198***	9/22/2018	8/22/2019	9/20/2019	29
Transportation	2169***	2/24/2018	1/24/2019	2/22/2019	29
Transportation	2206***	11/17/2018	10/17/2019	11/15/2019	29
Transportation	2189***	8/11/2018	7/11/2019	8/9/2019	29
Transportation	2189***	8/25/2018	7/25/2019	8/23/2019	29
Transportation	2206***	11/29/2018	10/29/2019	11/27/2019	29
Transportation	1912***	11/3/2018	10/3/2019	11/1/2019	29
Transportation	1856***	2/10/2018	1/10/2019	2/8/2019	29
Transportation	2182***	6/2/2018	5/2/2019	5/31/2019	29
Transportation	2188***	8/11/2018	7/11/2019	8/9/2019	29
Transportation	2189***	8/11/2018	7/11/2019	8/9/2019	29
Transportation	2188***	8/11/2018	7/11/2019	8/9/2019	29
Transportation	1994***	6/16/2018	5/16/2019	6/14/2019	29
Transportation	2181***	6/2/2018	5/2/2019	5/31/2019	29
Transportation	6588***	4/7/2018	3/7/2019	4/5/2019	29
Transportation	2188***	8/11/2018	7/11/2019	8/9/2019	29
Transportation	2202***	10/20/2018	9/20/2019	10/18/2019	28
Transportation	2180***	5/19/2018	4/19/2019	5/17/2019	28
Transportation	6316***	5/5/2018	4/5/2019	5/3/2019	28
Transportation	2176***	4/21/2018	3/21/2019	4/18/2019	28
Transportation	2186***	7/14/2018	6/14/2019	7/12/2019	28

Appendix

Appendix A:

Employed after 11 consecutive months (Council of State or Exempted Cabinet)

Agency	PERNR	Assignment Start	11 Months	Assignment End	Days After 11 Months
Transportation	2196***	8/25/2018	7/25/2019	8/22/2019	28
Transportation	2186***	7/14/2018	6/14/2019	7/12/2019	28
Transportation	2177***	4/21/2018	3/21/2019	4/18/2019	28
Transportation	2186***	7/14/2018	6/14/2019	7/12/2019	28
Transportation	2201***	10/6/2018	9/6/2019	10/3/2019	27
Transportation	2202***	10/20/2018	9/20/2019	10/17/2019	27
Transportation	2186***	7/14/2018	6/14/2019	7/11/2019	27
Transportation	2165***	1/13/2018	12/13/2018	1/9/2019	27
Transportation	2150***	4/21/2018	3/21/2019	4/16/2019	26
Transportation	1952***	11/17/2018	10/17/2019	11/12/2019	26
Transportation	2122***	3/24/2018	2/24/2019	3/22/2019	26
Transportation	2150***	8/26/2017	7/26/2018	8/21/2018	26
Transportation	2078***	3/25/2018	2/25/2019	3/23/2019	26
Transportation	2206***	11/17/2018	10/17/2019	11/12/2019	26
Transportation	2096***	3/10/2018	2/10/2019	3/8/2019	26
Transportation	2209***	12/15/2018	11/15/2019	12/10/2019	25
Transportation	2183***	6/16/2018	5/16/2019	6/10/2019	25
Transportation	2209***	12/15/2018	11/15/2019	12/10/2019	25
Transportation	2209***	12/15/2018	11/15/2019	12/10/2019	25
Transportation	2111***	4/7/2018	3/7/2019	4/1/2019	25
Transportation	2186***	7/28/2018	6/28/2019	7/23/2019	25

Appendix

Appendix A:

Employed after 11 consecutive months (Council of State or Exempted Cabinet)

Agency	PERNR	Assignment Start	11 Months	Assignment End	Days After 11 Months
Transportation	2093***	9/8/2018	8/8/2019	9/2/2019	25
Transportation	1900***	5/5/2018	4/5/2019	4/29/2019	24
Transportation	1678***	7/14/2018	6/14/2019	7/8/2019	24
Transportation	2172***	3/10/2018	2/10/2019	3/5/2019	23
Transportation	4124***	12/3/2018	11/3/2019	11/26/2019	23
Transportation	2169***	2/24/2018	1/24/2019	2/15/2019	22
Transportation	2187***	7/28/2018	6/28/2019	7/19/2019	21
Transportation	2876***	6/2/2018	5/2/2019	5/21/2019	19
Transportation	2206***	11/17/2018	10/17/2019	11/4/2019	18
Transportation	2196***	9/8/2018	8/8/2019	8/23/2019	15
Transportation	2195***	9/8/2018	8/8/2019	8/23/2019	15
Transportation	2138***	9/8/2018	8/8/2019	8/22/2019	14
Transportation	2209***	12/15/2018	11/15/2019	11/27/2019	12
Transportation	2179***	5/5/2018	4/5/2019	4/17/2019	12
Transportation	2163***	1/12/2019	12/12/2019	12/23/2019	11
Transportation	2002***	5/19/2018	4/19/2019	4/29/2019	10
Transportation	2169***	2/24/2018	1/24/2019	2/1/2019	8
Transportation	2169***	2/24/2018	1/24/2019	2/1/2019	8
Transportation	9663***	4/7/2018	3/7/2019	3/14/2019	7
Transportation	2201***	9/22/2018	8/22/2019	8/27/2019	5
Transportation	2006***	12/29/2018	11/29/2019	12/4/2019	5
Transportation	8691***	1/12/2019	12/12/2019	12/16/2019	4
Transportation	2132***	5/5/2018	4/5/2019	4/8/2019	3

Appendix

Appendix B:

Employed more than 11 consecutive months (through Temporary Solutions)

Agency	PERNR	Assignment Start	11 Months	Assignment End	Days After 11 Months
Agriculture and Consumer Services	2184***	6/19/2018	5/19/2019	5/30/2019	11
Natural and Cultural Resources	2042***	4/24/2018	3/24/2019	3/27/2019	3
Public Safety	2205***	11/2/2018	10/2/2019	11/1/2019	30
Public Safety	2147***	9/1/2017	8/1/2018	4/26/2019	268
Public Safety	2211***	1/4/2019	12/4/2019	12/6/2019	2
Public Safety	2165***	1/8/2019	12/8/2019	12/12/2019	4
Public Safety	1069***	7/3/2017	6/3/2018	2/8/2019	250
Public Safety	5060***	3/26/2018	2/26/2019	3/1/2019	3
Public Safety	1169***	8/27/2018	7/27/2019	8/23/2019	27
Public Safety	1981***	6/5/2018	5/5/2019	5/17/2019	12
State Human Resources	2197***	9/17/2018	8/17/2019	8/30/2019	13

Appendix

Appendix C: Mandatory separation lasted fewer than 31 days

Agency	PERNR	Start of Separation	End of Separation	No. of Days
Commerce	1764***	6/11/2019	7/10/2019	30
Environmental Quality	2045***	9/21/2019	10/20/2019	30
Natural and Cultural Resources	2129***	12/11/2018	1/9/2019	30
Natural and Cultural Resources	1998***	2/1/2019	2/28/2019	28
Public Safety	2198***	2/9/2019	2/18/2019	10
Public Safety	5655***	6/1/2019	6/30/2019	30
Public Safety	1844***	4/13/2019	5/12/2019	30
Revenue	2215***	5/9/2019	6/2/2019	25
Transportation	2196***	7/27/2019	8/25/2019	29
Transportation	2185***	6/1/2019	6/30/2019	30

Appendix

Appendix D: Employed after 11 consecutive months (third-party staffing services)

Agency	Clinician Category	Assignment Start	11 Months	Assignment End	Days After 11 Mo
Health and Human Services	Nurse Consultant	Unspecified	Undetermined	Unspecified	Undetermined
Health and Human Services	Social Worker	Unspecified	Undetermined	Unspecified	Undetermined
Health and Human Services	Health Care Technician I	10/7/2013	9/7/2014	Unspecified	Undetermined
Health and Human Services	RN	2/2/2014	1/2/2015	Unspecified	Undetermined
Health and Human Services	Health Care Technician I	2/2/2014	1/2/2015	Unspecified	Undetermined
Health and Human Services	Health Care Technician I	4/4/2016	3/4/2017	Unspecified	Undetermined
Health and Human Services	Health Care Technician I	2/6/2017	1/6/2018	Unspecified	Undetermined
Health and Human Services	Health Care Technician I	8/1/2017	7/1/2018	Unspecified	Undetermined
Health and Human Services	Health Care Technician I	1/1/2018	12/1/2018	Unspecified	Undetermined
Health and Human Services	Health Care Technician I	2/18/2018	1/18/2019	7/10/2019	173
Health and Human Services	Health Care Technician I	5/7/2018	4/7/2019	Unspecified	Undetermined
Health and Human Services	RN	12/10/2018	11/10/2019	Unspecified	Undetermined
Health and Human Services	RN	12/21/2018	11/21/2019	Unspecified	Undetermined
Health and Human Services	RN	12/21/2018	11/21/2019	Unspecified	Undetermined
Health and Human Services	RN	12/21/2018	11/21/2019	Unspecified	Undetermined
Health and Human Services	RN	1/1/2019	12/1/2019	12/25/2019	24
Health and Human Services	RN	1/1/2019	12/1/2019	12/25/2019	24
Health and Human Services	RN	1/1/2019	12/1/2019	12/27/2019	26

Appendix

Appendix D: Employed after 11 consecutive months (third-party staffing services)

Agency	Clinician Category	Assignment Start	11 Months	Assignment End	Days After 11 Mo
Health and Human Services	RN	1/1/2019	12/1/2019	12/29/2019	28
Health and Human Services	RN	1/1/2019	12/1/2019	12/29/2019	28
Health and Human Services	RN	1/1/2019	12/1/2019	12/29/2019	28
Health and Human Services	RN	1/1/2019	12/1/2019	12/30/2019	29
Health and Human Services	RN	1/1/2019	12/1/2019	12/30/2019	29
Health and Human Services	RN	1/1/2019	12/1/2019	12/30/2019	29
Health and Human Services	RN	1/1/2019	12/1/2019	12/30/2019	29
Health and Human Services	RN	1/1/2019	12/1/2019	12/30/2019	29
Health and Human Services	RN	1/1/2019	12/1/2019	12/30/2019	29
Health and Human Services	RN	1/1/2019	12/1/2019	12/30/2019	29
Health and Human Services	RN	1/1/2019	12/1/2019	12/30/2019	29
Health and Human Services	RN	1/1/2019	12/1/2019	12/30/2019	29
Health and Human Services	RN	1/1/2019	12/1/2019	12/31/2019	30
Health and Human Services	RN	1/1/2019	12/1/2019	12/31/2019	30
Health and Human Services	RN	1/1/2019	12/1/2019	12/31/2019	30
Health and Human Services	RN	1/1/2019	12/1/2019	12/31/2019	30
Health and Human Services	RN	1/1/2019	12/1/2019	12/31/2019	30
Health and Human Services	RN	1/1/2019	12/1/2019	12/31/2019	30
Health and Human Services	RN	1/1/2019	12/1/2019	12/31/2019	30

Appendix

Appendix D: Employed after 11 consecutive months (third-party staffing services)

Agency	Clinician Category	Assignment Start	11 Months	Assignment End	Days After 11 Mo
Health and Human Services	RN	1/1/2019	12/1/2019	12/31/2019	30
Health and Human Services	RN	1/1/2019	12/1/2019	12/31/2019	30
Health and Human Services	RN	1/1/2019	12/1/2019	12/31/2019	30
Health and Human Services	RN	1/1/2019	12/1/2019	12/31/2019	30
Health and Human Services	RN	1/1/2019	12/1/2019	12/31/2019	30
Health and Human Services	Forensic Psychiatrist	1/1/2019	12/1/2019	12/31/2019	30
Health and Human Services	RN	1/2/2019	12/2/2019	12/4/2019	2
Health and Human Services	Admin Asst I	1/2/2019	12/2/2019	12/5/2019	3
Health and Human Services	RN	1/2/2019	12/2/2019	12/14/2019	12
Health and Human Services	RN	1/2/2019	12/2/2019	12/25/2019	23
Health and Human Services	RN	1/2/2019	12/2/2019	12/27/2019	25
Health and Human Services	RN	1/2/2019	12/2/2019	12/29/2019	27
Health and Human Services	RN	1/2/2019	12/2/2019	12/29/2019	27
Health and Human Services	RN	1/2/2019	12/2/2019	12/31/2019	29
Health and Human Services	RN	1/2/2019	12/2/2019	12/31/2019	29
Health and Human Services	RN	1/2/2019	12/2/2019	12/31/2019	29
Health and Human Services	RN	1/2/2019	12/2/2019	12/31/2019	29
Health and Human Services	RN	1/2/2019	12/2/2019	12/31/2019	29

Appendix

Appendix D: Employed after 11 consecutive months (third-party staffing services)

Agency	Clinician Category	Assignment Start	11 Months	Assignment End	Days After 11 Mo
Health and Human Services	RN	1/2/2019	12/2/2019	12/31/2019	29
Health and Human Services	RN	1/2/2019	12/2/2019	12/31/2019	29
Health and Human Services	RN	1/2/2019	12/2/2019	12/31/2019	29
Health and Human Services	RN	1/2/2019	12/2/2019	12/31/2019	29
Health and Human Services	RN	1/3/2019	12/3/2019	12/27/2019	24
Health and Human Services	RN	1/3/2019	12/3/2019	12/31/2019	28
Health and Human Services	RN	1/3/2019	12/3/2019	12/31/2019	28
Health and Human Services	RN	1/3/2019	12/3/2019	Unspecified	Undetermined
Health and Human Services	RN	1/4/2019	12/4/2019	12/31/2019	27
Health and Human Services	RN	1/5/2019	12/5/2019	12/9/2019	4
Health and Human Services	RN	1/7/2019	12/7/2019	12/18/2019	11
Health and Human Services	RN	1/7/2019	12/7/2019	12/22/2019	15
Health and Human Services	RN	1/7/2019	12/7/2019	12/30/2019	23
Health and Human Services	RN	1/8/2019	12/8/2019	12/31/2019	23
Health and Human Services	RN	1/8/2019	12/8/2019	Unspecified	Undetermined
Health and Human Services	RN	1/14/2019	12/14/2019	12/20/2019	6
Health and Human Services	RN	1/14/2019	12/14/2019	12/24/2019	10
Health and Human Services	RN	1/17/2019	12/17/2019	12/31/2019	14

Appendix

Appendix D: Employed after 11 consecutive months (third-party staffing services)

Agency	Clinician Category	Assignment Start	11 Months	Assignment End	Days After 11 Mo
Health and Human Services	RN	1/28/2019	12/28/2019	12/31/2019	3
Health and Human Services	RN	1/4/2019	12/4/2019	Unspecified	Undetermined
Health and Human Services	Unspecified	Unspecified	Undetermined	Unspecified	Undetermined
Public Safety	RN	10/29/2018	9/29/2019	10/26/2019	27
Public Safety	RN	10/21/2018	9/21/2019	10/26/2019	35
Public Safety	RN	1/2/2019	12/2/2019	2/8/2020	68
Public Safety	RN	8/6/2018	7/6/2019	8/3/2019	28
Public Safety	RN	10/30/2018	9/30/2019	10/26/2019	26
Public Safety	RN	11/4/2018	10/4/2019	11/2/2019	29
Public Safety	RN	10/14/2018	9/14/2019	10/12/2019	28
Public Safety	RN	10/14/2018	9/14/2019	10/12/2019	28
Public Safety	RN	1/6/2018	12/6/2018	1/18/2019	43
Public Safety	RN	7/22/2018	6/22/2019	7/20/2019	28
Public Safety	RN	2/24/2018	1/24/2019	3/14/2019	49
Public Safety	RN	1/16/2018	12/16/2018	1/11/2019	26
Public Safety	RN	12/31/2018	11/30/2019	12/21/2019	21
Public Safety	RN	10/28/2018	9/28/2019	10/5/2019	7
Public Safety	RN	10/8/2018	9/8/2019	10/19/2019	41
Public Safety	RN	11/19/2018	10/19/2019	3/16/2020	149
Public Safety	RN/LPN	1/28/2018	12/28/2018	3/16/2020	444
Public Safety	LPN	11/25/2018	10/25/2019	11/23/2019	29
Public Safety	RN	1/6/2019	12/6/2019	1/9/2020	34

Appendix

Appendix D: Employed after 11 consecutive months (third-party staffing services)

Agency	Clinician Category	Assignment Start	11 Months	Assignment End	Days After 11 Mo
Public Safety	RN	11/25/2018	10/25/2019	12/14/2019	50
Public Safety	RN	11/26/2018	10/26/2019	2/28/2020	125
Public Safety	MD	2018 Unspecified	Undetermined	December 2019	Undetermined
Public Safety	Primary Care	11/19/2018	10/19/2019	11/30/2019	42
Public Safety	Primary/ Urgent Care	12/4/2017	11/4/2018	11/30/2019	391
Public Safety	Psychiatrist	2015 Unspecified	Undetermined	December 2019	Undetermined
Public Safety	MD	2015 Unspecified	Undetermined	December 2019	Undetermined
Public Safety	Primary Care	12/1/2017	11/1/2018	11/30/2019	394
Public Safety	MD	2018 Unspecified	Undetermined	December 2019	Undetermined
Public Safety	General Practice	Unspecified	Undetermined	12/1/2019	Undetermined
Public Safety	General Practice	10/15/2018	9/15/2019	Unspecified	Undetermined
Public Safety	Primary Care	12/1/2017	11/1/2018	11/30/2019	394
Public Safety	Psychiatrist	2015 Unspecified	Undetermined	December 2019	Undetermined
Public Safety	MD	2018 Unspecified	Undetermined	December 2019	Undetermined
Public Safety	Psychiatrist	2018 Unspecified	Undetermined	December 2019	Undetermined
Public Safety	Internal Medicine	1/3/2018	12/3/2018	9/1/2019	272
Public Safety	Nurse Practitioner	2014 Unspecified	Undetermined	December 2019	Undetermined
Public Safety	Primary Care	12/1/2018	11/1/2019	11/30/2019	29
Public Safety	Internal Medicine	1/16/2018	12/16/2018	Unspecified	Undetermined

Appendix

Appendix D: Employed after 11 consecutive months (third-party staffing services)

Agency	Clinician Category	Assignment Start	11 Months	Assignment End	Days After 11 Mo
Public Safety	Psychiatrist	2018 Unspecified	Undetermined	December 2019	Undetermined
Public Safety	Psychiatrist	3/19/2018	2/19/2019	Unspecified	Undetermined
Public Safety	Psychiatrist	2018 Unspecified	Undetermined	December 2019	Undetermined

Appendix

Appendix E: NCVPS Virtual Instructors employed for more than 11 months

Agency	PERNR	Assignment Start	11 Months	Assignment End	Days After 11 Months
Public Instruction	5708***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	7344***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1827***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1766***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1056***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1093***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	8405***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1828***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	8332***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1175***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1890***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1060***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	5687***	7/3/2018	6/3/2019	6/4/2020	367
Public Instruction	1408***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	8886***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	4424***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	9120***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	2056***	7/3/2018	6/3/2019	6/4/2020	367
Public Instruction	7205***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1926***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1031***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1929***	7/3/2018	6/3/2019	6/4/2020	367
Public Instruction	1368***	7/3/2018	6/3/2019	6/3/2020	366

Appendix

Appendix E: NCVPS Virtual Instructors employed for more than 11 months

Agency	PERNR	Assignment Start	11 Months	Assignment End	Days After 11 Months
Public Instruction	1776***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1311***	7/3/2018	6/3/2019	6/4/2020	367
Public Instruction	1217***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	9207***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	9870***	7/3/2018	6/3/2019	6/4/2020	367
Public Instruction	1301***	7/3/2018	6/3/2019	6/4/2020	367
Public Instruction	1861***	7/3/2018	6/3/2019	6/4/2020	367
Public Instruction	8717***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	8149***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1499***	7/3/2018	6/3/2019	6/4/2020	367
Public Instruction	8749***	7/3/2018	6/3/2019	6/4/2020	367
Public Instruction	1824***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1854***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1304***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1397***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1298***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	4456***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1383***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	6554***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1035***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1175***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	2017***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1170***	7/3/2018	6/3/2019	6/3/2020	366

Appendix

Appendix E: NCVPS Virtual Instructors employed for more than 11 months

Agency	PERNR	Assignment Start	11 Months	Assignment End	Days After 11 Months
Public Instruction	1118***	7/3/2018	6/3/2019	6/4/2020	367
Public Instruction	1368***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	5367***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	9581***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1491***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1897***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	4905***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	3584***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1307***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1292***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1166***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	5019***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1235***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	4220***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1391***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1950***	7/3/2018	6/3/2019	6/4/2020	367
Public Instruction	4462***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1426***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	4973***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	3608***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1344***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1828***	7/3/2018	6/3/2019	6/4/2020	367
Public Instruction	9535***	7/3/2018	6/3/2019	6/3/2020	366

Appendix

Appendix E: NCVPS Virtual Instructors employed for more than 11 months

Agency	PERNR	Assignment Start	11 Months	Assignment End	Days After 11 Months
Public Instruction	5388***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	6616***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1264***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	7345***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1253***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1176***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	4321***	7/3/2018	6/3/2019	6/4/2020	367
Public Instruction	1929***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	5246***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	4964***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1864***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	3923***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	4494***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	3031***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	6504***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	4329***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1127***	7/3/2018	6/3/2019	6/4/2020	367
Public Instruction	1029***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	4194***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	3608***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1122***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1481***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	6555***	7/3/2018	6/3/2019	6/3/2020	366

Appendix

Appendix E: NCVPS Virtual Instructors employed for more than 11 months

Agency	PERNR	Assignment Start	11 Months	Assignment End	Days After 11 Months
Public Instruction	1411***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1460***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	8882***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	5870***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1459***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	4098***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	7916***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1382***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	9506***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	8761***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	2896***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1261***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	5704***	7/3/2018	6/3/2019	6/4/2020	367
Public Instruction	1901***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	4298***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1021***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1862***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	7456***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	4689***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	2533***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1834***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	7763***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1830***	7/3/2018	6/3/2019	6/3/2020	366

Appendix

Appendix E: NCVPS Virtual Instructors employed for more than 11 months

Agency	PERNR	Assignment Start	11 Months	Assignment End	Days After 11 Months
Public Instruction	1260***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	9582***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	5810***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1804***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	4344***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1037***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1176***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	9651***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	7358***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	7960***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	6427***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	5207***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	3571***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	5823***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1857***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1179***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1105***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1890***	7/3/2018	6/3/2019	6/4/2020	367
Public Instruction	3865***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	6673***	7/3/2018	6/3/2019	6/4/2020	367
Public Instruction	2104***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	3490***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	5132***	7/3/2018	6/3/2019	6/3/2020	366

Appendix

Appendix E: NCVPS Virtual Instructors employed for more than 11 months

Agency	PERNR	Assignment Start	11 Months	Assignment End	Days After 11 Months
Public Instruction	5816***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1405***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1727***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1411***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1473***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1727***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1682***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1342***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1406***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1043***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1662***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	6800***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	2104***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	5918***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1857***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1513***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	5778***	7/3/2018	6/3/2019	6/4/2020	367
Public Instruction	1324***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1403***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1464***	7/3/2018	6/3/2019	6/4/2020	367
Public Instruction	2093***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	7936***	7/3/2018	6/3/2019	10/18/2019	137
Public Instruction	1827***	7/3/2018	6/3/2019	6/3/2020	366

Appendix

Appendix E: NCVPS Virtual Instructors employed for more than 11 months

Agency	PERNR	Assignment Start	11 Months	Assignment End	Days After 11 Months
Public Instruction	4266***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	4508***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	7326***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	3643***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	4378***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	4010***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1332***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	9709***	7/3/2018	6/3/2019	6/4/2020	367
Public Instruction	7595***	7/3/2018	6/3/2019	6/4/2020	367
Public Instruction	7309***	7/3/2018	6/3/2019	6/4/2020	367
Public Instruction	1441***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	2008***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1332***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1492***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1325***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1831***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	9898***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1752***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1173***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1107***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	6320***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	5922***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1438***	7/3/2018	6/3/2019	6/3/2020	366

Appendix

Appendix E: NCVPS Virtual Instructors employed for more than 11 months

Agency	PERNR	Assignment Start	11 Months	Assignment End	Days After 11 Months
Public Instruction	7248***	7/3/2018	6/3/2019	2/24/2020	266
Public Instruction	8140***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1893***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	3312***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	5113***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1663***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	4015***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	2184***	6/18/2018	5/18/2019	6/3/2020	382
Public Instruction	1756***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1929***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	4767***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	5873***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	5693***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	6831***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	3384***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	5812***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1494***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1100***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	4140***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	9523***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1858***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1292***	7/3/2018	6/3/2019	6/3/2020	366
Public Instruction	1929***	6/18/2018	5/18/2019	6/3/2020	382

Appendix

Appendix E: NCVPS Virtual Instructors employed for more than 11 months

Agency	PERNR	Assignment Start	11 Months	Assignment End	Days After 11 Months
Public Instruction	1171***	6/18/2018	5/18/2019	6/3/2020	382
Public Instruction	1038***	6/18/2018	5/18/2019	6/3/2020	382
Public Instruction	1008***	6/18/2018	5/18/2019	6/3/2020	382
Public Instruction	1892***	6/18/2018	5/18/2019	6/3/2020	382
Public Instruction	2184***	6/18/2018	5/18/2019	6/3/2020	382



BARBARA GIBSON
State Human Resources Director

JOSEPH GILROY
Temporary Solutions Manager