


**STATE OF NORTH CAROLINA
OFFICE OF STATE HUMAN RESOURCES**

JOSH STEIN
GOVERNOR

STACI MEYER
DIRECTOR

Memorandum

TO: All Agency HR Directors

FROM: Joseph Gilroy, Temporary Solutions Manager 

DATE: July 1, 2025

RE: Temporary Employees and the End of the Statewide Declaration of Emergency on June 30, 2025 (S.L. 2025-2)

Section 12.2 of the Disaster Recovery Act of 2024 (S.L. 2024-51) identifies temporary employees, as defined by N.C.G.S. § 126-6.3(c)(7), working to support Hurricane Helene disaster recovery response efforts as exempt from the 11-month limit. This provision is effective October 1, 2024 “until six months after the cessation of the state of emergency.” Temporary Solutions has maintained a Smartsheet tracker for agencies to certify the exempt status of applicable temporary employees. To date, agencies have added the names of 119 temporary employees to the tracker and 97 are labeled as still active in those roles.

The Hurricane Helene statewide declaration of emergency (issued by the Governor in Executive Order No. 315, concurred to by the Council of State, and extended by Section 3.1 of S.L. 2024-51) **expired on June 30, 2025** (Section 3.1 of S.L. 2025-2). Therefore, the exception to the 11-month limit for temporaries working to support Helene-related disaster response efforts **will end on December 30, 2025**. This means that:

- Until December 30, 2025, agencies may continue to designate temporaries working to support Helene-related disaster recovery response efforts as exempt from the 11-month limit under Section 12.2 of S.L. 2024-51.¹ Agencies must update the Smartsheet when the exempt designation is made and when it ends.

¹ To designate any temporary employee(s) as exempt from the mandatory separation requirement under Section 12.2 of the Disaster Recovery Act of 2024, the employing agency must contact Temporary Solutions (joseph.gilroy@nc.gov and colie.cashwell@nc.gov) requesting access to the Temporary Solutions Disaster Recovery Act Smartsheet. The agency will use the Smartsheet to identify the temporary and to certify to OSHR that the employee is working to support disaster recovery response efforts. The agency will use the same Smartsheet to record any other temporaries it designates as exempt under this subsection. Agencies making this exception for directly-employed temporaries (not through Temporary Solutions or a third-party staffing firm) must update Infotype 9898 (IT9898) in the Integrated HR-Payroll System to reflect exception type “7: No – State of Emergency.”

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- Temporaries working on Helene-related disaster recovery response efforts who are or become due for a break because they have worked for 11 continuous months without a break of at least 31 consecutive calendar days may continue working under this exception until December 30, 2025 or until their Helene-related work ends, whichever comes first, unless they have an approved exception under N.C.G.S. § 126-6.3(a3)(b) or (c) allowing them to work beyond that date.

TSERS retirees rehired under Section 12.1 of S.L. 2024-51

Section 12.1.(a)-(c) of S.L. 2024-51 temporarily reduced to one month the six-month TSERS retiree period of separation for any individuals with a retirement date of April 1, 2024 to September 1, 2024, provided that their temporary position was needed to due to the state of emergency related to Hurricane Helene or associated Hurricane Helene recovery efforts, as certified to the Retirement Systems of the Department of State Treasurer by the employing agency. This flexibility ended June 30, 2025 with the expiration of the state of emergency declaration.

Given its timing, the end of the state of emergency should have little to no impact on TSERS retirees rehired under Section 12.1.(a)-(c) and their employing agencies. TSERS retirement effective dates are always on the first day of the month, so individuals who retired effective September 1, 2024 should have been the last to be rehired under Section 12.1.(a)-(c). Their six-month period of separation would have ended on March 1, 2025. These individuals may continue working in their temporary assignment without interruption as the time period that would have been their six-month separation period has passed.

Questions regarding the six-month period of separation for retirees under TSERS should be directed to the Retirement Systems Division of the Department of State Treasurer by emailing OER@nctreasurer.com. All other questions regarding the end of the state of emergency declaration as it relates to temporary employment may be directed to me at joseph.gilroy@nc.gov or to Colie Cashwell, Temporary Solutions Compliance Monitor, at colie.cashwell@nc.gov.