



Temporary Services for North Carolina State Government

Temporary Solutions has been assisting state government with temporary staffing needs since 1986. Our mission is to serve the state exclusively and at a minimal cost, which is passed on to you, our customer. As part of the Office of State Human Resources, we understand the unique needs of state government. Our Placement Counselors are trained to assist you in identifying the most appropriate classification and associated pay range for each job placement.

Temporary Solutions recruitment efforts target a very diverse range of applicants, including college students and graduates, retirees, and individuals with professional, technical, administrative and clerical backgrounds, just to name a few. We are committed to finding the skilled individuals you need to help you handle staffing needs created by vacations, illnesses, peak production levels, transitional periods or any time your workload demands more. Let us do your temporary staff recruiting, interviewing, testing, placement and payroll!

Our rates are based on the minimum rate of the State salary schedule, plus a minimal administrative charge of \$2 per hour (plus FICA). On average, Temporary Solutions can provide quality temporary employees at 50% less cost than private sector agencies. There is no administrative charge if the Temporary Solutions employee is ultimately hired on a permanent basis, as there is with private sector agencies. An example of the bill rate calculation is below:

$$\text{Hourly Pay Rate} \times \text{FICA} = \text{Amount} + \text{Admin Fee} = \text{Bill Rate}$$

Sample: $\$10.00 \times 7.65\% = \$10.77 + \$2.00 = \12.77

Temporary Solutions Placement Counselors will work diligently to find an employee with the skills and abilities to match your needs.

If at any time you are not satisfied with the performance of an assigned temporary employee, the Temporary Solutions Placement Counselor will handle the situation for you and arrange for another temporary employee to work the remaining assignment.

Temporary Solutions will assist you with your responsibilities, under State Policy, to track and notify employees who reach the 11-month maximum time on an assignment.

For more information, visit www.nctemporarysolutions.com.

**Whether you need a temporary employee
for 4 hours, 4 days, 4 weeks, 4 months,
... or even longer,
Temporary Solutions
is your answer!**

*Temporary Solutions and the Office of State Human Resources
are Equal Opportunity Employers*
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