



North Carolina Department of Public Safety
Human Resources

Roy Cooper, Governor
Erik A. Hooks, Secretary

Michael R. Dail, Director
Human Resources

MEMORANDUM

To: Joint Legislative Oversight Committee on Justice and Public Safety

From: Erik A. Hooks, Secretary *EAH*
Michael R. Dail, Director of Human Resources *MRD*

RE: In-prison Health Services Employees' Salaries

Date: February 18, 2020

Pursuant to Session Law 2019-135, Section 5.(a), *the Department of Public Safety, Health Services Section, and the Office of State Human Resources shall jointly study the salaries of all in-prison health services employees to determine what adjustments are necessary to increase the salaries of new hires and existing employees of the Health Services Section to market rates.*

Please see attached.

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DPS Analysis of Correctional Health Services Employees' Salaries (as Required by S.L. 2019-135)

Based on a DPS Human Resources analysis, slightly less than half of all Adult Correction health services full-time equivalent (FTE) positions have salaries below the market rate.¹ Over \$4.7 million would be required to increase the salaries of 858.5 FTE positions to market rate.

Below Market (Y/N)	Vacancy Status	Total FTE Positions	% of FTE Positions	Sum of Amount to bring to market
No	Filled	745	83.52%	\$0
	Open	147	16.48%	\$0
No Total		892	50.96%	\$0
Yes	Filled	683.5	79.62%	\$3,599,657
	Open	175	20.38%	\$1,167,181
Yes Total		858.5	49.04%	\$4,766,838
Grand Total		1750.5	100.00%	\$4,766,838

¹ The midpoint salary was used to determine which positions were below the market rate.