



2017-2018 General Assembly

SENATE BILL 99: Appropriations Act of 2018, Sec. 26A.2: OSHR/Temporary Employment Needs of Cabinet & Council of State Agencies

Committee:		Date:	August 8, 2018
Introduced by:		Prepared by:	Jessica Sammons Staff Attorney
Analysis of:	Sec. 26A.2 of S.L. 2018-5		

OVERVIEW: *Sec. 26A.2 of S.L. 2018-5 allows Council of State agencies to have discretion in utilizing the Temporary Solutions Program administered by the Office of State Human Resources when hiring temporary employees to perform work that is not information technology-related.*

Cabinet agencies granted an exception from using the Temporary Solutions Program and Council of State agencies electing not to use the Temporary Solutions Program are required to record time worked by each temporary employee in the agency, and, to the extent possible, use BEACON for payroll purposes.

This section became effective July 1, 2018.

CURRENT LAW: G.S. 126-6.3 requires executive branch State agencies that utilize temporary employees to perform work that is not information technology-related to employ those employees through the Temporary Solutions Program administered by the Office of State Human Resources. This requirement applies to executive branch department, institutions, divisions, commissions, boards, and councils, regardless of whether the agency is part of the Council of State.

Use of an entity other than the Temporary Solutions Program to meet those needs requires approval from the Director of the Office of State Human Resources. The Office of State Human Resources is required to report biannually to the Joint Legislative Commission on Governmental Operations and to the Fiscal Research Division on agency compliance with these requirements.

BILL ANALYSIS: Sec. 26A.2 of S.L. 2015-5 amends G.S. 126-6.3 to allow Council of State agencies to have discretion in using the Temporary Solutions Program to hire temporary employees.

Cabinet agencies granted an exception from using the Temporary Solutions Program and Council of State agencies electing not to use the Temporary Solutions Program are required to comply with the following:

- Record the time worked by each temporary employee, including the number of hours per week, number of months worked, and amount of time the employee was not employed after 11 consecutive months of service with the agency.
- To the extent possible, use BEACON, or the State payroll system that supersedes BEACON, for payroll purposes. If not feasible to use BEACON, report all required information to the Office of State Human Resources.

EFFECTIVE DATE: This section became effective July 1, 2018.

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