


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 23, 2025

RE: Update/Correction Regarding Temporary Employees and the End of the  
Statewide Declaration of Emergency

---

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.”

I need to provide an update and correction to my July 1, 2025 to all agency HR Directors. It stated the statewide declaration of emergency expired on June 30, 2025 in accordance with Section 3.1 of S.L. 2025-2. However, S.L. 2025-26, signed into law by Governor Stein on June 27, 2025, further extended the statewide declaration of emergency **until October 1, 2025**. Therefore, the exception to the 11-month limit for temporaries working to support Helene-related disaster response efforts **will end on April 1, 2026**. This means that:

- Until April 1, 2026, 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.<sup>1</sup> Agencies must update the Smartsheet when the exempt designation is made and when it ends.
- 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

---

<sup>1</sup> 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.”

Equal Opportunity Employer

Office: 333 Fayetteville Street • Raleigh, NC 27601  
Mailing Address: 1331 Mail Service Center • Raleigh, NC 27699-1331  
oshr.nc.gov • (984) 236.0800 T • (984) 236.0949 F

break of at least 31 consecutive calendar days may continue working under this exception until April 1, 2026 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 before October 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.

S.L. 2025-2, signed into law by Governor Stein on March 19, 2025, extended this flexibility to include individuals with a retirement date of April 1, 2024 to **before March 1, 2025**.

TSERS retirement effective dates are always on the first day of the month, so individuals who retired effective February 1, 2025 should have been the last to be rehired as a temporary under Section 12.1.(a)-(c). Their normal six-month period of separation will end on August 1, 2025. Since the extended statewide declaration of emergency ends after August 1, 2025, retirees rehired under this flexibility may continue working in their temporary assignment without interruption as the time period that would have been their six-month separation period will pass while the state of emergency is still in effect.

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](mailto: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](mailto:joseph.gilroy@nc.gov) or to Colie Cashwell, Temporary Solutions Compliance Monitor, at [colie.cashwell@nc.gov](mailto:colie.cashwell@nc.gov).