

NORTH CAROLINA Office of *State Human Resources*

Quarterly Report to the Joint Legislative Oversight Committee on General Government
and Fiscal Research Division on Agency Compliance with
G.S. § 126-6.3 for the Period of July 1 through September 30, 2023

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INTRODUCTION

N.C.G.S. 126-6.3(a6) requires the Office of State Human Resources (OSHR) to report quarterly, beginning January 1, 2024, “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, including:

1. The number and type of all exceptions made by the Director of the OSHR.
2. Any agency invoices with due dates greater than 60 days.
3. Compliance with G.S. 147-86.11(e)(3) through (e)(4).
4. The number of temporary employees who exceeded 11 months of consecutive employment, and the number of days each employee exceeded 11 months of employment, separated by State agency.”

Temporary Solutions, a program of the Office of State Human Resources, hereby submits this report for the period July 1, 2023 through September 30, 2023.

COMPLIANCE REPORT

Prior to the 2023 Appropriations Act, G.S. 126-6.3(b), as previously written, required OSHR to report biannually on agency compliance with the section and policies and rules adopted pursuant to it. The 2023 Appropriations Act changed the reporting frequency to quarterly beginning January 1, 2024. The most recent biannual report was submitted in October 2023 and covered the period January 1, 2023 through June 30, 2023. This report covers July 1, 2023 through September 30, 2023. Going forward, so that OSHR and state agencies can work with complete and finalized employment and financial data and ensure the accuracy of all results, the time periods that will be covered in each quarterly report are as follows:

Report due	Period covered
January 1	July 1 – September 30
April 1	October 1 – December 31
July 1	January 1 – March 31
October 1	April 1 – June 30

1. The number and type of all exceptions made by the Director of OSHR (G.S. 126-6.3(a6)(1))

Prior to the 2023 Appropriations Act becoming law on October 2, 2023, the Director of OSHR could create the following exceptions: 1) those authorized under G.S. 126-6.3(a), as previously written, regarding the required use of Temporary Solutions by Cabinet agencies, and; 2) those authorized under 25 NCAC 01A .0104 “where necessary to promote efficiency of administration and to provide for a fair and reasonable system of personnel administration.”

The Director of OSHR made no exceptions under G.S. 126-6.3(a) or 25 NCAC 01A .0104 during the period July 1, 2023 through September 30, 2023.

On October 3, 2023, the 2023 Appropriations Act became law, including the new statute on exemptions, G.S. 126-6.3(a3). OSHR's next quarterly report, covering the time period from October 1 to December 31, 2023, will detail the implementation of the new exception statute.

2. Any agency invoices with due dates greater than 60 days (G.S. 126-6.3(a6)(2))

When a temporary is employed through and paid by Temporary Solutions, the employing state agency receives an invoice from Temporary Solutions that includes:

- The amount paid to the temporary.
- The employer portion of the FICA tax.
- The employer premium for High Deductible Health Plan coverage if the temporary is enrolled.
- An administrative charge of \$2.00 per hour of time worked by the temporary. The charge funds the operations of Temporary Solutions, a 100% receipt-supported program.

G.S. 147-86.21 requires state agencies to which an account receivable is owed to collect the account receivable according to internal policies and procedures that are consistent with statewide policies and procedures adopted by the State Controller. G.S. 147-86.11(e)(4) requires unpaid billings due to a state agency to be turned over to the Attorney General for collection no more than 90 days after the due date of the billing. Temporary Solutions issues past due notices to employing agencies when unpaid invoices are 30 days past due and 60 days past due. When an invoice is more than 60 but less than 90 days past due, Temporary Solutions sends employing agencies a letter notifying them that Temporary Solutions is required to refer unpaid invoices of at least \$50.00 to the Attorney General's Office for collection no more than 90 days after the due date of the billing.

Table A identifies, for the period ending September 30, 2023, the number of invoices that were more than 60 days past due, by agency. For a detailed list of these invoices, including the invoice number, state agency, number of days past due, and amount of each, please see Appendix 1.

Table A: Invoices that were more than 60 days past due, for the period ending September 30, 2023, by agency

Agency	No. of past due invoices		Did an agency or division, based on individual budget code, have an invoice owed that was over 90 days overdue and a total overdue invoice amount exceeding \$200,000?
	61-89 days	90+ days	
Administrative Hearings, Office of	0	4	No
Adult Correction	13	22	No

Agriculture and Consumer Services	4	0	No
Environmental Quality	14	3	No
Health and Human Services	38	7	No
Public Instruction	3	84	No
Public Safety	31	50	No
Transportation	0	1	No
Wildlife Resources Commission	0	1	No
Total	103	172	No; see above

As shown in Appendix 1, for the invoices that were over 60 days old, the average invoice amount was \$1,568.35.

Table A also identifies whether any of the past due invoices shown above required agencies to be suspended from acquiring new temporary employees under G.S. 126-6.3(a2). That statute, which became law October 3, 2023, reads,

“The OSHR shall prohibit from acquiring new temporary employees any agency or division, based on individual budget code, having an invoice owed to the OSHR that is over 90 days overdue and a total overdue invoice amount exceeding two hundred thousand dollars (\$200,000) for any number of days. When an agency is restricted from acquiring a new temporary employee under this subsection, the agency shall not be allowed to acquire new temporary employees through the Temporary Solutions Program until the agency has paid all overdue invoices. The provisions of this subsection do not apply to the North Carolina National Guard.”

As shown above and in Appendix 1, none of the invoices that were over 90 days overdue were for a budget code that had a total overdue invoice amount exceeding two hundred thousand dollars (\$200,000) for any number of days.

3. Compliance with G.S. 147-86.11(e)(3) through (e)(4)

G.S. 147-86.11(e)(3) states: “Moneys due to a State agency by another governmental agency or by private persons shall be promptly billed, collected and deposited.”

Temporary Solutions generates invoices prior to each biweekly pay day. This process typically takes one to two business days. Once the invoices are generated, they are distributed to each agency in SharePoint. This process typically takes five to seven business days.

Table B identifies, during the period July 1, 2023 to September 30, 2023, the pay period, the date of each biweekly pay day, the date that invoices were generated, and the date that invoice distribution was completed.

Table B: Invoices generated and distributed by pay period, July – September 2023

Pay Period	Pay Day	Invoices Generated	Invoice Distribution Completed
0414	July 7, 2023	July 6, 2023	July 12, 2023
0415	July 21, 2023	July 19, 2023	July 26, 2023
0416	August 4, 2023	August 2, 2023	August 9, 2023
0417	August 18, 2023	August 16, 2023	August 22, 2023
0418	September 1, 2023	August 31, 2023	September 7, 2023
0419	September 15, 2023	September 14, 2023	September 20, 2023
0420	September 29, 2023	September 27, 2023	October 4, 2023

G.S. 147-86.11(e)(4) states:

Unpaid billings due to a State agency other than amounts owed by patients to the University of North Carolina Health Care System, East Carolina University's Division of Health Sciences, customers of the North Carolina Turnpike Authority, or the North Carolina Department of Transportation shall be turned over to the Attorney General for collection no more than 90 days after the due date of the billing, except that a State agency need not turn over to the Attorney General unpaid billings of less than five hundred dollars (\$500.00)...

In February 2023, there was a misunderstanding of instructions within OSHR regarding who was responsible for sending external communications to the Attorney General's Office regarding Temporary Solutions invoices 90 days past due. This oversight resulted in Temporary Solutions sending agencies "Notices of Pending Referral" notifying those agencies that invoices were approaching 90 days past due, but Temporary Solutions not referring those invoices to the Attorney General's Office. On December 7, 2023, the Temporary Solutions Manager recognized this gap in communication and compliance and corrected the process of referring past due Temporary Solutions invoices to the Attorney General's Office in accordance with G.S. 147-86.11(e)(4). The new process was implemented immediately. All invoices beyond 90 days as of December 19, 2023, have been referred to the Attorney General's Office and such invoices will continue to be referred to the Attorney General's Office in a timely manner. Additionally, as discussed above, at no point in the 3rd quarter of 2023 did any agency reach the threshold in statute that would require OSHR to prohibit the agency from acquiring new temporary employees.¹

4. The number of temporary employees who exceeded 11 months of consecutive employment, and the number of days each employee exceeded 11 months of employment, separated by State agency.

¹ OSHR must prohibit an agency from acquiring new temporary employees if, based on individual budget code, they have an invoice owed to the OSHR that is over 90 days overdue and a total overdue invoice amount exceeding two hundred thousand dollars (\$200,000) for any number of days. G.S. 126-6.3(a2).

Background

From July 1, 2023 through September 30, 2023, approximately 9,034 temporaries were employed in state government. Of this, an average of 3,711 temporaries were employed through Temporary Solutions, an average of 3,717 were employed directly by state agencies, and 1,606 were employed through private staffing firms.² Under exceptions made by the Director of OSHR in June 2023 under G.S. 126-6.3(a) as previously written, five Cabinet agencies directly employed temporaries in addition to primarily using Temporary Solutions and three Cabinet agencies employed temporaries through private staffing firms in addition to primarily using Temporary Solutions.³

In March 2023, OSHR/Temporary Solutions implemented a notification process alerting temporary employees employed through Temporary Solutions or directly by a state agency that their 11-month limit was due within 30 days. The notifications are also sent to the employee's supervisor and HR Representative. Five of the six temporaries employed through Temporary Solutions who worked longer than 11 months without an approved exception received these notifications. One temporary did not receive a notification because they were identified as exempt (intern). The internship lasted beyond 11 months and the temporary continued to work once the internship ended.

Under the 2023 Appropriations Act, Temporary Solutions is now required to provide written notice to the agency at intervals of 90, 60, and 30 days prior to temporary employees reaching 11 consecutive months of service.

Temporary assignments are limited to 11 consecutive months unless an approved exception exists. An individual is eligible for reemployment as a temporary after working for 11 consecutive months if they are separated for at least 31 consecutive calendar days. Retirees, full-time students, interns, externs, and inmates are exempt from the 11-month limit. The Director of OSHR may also grant exceptions to the requirement.⁴

² The total number of temporaries employed through Temporary Solutions and directly by state agencies for past months is not available in the Integrated HR-Payroll System, only the total number that were employed at the end of each month. Therefore, an average number is provided. The average of 3,717 temporaries employed directly by state agencies includes 747 temporaries (actual) paid outside of the Integrated HR-Payroll System.

³ Cabinet agencies authorized to directly employ temporaries in addition to primarily using Temporary Solutions were the Department of Adult Correction, the Department of Health and Human Services, the Department of Information Technology, the Department of Public Safety, and the Department of Transportation. Cabinet agencies authorized to employ temporaries through third party staffing firms in addition to primarily using Temporary Solutions were the Department of Adult Correction, the Department of Health and Human Services, and the Department of Public Safety. The Department of Agriculture and Consumer Services, a Council of State agency, directly hired temporaries through an imprest accounting system and were not required to obtain OSHR approval to do so.

⁴ 25 NCAC 01C .0405 and the Temporary Employment Policy limit temporary assignments to 11 consecutive months unless the employee is retired, a full-time student, intern, extern or inmate. Under 25 NCAC 01A .0104, the Director of OSHR may create exceptions "where necessary to promote efficiency of administration and to provide for a fair and reasonable system of personnel administration." The 2023 Appropriations Act revised G.S. 126-6.3 to include the 11-month limit (subsection (a1)), exceptions for retirees, full-time students, interns, externs,

Table B identifies, by agency and employment method, the number of temporaries who worked more than 11 consecutive months without an approved exception.

Table B: Temporary employees employed after 11 consecutive months without an approved exception

Agency	Employment Method			Total
	Temporary Solutions	Direct Hire	Third-Party	
Administration	1	0	0	1
Administrative Hearings	0	0	0	0
Adult Correction	0	0	63	63
Agriculture and Consumer Services	0	0	0	0
Commerce	0	0	0	0
Community Colleges	0	0	0	0
Environmental Quality	0	0	0	0
Governor's Office	0	0	0	0
Health and Human Services	2	0	85	87
Information Technology	0	0	0	0
Insurance	0	0	0	0
Justice	0	0	0	0
Labor	0	0	0	0
Lottery	0	0	0	0
Military and Veterans Affairs	0	0	0	0
Natural and Cultural Resources	0	0	0	0
Public Instruction	0	0	0	0
Public Safety	0	0	1	1
Revenue	2	0	0	2
Secretary of State	0	0	0	0
State Auditor	0	0	0	0
State Controller	0	0	0	0
State Human Resources	0	0	0	0
State Treasurer	0	0	0	0
Transportation	1	0	0	1
Wildlife Resources Commission	0	0	0	0
Winston-Salem State University	0	0	0	0
Total	6	0	149	155

In addition, during the period July 1, 2023, through September 30, 2023, 152 temporaries had an exception to work longer than 11 consecutive months because they were retired, a full-time student, intern, extern, or inmate. For a detailed list of temporaries who exceeded 11 months of continuous employment with an approved exception, please see Appendix 2. For a detailed list of temporaries who exceeded 11 months of continuous service without an approved exception, please see Appendix 3. Due to limitations of the HR-Payroll System, these statistics

and inmates (subdivision (a3)(2)), and authority for the Director of OSHR to create exceptions to the 11-month limit when certain conditions existed (subdivision (a3)(3)).

are based on a manual analysis and may miss until a later quarter employees who did not have an employment action in the HR-Payroll System between July 1 and September 30, 2023.⁵

There were 80 temporary Security Guards employed by the Department of Adult Correction through private staffing firms for which compliance with the 11-month limit could not be determined during the drafting of this report because the start date of employment for each temporary was unknown to the agency. The agency explained that separating the Security Guards would risk safety and security at their assigned work locations. As this report was being finalized, DAC was working to determine the start dates of each of the temporary Security Guards so that their 11-month limits could be determined, 90/60/30-day notifications could be sent by Temporary Solutions where necessary, and their compliance with the 11-month limit could be included in the next quarterly report.

Remediation

Agency employers provided an explanation for each temporary who worked longer than 11 months without an approved exception. Those comments, which are combined and summarized, as well as a corresponding remediation plan for each, can be found below in Table C. Explanations specific to each temporary employee can also be found in Appendix 3.

⁶ Because the total number of temporaries employed through Temporary Solutions and directly by state agencies for past months is not available in the Integrated HR-Payroll System, Temporary Solutions worked with the Government Data Analytics Center (GDAC) to determine which temporaries reached 11 months of consecutive employment during the period July 1, 2023 through September 30, 2023 and continued to work after that date. Based on data provided by GDAC, only temporaries for which an employment action was completed in the Integrated HR-Payroll System during that period could be identified. Temporary Solutions compared this report to a roster of temporaries employed on December 20, 2023 whose 11-month limit was reached and exceeded between July 1, 2023 through September 30, 2023, and added those temporaries to the GDAC data. After compiling this list, it was determined that temporaries with an exception whose 11-month limit was reached and exceeded between July 1, 2023 through September 30, 2023 and separated from employment between October 1, 2023 and December 20, 2023 could not be identified using this method or with any report in the Integrated HR-Payroll System and are therefore not included in the total. Temporary Solutions is writing an Office of State Controller Change Control Board (CCB) request to create a new report in the System that would allow Temporary Solutions and all state agencies to identify employees who were employed as of a date range. This would assist Temporary Solutions and all state agencies in determining the exact number of employees as of a date range, retroactively identifying temporaries with an exception who exceeded 11 months of continuous employment and separated prior to the generation of the report, and reducing the need for Temporary Solutions and all state agencies to rely on alternate methods of compiling data.

Table C: Reasons for exceeding the 11-month limit and remediation plans for each

Agency comments (combined and summarized)	Remediation plan
<p>Business operations dictated the need for continued work by the employee/work unit needed the employee to work longer than 11 months.</p> <p>Third-party staffing contracts are competitively awarded Professional Nursing Services contracts and are written as professional service contracts stating that the employees of the contract are employee of the vendor and that the vendor will provide all obligations as the employer of the vendor staff.</p>	<p>Temporary Solutions responded by reminding the agencies that state Administrative Code and policy does not allow for temporaries without an approved exception to work beyond 11 consecutive months without a separation period of at least 31 consecutive days regardless of the business need.</p> <p>In its letter to the agencies approving the use of third-party staffing services in addition to primarily using Temporary Solutions, OSHR wrote, "Employees supplied through the external temporary staffing vendor are required to have a lapse of employment in which they do not work as a temporary for the state for at least 31 consecutive days when their assignment reaches 11 consecutive months." Similar language is also in the State Temporary Employment Policy, which applies to temporaries hired through third-party staffing services.</p>
<p>The temporary exceeded the 11-month limit due to lack of oversight by the employing agency.</p>	<p>The 2023 Appropriations Act created several new requirements that strengthen the 11-month requirement and its enforceability. These include:</p> <ul style="list-style-type: none"> • The 11-month limit is now law. G.S. 126-6.3(a1). • Cabinet and Council of State agencies are required to send a separation request or separation notification to Temporary Solutions before the temporary exceeds 11 consecutive months unless an exception from the 11-month limit exists. Failure to provide timely separation requests may limit an agency from future access to temporary employees. G.S. 126-6.3(a4). • Temporary employees still employed beyond 11 consecutive months shall be separated from the Integrated HR-Payroll System by Temporary Solutions no more than two weeks past the 11-month limit unless an exception from the 11-month limit exists. G.S. 126-6.3(a5). • Temporary Solutions shall provide written notice to the agency at intervals of 90, 60, and 30 days prior to the temporary employee reaching 11 consecutive months of service. G.S. 126-6.3(a5). • Compliance with the 11-month requirement must be reported quarterly to the Joint Legislative Committee on General Government and to the Fiscal Research Division. G.S. 126-6.3(a6) • A temporary employee is defined as "a State employee who is employed in a temporary appointment for a limited term, including a State employee hired from the OSHR Temporary Solutions Program, directly hired by an agency, hired by an agency from a private staffing firm, or hired by any other method used to fill a workforce need for a limited period of time." G.S. 126-6.3(c)(7)

	<p>Additionally, Temporary Solutions is working to develop an online compliance resource that will allow agency HR staff to view 11-month limit details for every temporary employed in their work unit in real-time and on-demand. The estimated launch date of the new system is Spring 2024. Email notifications will continue until and after this resource is launched.</p> <p>Temporary Solutions will continue to maintain the Mandatory Separation Requirement page on its website (in place since 2022), require recommended candidates for temporary positions to certify in their onboarding packet that they understand and will comply with the 11-month requirement (in place since 2020), provide employees and their supervisors with the 11-month assignment end date in their completed onboarding confirmation email (in place since February 2023, previously communicated by the Placement Counselor at the time of hire and by the Temporary Solutions timekeeping staff prior to that), and collaborate with agency partners weekly to ensure that 11-month compliance related data in the Integrated HR-Payroll System is correct (in place since May 2023).</p>
<p>The temporary worked longer than 11 months under an approved exception (intern) and the temporary continued to work once the internship ended.</p>	<p>Historically, an intern has been defined as “students or recent graduates who, regardless of the number of credit hours enrolled, work to gain occupational experience for a short period of time, not to exceed three months.” For the temporary in question, the internship exception ended three months after the 11-month limit, the temporary continued to work beyond the end of the exception. Whereas the definition of intern was only in 25 NCAC 01C .0405 and the Temporary Employment Policy, the 2023 Appropriations Act added it to statute and did so without a three-month maximum: “A student who, regardless of the number of credit hours enrolled, works to gain occupational experience for a period of at least one academic semester.”</p> <p>In December 2023, Temporary Solutions launched a new process in which a temporary identified as an intern at any point during their initial period of temporary employment will need to be recertified as an intern prior to reaching their 11-month limit. The end date of the internship will be recorded in the Integrated HR-Payroll System and Temporary Solutions will send notifications to the temporary, their supervisor, and their HR Representative prior to end of the exception. Temporary Solutions will recertify that a temporary employee still meets the requirements of the internship exception prior to the end date of the internship recorded in the Integrated HR Payroll System. Temporary Solutions also launched in December 2023 a new web portal in which state agency customers can request an extension to an existing exception by providing documentation supporting exception eligibility. In the case of an intern, this documentation may include recertification of student status or notification that the internship has been extended beyond the previously identified expiration date.</p>

APPENDIX

Appendix 1: Agency invoices with due dates greater than 60 days, for the period ending September 30, 2023

Invoice No.	Agency	Days Past Due	Amount
45097842037	Agriculture and Consumer Services	69	1,102.16
45097062963	Public Instruction	69	1,027.32
45097343925	Environmental Quality	69	3,629.16
45097370820	Environmental Quality	69	3,139.74
45097419521	Environmental Quality	69	2,786.95
45097053494	Health and Human Services	69	1,183.04
45097073690	Health and Human Services	69	2,523.36
45097167750	Health and Human Services	69	1,381.08
45097217238	Health and Human Services	69	1,554.57
45097257736	Health and Human Services	69	1,483.37
45097285977	Health and Human Services	69	1,072.98
45097291758	Health and Human Services	69	2,108.80
45097363599	Health and Human Services	69	1,022.70
45097372544	Health and Human Services	69	983.33
45097379789	Health and Human Services	69	1,081.05
45097415123	Health and Human Services	69	1,526.52
45097426816	Health and Human Services	69	2,735.42
45097440827	Health and Human Services	69	1,351.80
45097548590	Health and Human Services	69	1,731.28
45097614280	Health and Human Services	69	1,174.80
45097725227	Health and Human Services	69	1,258.72
45097922539	Health and Human Services	69	449.17
45097387338	Adult Correction	69	1,006.38
45097609211	Adult Correction	69	1,282.62
45097624652	Adult Correction	69	2,267.43
45097000704	Public Safety	69	1,963.37
45097110576	Public Safety	69	1,767.55
45097301515	Public Safety	69	2,527.76
45097334445	Public Safety	69	1,339.38
45097348346	Public Safety	69	1,941.75
45097397777	Public Safety	69	1,894.61
45097410950	Public Safety	69	1,998.10
45097413233	Public Safety	69	2,342.22
45097415009	Public Safety	69	1,609.55
45097418535	Public Safety	69	2,838.31

45097422487	Public Safety	69	1,550.72
45097426228	Public Safety	69	435.54
45097741710	Public Safety	69	1,190.03
45097104496	Public Safety	69	2,010.72
45097213030	Public Safety	69	2,010.71
45097397130	Public Safety	69	1,589.41
45097422030	Public Safety	69	1,961.15
45097806107	Public Safety	69	2,057.22
45097873557	Public Safety	69	366.52
45097308797	Public Safety	69	2,122.29
45097627306	Adult Correction	69	1,051.93
45097023399	Health and Human Services	69	2,469.24
45097419033	Public Safety	69	1,797.76
45083409643	Agriculture and Consumer Services	83	1,710.16
45083423162	Agriculture and Consumer Services	83	1,710.16
45083361485	Agriculture and Consumer Services	83	0.60
45083392306	Public Instruction	83	2,571.36
45083780329	Public Instruction	83	0.20
45083343925	Environmental Quality	83	3,729.04
45083370820	Environmental Quality	83	1,822.02
45083419521	Environmental Quality	83	3,013.93
45083775093	Environmental Quality	83	1,161.44
45083419262	Environmental Quality	83	2,399.12
45083423517	Environmental Quality	83	567.11
45083423526	Environmental Quality	83	725.90
45083423530	Environmental Quality	83	662.39
45083424053	Environmental Quality	83	780.26
45083424422	Environmental Quality	83	725.90
45083424437	Environmental Quality	83	1,308.07
45083311434	Health and Human Services	83	1,371.80
45083053494	Health and Human Services	83	1,183.05
45083073690	Health and Human Services	83	2,388.18
45083167750	Health and Human Services	83	1,483.36
45083217238	Health and Human Services	83	1,644.69
45083257736	Health and Human Services	83	1,483.37
45083285977	Health and Human Services	83	1,192.19
45083291758	Health and Human Services	83	1,058.91
45083363599	Health and Human Services	83	1,232.50
45083372544	Health and Human Services	83	1,197.12
45083379789	Health and Human Services	83	1,111.67
45083401665	Health and Human Services	83	785.20

45083415123	Health and Human Services	83	1,780.93
45083423737	Health and Human Services	83	904.60
45083426816	Health and Human Services	83	3,237.85
45083440827	Health and Human Services	83	1,712.28
45083548590	Health and Human Services	83	1,621.94
45083614280	Health and Human Services	83	1,174.81
45083225526	Adult Correction	83	1,034.13
45083387338	Adult Correction	83	1,257.97
4508345668	Adult Correction	83	450.52
45083465807	Adult Correction	83	1,276.48
45083609211	Adult Correction	83	972.65
45083624652	Adult Correction	83	2,048.36
45083696032	Adult Correction	83	1,034.74
45083867669	Adult Correction	83	1,426.59
45083000704	Public Safety	83	1,771.20
45083301515	Public Safety	83	2,330.58
45083348346	Public Safety	83	2,162.02
45083397777	Public Safety	83	3,981.62
45083418535	Public Safety	83	2,636.97
4508313951	Public Safety	83	1,088.10
45083247753	Public Safety	83	589.80
45083370809	Public Safety	83	162.18
45083308488	Public Safety	83	1,989.75
45083873557	Public Safety	83	778.83
45083627306	Adult Correction	83	975.22
45083365554	Health and Human Services	83	0.18
45083863769	Health and Human Services	83	1,421.04
45069679547	Public Instruction	97	344.37
45069749668	Environmental Quality	97	0.99
45069294837	Wildlife Resources Commission	97	1,444.09
45069225526	Adult Correction	97	886.39
45069351289	Adult Correction	97	1,026.94
45069387338	Adult Correction	97	1,257.98
45069410089	Adult Correction	97	334.86
4506945668	Adult Correction	97	2,048.80
45069465807	Adult Correction	97	1,694.83
45069624652	Adult Correction	97	2,045.53
45069696032	Adult Correction	97	1,117.26
45069000704	Public Safety	97	1,497.03
45069110576	Public Safety	97	1,680.10
45069241439	Public Safety	97	139.17

45069271879	Public Safety	97	1,027.32
45069301515	Public Safety	97	1,853.23
45069307757	Public Safety	97	2,911.20
45069348346	Public Safety	97	1,807.58
45069418535	Public Safety	97	2,487.22
45069951828	Public Safety	97	2,222.07
45069627306	Adult Correction	97	1,051.94
45069144028	Health and Human Services	97	2,326.52
45055245027	Office of Administrative Hearings	111	1,063.92
45055509334	Office of Administrative Hearings	111	1,670.63
45055767855	Office of Administrative Hearings	111	577.63
45055157678	Public Instruction	111	4,121.52
45055471113	Public Instruction	111	3,051.92
45055988997	Public Instruction	111	1,716.28
45055351289	Adult Correction	111	2,070.69
45055387338	Adult Correction	111	1,257.97
45055624652	Adult Correction	111	2,031.03
45055091191	Public Safety	111	1,516.39
45055110576	Public Safety	111	1,487.10
45055135090	Public Safety	111	803.84
45055155677	Public Safety	111	812.02
45055217168	Public Safety	111	1,516.39
45055301515	Public Safety	111	2,643.77
45055350810	Public Safety	111	859.11
45055366626	Public Safety	111	1,529.84
45055397777	Public Safety	111	3,806.21
45055416864	Public Safety	111	1,681.77
45055418535	Public Safety	111	2,848.31
45055701328	Public Safety	111	1,016.26
45041135750	Public Instruction	125	993.97
45041366567	Public Instruction	125	833.70
45041417134	Public Instruction	125	1,548.82
45041417140	Public Instruction	125	677.60
45041890330	Public Instruction	125	424.91
45041351289	Adult Correction	125	1,533.45
45041387338	Adult Correction	125	1,509.57
4504145668	Adult Correction	125	2,327.71
45041624652	Adult Correction	125	1,497.28
45041000704	Public Safety	125	1,711.68
45041110576	Public Safety	125	442.11
45041418535	Public Safety	125	2,961.00

2756045042	Health and Human Services	127	159.88
45027000365	Public Instruction	139	2,226.88
45027022817	Public Instruction	139	1,028.54
45027033562	Public Instruction	139	1,954.82
45027062963	Public Instruction	139	1,384.14
45027066800	Public Instruction	139	1,757.34
45027092749	Public Instruction	139	1,451.80
45027095202	Public Instruction	139	4,117.53
45027105684	Public Instruction	139	2,850.02
45027112779	Public Instruction	139	1,161.44
45027133513	Public Instruction	139	2,485.24
45027135750	Public Instruction	139	2,054.64
45027157678	Public Instruction	139	2,605.60
45027215165	Public Instruction	139	1,077.30
45027219206	Public Instruction	139	3,174.20
45027220330	Public Instruction	139	3,306.01
45027235030	Public Instruction	139	1,364.74
45027241231	Public Instruction	139	1,802.40
45027247611	Public Instruction	139	1,879.31
45027253645	Public Instruction	139	2,360.97
45027259403	Public Instruction	139	1,801.80
45027285462	Public Instruction	139	1,802.40
45027292408	Public Instruction	139	1,489.61
45027303174	Public Instruction	139	2,748.66
45027311600	Public Instruction	139	94.42
45027318272	Public Instruction	139	1,152.01
45027333165	Public Instruction	139	3,534.00
45027340011	Public Instruction	139	1,613.90
45027347826	Public Instruction	139	2,054.64
45027359460	Public Instruction	139	1,931.74
45027363888	Public Instruction	139	1,349.98
45027365579	Public Instruction	139	1,154.35
45027365634	Public Instruction	139	1,032.99
45027366867	Public Instruction	139	192.40
45027371189	Public Instruction	139	2,077.03
45027373511	Public Instruction	139	1,024.27
45027384609	Public Instruction	139	1,716.26
45027392306	Public Instruction	139	2,571.36
45027401052	Public Instruction	139	1,882.40
45027406501	Public Instruction	139	2,253.00
45027410963	Public Instruction	139	494.13

45027415068	Public Instruction	139	3,174.20
45027417702	Public Instruction	139	1,801.81
45027425003	Public Instruction	139	1,660.79
45027444173	Public Instruction	139	176.24
45027448537	Public Instruction	139	3,265.49
45027450693	Public Instruction	139	360.48
45027469422	Public Instruction	139	1,802.40
45027471113	Public Instruction	139	3,176.48
45027480821	Public Instruction	139	1,832.87
45027504931	Public Instruction	139	1,619.10
45027557060	Public Instruction	139	1,949.28
45027635033	Public Instruction	139	1,486.98
45027661299	Public Instruction	139	3,174.20
45027705481	Public Instruction	139	1,186.33
45027717612	Public Instruction	139	1,085.89
45027738017	Public Instruction	139	944.26
45027763713	Public Instruction	139	1,169.10
45027769829	Public Instruction	139	1,801.80
45027779474	Public Instruction	139	377.70
45027780329	Public Instruction	139	1,237.68
45027784242	Public Instruction	139	2,162.88
45027789870	Public Instruction	139	377.70
45027859323	Public Instruction	139	712.72
45027867592	Public Instruction	139	1,752.89
45027891413	Public Instruction	139	823.08
45027947362	Public Instruction	139	1,494.05
45027955108	Public Instruction	139	94.43
45027957840	Public Instruction	139	685.90
45027957847	Public Instruction	139	3,260.42
45027969495	Public Instruction	139	1,794.09
45027977073	Public Instruction	139	2,537.83
45027988997	Public Instruction	139	1,716.28
45027994956	Public Instruction	139	889.23
45027958546	Environmental Quality	139	361.45
45027351289	Adult Correction	139	3,130.61
45027387338	Adult Correction	139	628.99
45027609211	Adult Correction	139	2,022.68
45027624652	Adult Correction	139	5,107.41
45027091191	Public Safety	139	1,516.39
45027217168	Public Safety	139	1,570.83
45027350810	Public Safety	139	1,055.05

45013217168	Public Safety	153	1,516.39
45013301515	Public Safety	153	2,019.53
45013000554	Public Safety	153	17.55
45013227876	Public Safety	153	1,407.04
45013367509	Public Safety	153	725.90
45013406286	Public Safety	153	245.00
45013680756	Public Safety	153	1,883.56
45013680793	Public Safety	153	1,092.77
45013779686	Public Safety	153	259.38
45013921333	Public Safety	153	1,384.49
45013457619	Health and Human Services	153	876.12
45013085015	Health and Human Services	153	1,522.21
45014304468	Health and Human Services	153	734.25
44999977073	Public Instruction	167	2,743.60
44999217168	Public Safety	167	1,306.62
44999836781	Health and Human Services	167	541.52
44992148497	Office of Administrative Hearings	174	1,136.50
44992384648	Public Safety	174	2,537.83
44985387338	Adult Correction	181	1,132.18
44985301515	Public Safety	181	722.30
44985397777	Public Safety	181	3,021.90
44971397777	Public Safety	195	3,067.01
44971741122	Public Safety	195	766.19
44980308797	Public Safety	195	848.92
44957778503	Public Instruction	209	4,100.39
44957981873	Adult Correction	209	1,591.91
44943404538	Transportation	223	235.92
44943017144	Public Safety	223	1,307.21
44929741122	Public Safety	237	571.02
44911741122	Public Safety	252	715.58
44876741122	Public Safety	281	1,026.40
0610744883	Public Safety	286	354.16
44872351924	Environmental Quality	293	95.73
44845748734	Public Safety	321	231.30
44481289527	Health and Human Services	685	2,115.35

Appendix 2: Temporaries who exceeded 11 months of continuous employment between July 1, 2023 and September 30, 2023 with an approved exception

Employed through Temporary Solutions

Agency	Job Title	Days over 11 Months	Exception Type
Administration	ARCHITECTURAL SUPERVISOR I*NC23	136	Retiree
Administration	PROGRAM DIRECTOR I	158	Retiree
Administrative Hearings, Office of	ADMINISTRATIVE SPECIALIST II*NC09	151	Retiree
Adult Correction	PROGRAM COORDINATOR III	24	Retiree
Adult Correction	SECURITY GUARD	33	Retiree
Adult Correction	SECURITY GUARD	81	Retiree
Adult Correction	ASSISTANT AGENCY GENERAL COUNSEL I	101	Retiree
Adult Correction	SECURITY GUARD	106	Retiree
Adult Correction	AGENCY HR CONSULTANT I	108	Retiree
Adult Correction	CHAPLAIN I	108	Retiree
Adult Correction	ADMINISTRATIVE SPECIALIST I	114	Retiree
Adult Correction	BUDGET DIRECTOR	130	Retiree
Adult Correction	CORRECTIONAL CLASSIFICATION COORDINATOR	144	Retiree
Adult Correction	NURSE CONSULTANT I	165	Retiree
Adult Correction	NURSE CONSULTANT I	165	Retiree
Adult Correction	CORRECTIONAL ADMINISTRATOR I	165	Retiree
Adult Correction	SECURITY GUARD	171	Retiree
Adult Correction	SECURITY GUARD	171	Retiree
Adult Correction	SECURITY GUARD	172	Retiree
Agriculture and Consumer Services	ADMINISTRATIVE SPECIALIST I	53	Retiree
Agriculture and Consumer Services	SECURITY GUARD	103	Retiree
Agriculture and Consumer Services	ADMINISTRATIVE OFFICER II	108	Retiree
Agriculture and Consumer Services	ENVIRONMENTAL TECHNICIAN II	123	Retiree
Agriculture and Consumer Services	ADMINISTRATIVE SPECIALIST 1*GN06	123	Retiree
Agriculture and Consumer Services	ENVIRONMENTAL SPECIALIST II	172	Retiree
Agriculture and Consumer Services	ADMINISTRATIVE SPECIALIST I	172	Retiree
Commerce	ADMINISTRATIVE SPECIALIST 1*GN06	7	Retiree
Commerce	ADMINISTRATIVE SPECIALIST I	83	Retiree
Commerce	PROGRAM ANALYST 2	108	Retiree
Commerce	ADMINISTRATIVE SPECIALIST I	108	Retiree
Commerce	ADMIN SPECIALIST 1*GN06	123	Retiree
Commerce	ADMINISTRATIVE SPECIALIST 1*GN06	136	Retiree
Commerce	ADMINISTRATIVE ASSOCIATE 2 *GN05	141	Retiree
Commerce	ADMINISTRATIVE SPECIALIST 1*GN06	151	Retiree

Commerce	ADMIN SPECIALIST 1*GN06	151	Retiree
Commerce	ADMINISTRATIVE SPECIALIST 1*GN06	151	Retiree
Community Colleges	EDUCATION PROGRAM DIRECTOR I*NC21	168	Retiree
Environmental Quality	ENVIRONMENTAL TECHNICIAN I*NC04	26	Intern
Environmental Quality	PROCUREMENT SPECIALIST II*NC12	81	Retiree
Environmental Quality	ENVIRONMENTAL SPECIALIST II*NC14	101	Retiree
Environmental Quality	ADMINISTRATIVE SPECIALIST I*NC08	123	Retiree
Environmental Quality	ENVIRONMENTAL SPECIALIST 1*	123	Full-Time Student
Environmental Quality	ENGINEER 1*GN13	158	Retiree
Environmental Quality	ADMINISTRATIVE ASSOCIATE 2*GN05	165	Retiree
Governor's Office	FOOD SERVICE ASSISTANT	140	Inmate
Governor's Office	HOUSEKEEPER GN01	141	Inmate
Health and Human Services	LABORATORY MEDICAL SPECIALIST	5	Retiree
Health and Human Services	HEALTH CARE TECHNICIAN 1	81	Retiree
Health and Human Services	REGISTERED NURSE	87	Retiree
Health and Human Services	HEARING OFFICER 2	90	Retiree
Health and Human Services	HS PROGRAM CONSULTANT III	93	Retiree
Health and Human Services	HEALTH CARE SUPERVISOR	94	Retiree
Health and Human Services	HEARING OFFICER 2	94	Retiree
Health and Human Services	REHABILITATION COUNSELOR	94	Retiree
Health and Human Services	CASEWORK ASSOCIATE I	94	Full-Time Student
Health and Human Services	CASEWORK ASSOCIATE 1	99	Retiree
Health and Human Services	HUMAN SERVICES PROGRAM CONSULTANT	99	Retiree
Health and Human Services	ADMINISTRATIVE SPECIALIST	100	Retiree
Health and Human Services	PROGRAM COORDINATOR II	101	Retiree
Health and Human Services	ADMINISTRATIVE SPECIALIST 1*GN06	107	Retiree
Health and Human Services	PROGRAM COORDINATOR II	108	Retiree
Health and Human Services	HEARING OFFICER 2	108	Retiree
Health and Human Services	PROGRAM MANAGER I	108	Retiree
Health and Human Services	CASEWORK ASSOCIATE	108	Retiree
Health and Human Services	HEALTH CARE TECHNICIAN I	121	Retiree
Health and Human Services	MEDICAL EXAMINER SPECIALIST	123	Full-Time Student
Health and Human Services	HUMAN RESOURCES CONSULTANT II	123	Retiree
Health and Human Services	HEALTH CARE TECHNICIAN I	125	Retiree
Health and Human Services	HUMAN SERVICES PROGRAM CONSULTANT II	130	Retiree
Health and Human Services	HEALTH CARE TECHNICIAN II	130	Retiree
Health and Human Services	PROGRAM MANAGER 11	130	Retiree
Health and Human Services	EARLY INTERVENTION SERVICE COORDINATOR	141	Retiree
Health and Human Services	ADMINISTRATIVE SPECIALIST II	144	Retiree
Health and Human Services	ADMINISTRATIVE ASSOCIATE 1*GN03	144	Retiree

Health and Human Services	ADMINISTRATIVE ASSOCIATE	144	Retiree
Health and Human Services	ADMINISTRATIVE SPECIALIST	151	Retiree
Health and Human Services	REGISTERED NURSE	156	Retiree
Health and Human Services	HS PROGRAM COORDINATOR II	156	Retiree
Health and Human Services	HEARINGS OFFICERII	158	Retiree
Health and Human Services	AGENCY HR CONSULTANT 11	158	Retiree
Health and Human Services	ADMINISTRATIVE SPECIALIST	163	Retiree
Health and Human Services	PROGRAM COORDINATOR IV	165	Full-Time Student
Health and Human Services	PROGRAM COORDINATOR I	172	Full-Time Student
Health and Human Services	ADMINISTRATIVE SPECIALIST	172	Retiree
Health and Human Services	HEALTH CARE TECHNICIAN	172	Retiree
Health and Human Services	PROGRAM MANAGER II	172	Retiree
Insurance	ADMINISTRATIVE SPECIALIST I*NC08	121	Retiree
Insurance	ENGINEER I*NC16	136	Retiree
Justice	CRIMINAL JUSTICE PLANNER I	108	Retiree
Justice	ACADEMY ADJUNCT	116	Retiree
Justice	ACADEMY ADJUNCT	123	Retiree
Justice	PROGRAM COORDINATOR II	143	Retiree
Justice	CRIMINAL JUSTICE TRG COORDINATOR I	157	Retiree
Justice	INFORMATION & COMMUNICATIONS SPEC II	171	Retiree
Natural and Cultural Resources	VEHICLE/EQUIPMENT OPERATOR 1 *GN04	45	Retiree
Natural and Cultural Resources	ACCOUNTING TECHNICIAN I	52	Retiree
Natural and Cultural Resources	AGENCY HR CONSULTANT II	67	Retiree
Natural and Cultural Resources	GRANTS ADMINISTRATOR I	81	Retiree
Natural and Cultural Resources	ADMINISTRATIVE ASSOCIATE 1*GN03	85	Retiree
Natural and Cultural Resources	ADMINISTRATIVE ASSOCIATE I	87	Retiree
Natural and Cultural Resources	HISTORICAL INTERPRETER I	87	Retiree
Natural and Cultural Resources	HUMAN RESOURCE TECHNICIAN II	108	Retiree
Natural and Cultural Resources	HISTORICAL INTERPRETER I	151	Retiree
Natural and Cultural Resources	HISTORICAL INTERPRETER 1	160	Retiree
NC Banking Commission	FINANCIAL MANAGER II	108	Retiree
Public Instruction	ADMIN SPECIALIST II	108	Retiree
Public Instruction	ATTORNEY 3	116	Retiree
Public Instruction	SCHOOL PLANNING CONSULTANT	129	Retiree
Public Instruction	RESIDENTIAL LIFE ASSISTANT	158	Retiree
Public Instruction	VEHICLE EQUIPMENT OPERATOR	158	Retiree
Public Instruction	EDUCATION PROGRAM DIRECTOR 1*GN16	158	Retiree
Public Instruction	EDUCATION PROGRAM CONSULTANT	158	Retiree
Public Safety	HOUSEKEEPER	30	Retiree
Public Safety	BUDGET ANALYST II	86	Retiree

Public Safety	PROGRAM DEVELOPMENT COORDINATOR	94	Retiree
Public Safety	PROGRAM COORDINATOR III	108	Retiree
Public Safety	EMERGENCY MANAGEMENT SPECIALIST	110	Retiree
Public Safety	EMERGENCY MANAGEMENT SPECIALIST	113	Retiree
Public Safety	PROGRAM DEVELOPMENT COORDINATOR	116	Retiree
Public Safety	ACCOUNTING SPECIALIST	144	Retiree
Public Safety	IT SECURITY & COMPLIANCE SPECIALIST II	144	Full-Time Student
Public Safety	PROGRAM MANAGER I	151	Retiree
Secretary of State	LAW ENFORCEMENT	123	Retiree
State Human Resources	HR TECH III	158	Retiree
State Treasurer	ADMINISTRATIVE SPECIALIST 2 *GN07	150	Retiree
State Treasurer	ACCOUNTING MANAGER I	155	Retiree
State Treasurer	ACCOUNTING MANAGER II	172	Retiree
Transportation	ADMINISTRATIVE SPECIALIST I*NC08	81	Retiree
Transportation	ADMINISTRATIVE ASSOCIATE 1*GN03	151	Retiree
Transportation	ADMIN ASSOCIATE 1*GN03	151	Retiree
Wildlife Resources Commission	PROGRAM COORDINATOR I	98	Retiree
Wildlife Resources Commission	PROCUREMENT SPECIALIST II	172	Retiree

Directly Employed by a State Agency

Agency	Job Title	Days over 11 Months	Exception Type
Administration	Intern	94	Student
Adult Correction	SUBSTANCE ABUSE WORKER - FOOD	23	Full-Time Student
Agriculture Consumer Services	GENERAL UTILITY WORKER	1	Retiree
Insurance	INSURANCE COMPANY EXAMINER I	43	Full-Time Student
Natural And Cultural Resources	ADMINSPEC1*NC08	81	Retiree
Natural And Cultural Resources	ADMINSPEC1*NC08	82	Retiree
Natural And Cultural Resources	GENERAL UTILITY WORKER	94	Retiree
Natural and Cultural Resources	ADMINASSOC1*NC01	142	Retiree
Natural And Cultural Resources	HistIntprtr1*NC03	160	Intern
Transportation	TRANSPWORKER1*GN04	82	Retiree
Transportation	TRANSPWORKER1*GN04	96	Retiree
Transportation	ENGINEERTECH1*GN08	96	Retiree
Transportation	ADMINASSOC1*NC01	110	Retiree
Transportation	BRIDGEOPER*GN04	110	Retiree
Transportation	MARINEMECH*GN09	125	Retiree
Transportation	TRANSPWRKR1*GN03	153	Retiree
Transportation	GENERAL UTILITY WORKER	153	Retiree
Transportation	FERRYMASTER*GN10	153	Retiree



Transportation	Intern	153	Student
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Appendix 3: Temporaries who exceeded 11 months of continuous employment between July 1, 2023 and September 30, 2023 without an approved exception

Employed through Temporary Solutions

Agency	Job Title	Days over 11 Months	Agency comments
Administration	Administrative Specialist I	8	The temporary exceeded the 11-month limit due to oversight by the employing agency.
Health and Human Services	Early Intervention Service Coordinator	20	The temporary exceeded the 11-month limit due to oversight by the employing agency.
Health and Human Services	Medical Moonlighter	7	The temporary exceeded the 11-month limit due to oversight by the employing agency.
Revenue	Administrative Specialist I	47	The temporary exceeded the 11-month limit due to oversight by the employing agency.
Revenue	Graphic Designer II	102	The temporary worked longer than 11 months under an approved exception (intern) and the temporary continued to work once the internship ended.
Transportation	Administrative Associate I	2	The temporary exceeded the 11-month limit due to oversight by the employing agency.

Employed directly by an agency

None

Employed through a private third-party staffing firm

Agency	Job Title	Days over 11 Months	Agency comments
Adult Correction	Security Guard – Sergeant	854	Please see “Adult Correction response” below.
Adult Correction	Clinical Social Worker	74	Please see “Adult Correction response” below.
Adult Correction	Psychologist	166	Please see “Adult Correction response” below.
Adult Correction	Security Guard	117	Please see “Adult Correction response” below.
Adult Correction	Clinical Social Worker	153	Please see “Adult Correction response” below.
Adult Correction	Security Guard – Sergeant	317	Please see “Adult Correction response” below.
Adult Correction	Psychologist	2,097	Please see “Adult Correction response” below.
Adult Correction	Security Guard P&G	25	Please see “Adult Correction response” below.
Adult Correction	Officer	196	Please see “Adult Correction response” below.

Adult Correction	Security Guard P&G	223	Please see "Adult Correction response" below.
Adult Correction	Clinical Social Worker	256	Please see "Adult Correction response" below.
Adult Correction	Psychologist	2,404	Please see "Adult Correction response" below.
Adult Correction	Clinical Social Worker	1,764	Please see "Adult Correction response" below.
Adult Correction	Officer	196	Please see "Adult Correction response" below.
Adult Correction	Sergeant	196	Please see "Adult Correction response" below.
Adult Correction	Senior Psychologist	228	Please see "Adult Correction response" below.
Adult Correction	Clinical Social Worker	210	Please see "Adult Correction response" below.
Adult Correction	Officer	196	Please see "Adult Correction response" below.
Adult Correction	Clinical Social Worker	74	Please see "Adult Correction response" below.
Adult Correction	Clinical Social Worker	193	Please see "Adult Correction response" below.
Adult Correction	Security Guard P&G	41	Please see "Adult Correction response" below.
Adult Correction	Security Guard P&G	41	Please see "Adult Correction response" below.
Adult Correction	Psychologist	2,082	Please see "Adult Correction response" below.
Adult Correction	Clinical Social Worker	986	Please see "Adult Correction response" below.
Adult Correction	Clinical Social Worker	70	Please see "Adult Correction response" below.
Adult Correction	Clinical Social Worker	364	Please see "Adult Correction response" below.
Adult Correction	Psychologist	2,220	Please see "Adult Correction response" below.
Adult Correction	Officer	196	Please see "Adult Correction response" below.
Adult Correction	Sergeant	196	Please see "Adult Correction response" below.
Adult Correction	Clinical Social Worker	256	Please see "Adult Correction response" below.
Adult Correction	Clinical Social Worker	164	Please see "Adult Correction response" below.
Adult Correction	Officer	196	Please see "Adult Correction response" below.
Adult Correction	Security Guard P&G	103	Please see "Adult Correction response" below.
Adult Correction	Clinical Social Worker	193	Please see "Adult Correction response" below.
Adult Correction	Licensed Clinical Social Worker	6	Please see "Adult Correction response" below.
Adult Correction	Psychologist	2,196	Please see "Adult Correction response" below.
Adult Correction	Psychologist	2,203	Please see "Adult Correction response" below.
Adult Correction	Psychologist	6,481	Please see "Adult Correction response" below.
Adult Correction	Psychologist	1,124	Please see "Adult Correction response" below.
Adult Correction	Psychologist	2,113	Please see "Adult Correction response" below.
Adult Correction	Security Guard P&G	41	Please see "Adult Correction response" below.
Adult Correction	Officer	196	Please see "Adult Correction response" below.
Adult Correction	Security Guard – Sergeant	300	Please see "Adult Correction response" below.
Adult Correction	Psychologist	665	Please see "Adult Correction response" below.
Adult Correction	Sergeant	110	Please see "Adult Correction response" below.
Adult Correction	Psychologist	1,959	Please see "Adult Correction response" below.
Adult Correction	Security Guard P&G	103	Please see "Adult Correction response" below.
Adult Correction	Psychologist	3,893	Please see "Adult Correction response" below.
Adult Correction	Psychologist	1,443	Please see "Adult Correction response" below.
Adult Correction	Psychologist	1,967	Please see "Adult Correction response" below.
Adult Correction	Security Guard P&G	233	Please see "Adult Correction response" below.
Adult Correction	Registered Nurse	20	Please see "Adult Correction: Nursing" below.
Adult Correction	Licensed Practical Nurse	36	Please see "Adult Correction: Nursing" below.
Adult Correction	Registered Nurse	13	Please see "Adult Correction: Nursing" below.
Adult Correction	Unlicensed Assistive Personnel	35	Please see "Adult Correction: Nursing" below.

Adult Correction	Unlicensed Assistive Personnel	21	Please see "Adult Correction: Nursing" below.
Adult Correction	Unlicensed Assistive Personnel	7	Please see "Adult Correction: Nursing" below.
Adult Correction	Unlicensed Assistive Personnel	28	Please see "Adult Correction: Nursing" below.
Adult Correction	Registered Nurse	77	Please see "Adult Correction: Nursing" below.
Adult Correction	Officer	427	Please see "Adult Correction response" below.
Adult Correction	Unlicensed Assistive Personnel	36	Please see "Adult Correction: Nursing" below.
Adult Correction	Unlicensed Assistive Personnel	34	Please see "Adult Correction: Nursing" below.
Adult Correction	Registered Nurse	475	Please see "Adult Correction: Nursing" below.
Health and Human Services	Registered Nurse	180	Please see "Health and Human Services" below.
Health and Human Services	Licensed Practical Nurse	280	Please see "Health and Human Services" below.
Health and Human Services	Registered Nurse	505	Please see "Health and Human Services" below.
Health and Human Services	Registered Nurse	62	Please see "Health and Human Services" below.
Health and Human Services	Certified Nursing Assistant	104	Please see "Health and Human Services" below.
Health and Human Services	Registered Nurse	426	Please see "Health and Human Services" below.
Health and Human Services	Certified Nursing Assistant	133	Please see "Health and Human Services" below.
Health and Human Services	Licensed Practical Nurse	390	Please see "Health and Human Services" below.
Health and Human Services	Licensed Practical Nurse	454	Please see "Health and Human Services" below.
Health and Human Services	Licensed Practical Nurse	272	Please see "Health and Human Services" below.
Health and Human Services	Registered Nurse	69	Please see "Health and Human Services" below.
Health and Human Services	Registered Nurse	759	Please see "Health and Human Services" below.
Health and Human Services	Dietician	91	Please see "Health and Human Services" below.
Health and Human Services	Certified Nursing Assistant	281	Please see "Health and Human Services" below.
Health and Human Services	Registered Nurse	41	Please see "Health and Human Services" below.
Health and Human Services	Certified Nursing Assistant	196	Please see "Health and Human Services" below.
Health and Human Services	Certified Nursing Assistant	281	Please see "Health and Human Services" below.
Health and Human Services	Registered Nurse	146	Please see "Health and Human Services" below.
Health and Human Services	Registered Nurse	486	Please see "Health and Human Services" below.

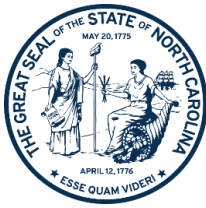
Health and Human Services	Registered Nurse	511	Please see "Health and Human Services" below.
Health and Human Services	Certified Nursing Assistant	77	Please see "Health and Human Services" below.
Health and Human Services	Registered Nurse	251	Please see "Health and Human Services" below.
Health and Human Services	Licensed Practical Nurse	228	Please see "Health and Human Services" below.
Health and Human Services	Health Care Technician	13	Please see "Health and Human Services" below.
Health and Human Services	Registered Nurse	62	Please see "Health and Human Services" below.
Health and Human Services	Registered Nurse	210	Please see "Health and Human Services" below.
Health and Human Services	Registered Nurse	791	Please see "Health and Human Services" below.
Health and Human Services	Licensed Practical Nurse	138	Please see "Health and Human Services" below.
Health and Human Services	Behavioral Programming Specialist	1,249	Please see "Health and Human Services" below.
Health and Human Services	Certified Nursing Assistant	377	Please see "Health and Human Services" below.
Health and Human Services	Licensed Practical Nurse	13	Please see "Health and Human Services" below.
Health and Human Services	Registered Nurse Contractor	133	Please see "Health and Human Services" below.
Health and Human Services	Registered Nurse Contractor	606	Please see "Health and Human Services" below.
Health and Human Services	Health Care Technician	13	Please see "Health and Human Services" below.
Health and Human Services	Certified Nursing Assistant	49	Please see "Health and Human Services" below.
Health and Human Services	Psychiatrist	1,399	Please see "Health and Human Services" below.
Health and Human Services	Certified Nursing Assistant	167	Please see "Health and Human Services" below.
Health and Human Services	Registered Nurse	133	Please see "Health and Human Services" below.
Health and Human Services	Licensed Practical Nurse	49	Please see "Health and Human Services" below.
Health and Human Services	Psychiatrist	481	Please see "Health and Human Services" below.
Health and Human Services	Certified Nursing Assistant	26	Please see "Health and Human Services" below.
Health and Human Services	Registered Nurse	272	Please see "Health and Human Services" below.
Health and Human Services	Registered Nurse	117	Please see "Health and Human Services" below.
Health and Human Services	Registered Nurse	117	Please see "Health and Human Services" below.

Health and Human Services	Licensed Practical Nurse	111	Please see "Health and Human Services" below.
Health and Human Services	Certified Nursing Assistant	167	Please see "Health and Human Services" below.
Health and Human Services	Health Care Technician	27	Please see "Health and Human Services" below.
Health and Human Services	Certified Nursing Assistant	13	Please see "Health and Human Services" below.
Health and Human Services	Registered Nurse Contractor	328	Please see "Health and Human Services" below.
Health and Human Services	Certified Nursing Assistant	133	Please see "Health and Human Services" below.
Health and Human Services	Vehicle Equipment Operator I	3,389	Please see "Health and Human Services" below.
Health and Human Services	Registered Nurse	280	Please see "Health and Human Services" below.
Health and Human Services	Licensed Practical Nurse	3,590	Please see "Health and Human Services" below.
Health and Human Services	Registered Nurse	350	Please see "Health and Human Services" below.
Health and Human Services	Certified Nursing Assistant	26	Please see "Health and Human Services" below.
Health and Human Services	Administrative Associate II	272	Please see "Health and Human Services" below.
Health and Human Services	Certified Nursing Assistant	281	Please see "Health and Human Services" below.
Health and Human Services	Certified Nursing Assistant	196	Please see "Health and Human Services" below.
Health and Human Services	Health Care Technician	13	Please see "Health and Human Services" below.
Health and Human Services	Licensed Practical Nurse	202	Please see "Health and Human Services" below.
Health and Human Services	Licensed Practical Nurse	104	Please see "Health and Human Services" below.
Health and Human Services	Ultrasound Tech	1,257	Please see "Health and Human Services" below.
Health and Human Services	Health Care Technician	301	Please see "Health and Human Services" below.
Health and Human Services	Registered Nurse	473	Please see "Health and Human Services" below.
Health and Human Services	Registered Nurse	49	Please see "Health and Human Services" below.
Health and Human Services	Certified Nursing Assistant	68	Please see "Health and Human Services" below.
Health and Human Services	Physician Assistant	1,826	Please see "Health and Human Services" below.
Health and Human Services	Psychologist	31	Please see "Health and Human Services" below.
Health and Human Services	Certified Nursing Assistant	13	Please see "Health and Human Services" below.

Health and Human Services	Dentist	412	Please see "Health and Human Services" below.
Health and Human Services	Certified Nursing Assistant	13	Please see "Health and Human Services" below.
Health and Human Services	Certified Nursing Assistant	104	Please see "Health and Human Services" below.
Health and Human Services	Health Care Technician	27	Please see "Health and Human Services" below.
Health and Human Services	Registered Nurse	390	Please see "Health and Human Services" below.
Health and Human Services	Certified Nursing Assistant	70	Please see "Health and Human Services" below.
Health and Human Services	Registered Nurse	228	Please see "Health and Human Services" below.
Health and Human Services	Certified Nursing Assistant	55	Please see "Health and Human Services" below.
Health and Human Services	Certified Nursing Assistant	13	Please see "Health and Human Services" below.
Health and Human Services	Certified Nursing Assistant	26	Please see "Health and Human Services" below.
Health and Human Services	Certified Nursing Assistant	90	Please see "Health and Human Services" below.
Health and Human Services	Certified Nursing Assistant	133	Please see "Health and Human Services" below.
Health and Human Services	Certified Nursing Assistant	167	Please see "Health and Human Services" below.
Health and Human Services	Dental Hygienist	114	Please see "Health and Human Services" below.
Health and Human Services	Food Services Supervisor	196	Please see "Health and Human Services" below.
Health and Human Services	Certified Nursing Assistant	104	Please see "Health and Human Services" below.
Public Safety	Registered Nurse	1,002	Operational need at Juvenile Justice and Delinquency Prevention

Adult Correction response: *"We continue to seek information from our business units in order to better monitor for compliance. We are also working with our business units to review and monitor contracts and language with the goal of achieving compliance and/or providing business justification for exceptions."*

Health and Human Services response: *"These contracts were all competitively awarded Professional Nursing Services contracts and written as professional services contracts. The purpose was/is to augment DSOHF Nursing staff when additional needs arise. Contract language states the employees of this contract are employees of the vendor, and that the vendor will provide all obligations as the employer of Vendor Staff."*



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