

Temporary Employment Categories

TEMP TYPE	USE THIS WHEN YOU WANT TO EMPLOY --
ARRA Temp	A temporary employee – including a student worker or state retiree – whose position is partially or fully funded by/paid from a Federal Stimulus (ARRA) award . The state policy limiting temporary employment to 12 months does not apply to ARRA-funded employees. If you wish to hire an individual on ARRA funds who is also a retiree from any State of NC entity, contact HRIM for assistance. All temporary positions funded by stimulus awards must be advertised via the Online Employment System and will be posted with the State Employment Security Commission. Please contact your Employment Consultant for posting assistance.
Student Worker, NCSU	Students who are enrolled for the current or upcoming semester at NC State University , and whose student status is their primary role (the work they perform is secondary/incidental to their primary role as a student). Can exceed twelve consecutive months of continuous employment. Must be paid at least the legal minimum wage (\$7.25 as of 7/24/09).
Student Worker, UNC	Students who are enrolled for the current or upcoming semester in a constituent institution of the UNC System other than NCSU, and whose student status is their primary role (the work they perform is secondary/ incidental to their primary role as a student). Can exceed twelve consecutive months of continuous employment. Must be paid at least the legal minimum wage (\$7.25 as of 7/24/09).
Student Worker, Non-UNC	Students who are enrolled for the current or upcoming semester in a post-secondary institution outside of the UNC System , and whose student status is their primary role (the work performed is secondary/incidental to their primary role as a student). Can exceed twelve consecutive months of continuous employment. Must be paid at least the legal minimum wage (\$7.25 as of 7/24/09).
Retiree, NCSU-TSERS	Temporary employees who are retirees of NCSU and receiving a retirement benefit from Teachers' and State Employees Retirement System (TSERS) <u>or</u> the Law Enforcement Officers Retirement System (LEORS). Can exceed twelve consecutive months of continuous employment, but cannot exceed their earnings limit established by their retirement plan.
Retiree, NCSU-ORP	Temporary employees who are retirees of NCSU and receiving a retirement benefit through the Optional Retirement Program (ORP). Can exceed twelve consecutive months of continuous employment.
Retiree, UNC-ORP	Temporary employees who are retirees of a UNC System institution (other than NCSU) and receiving a retirement benefit through the Optional Retirement Program (ORP). Can exceed twelve consecutive months of continuous employment.
Retiree, State-TSERS	Temporary employees who are retirees of any State of North Carolina agency or UNC System institution (other than NCSU) and receiving a retirement benefit from the Teachers' and State Employees Retirement System (TSERS) or the Law Enforcement Officers Retirement System (LEORS). Can exceed twelve consecutive months of continuous employment, but cannot exceed their earnings limit established by their retirement plan.

<p>Occasional / As-Needed Employee</p>	<p>(replaces Intermittent) An individual who works only sporadically but might work on a recurring basis, as needed, over a period longer than 6 months. Examples include an individual who works in Admissions for a few weeks during every peak enrollment period, a stagehand who builds sets for performances a few times per year or during a Summer Camp. These individuals may work full-time or part-time for brief periods, but their total FTE over the course of a year should not exceed about 25% time. Occasional positions are not benefits-eligible.</p>
<p>Continuing Part-time Employee</p>	<p>These are not temporary employees; they're actually regular employees who work part-time at an FTE that does not rise to the level of benefits-eligibility. Continuing part-time employees are individuals who work the equivalent of 19 or fewer hours per week; the FTE must be 0.475 or less. Can exceed twelve consecutive months of continuous employment. If these individuals are performing FLSA non-exempt work, they should be paid hourly on the biweekly payroll using the appropriate job code beginning with a "T". If they are performing FLSA exempt work, they should be appointed to the monthly payroll.</p>
<p>Temporary Employee</p>	<p>Temporary employee positions not otherwise categorized above. Temporary positions may be filled for up to 6 months, and may be full-time or part-time. Temporary positions are not benefits-eligible, regardless of FTE. Departments may seek an extension of a temporary appointment; however, once the individual has worked for the institution for 11 consecutive months, the employment relationship must end. But, after a lapse in employment of at least 32 days, they can be rehired.</p>

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