



# 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.**

**MAILING ADDRESS:**  
4203 Mail Service Center  
Raleigh, NC 27699-4203

[www.ncdps.gov](http://www.ncdps.gov)



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**OFFICE LOCATION:**  
214 W. Jones Street  
Raleigh, NC 27603  
Telephone: (919) 716-3800  
Fax: (919) 582-6126

**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.<sup>1</sup> 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

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