



DPS → DAC

Transition Overview

Joint Legislative Oversight Committee on Justice and Public Safety
September 15, 2022

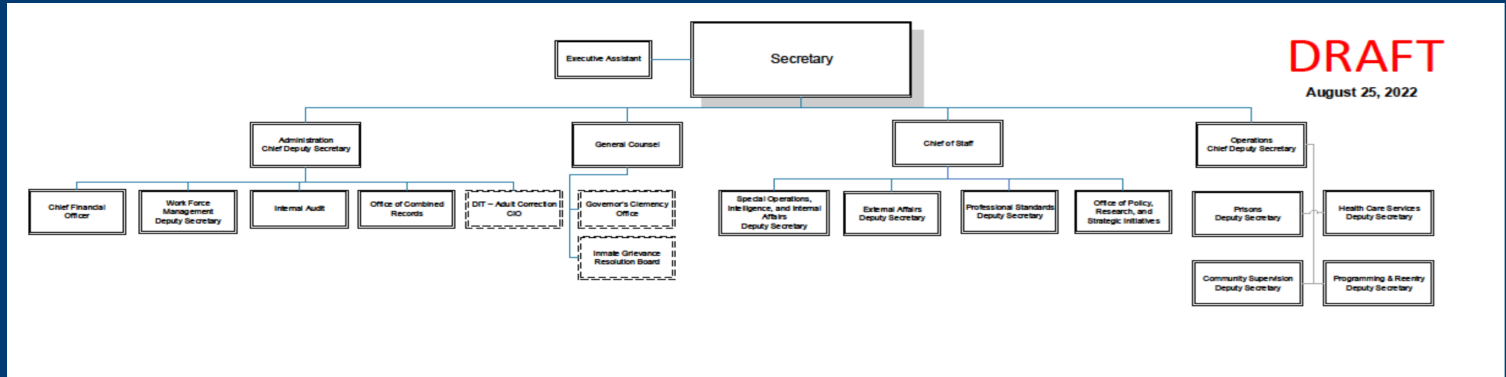
Vision Statement

The Department of Adult Correction will work collaboratively with the community to create a safer North Carolina.

Mission Statement

The Department of Adult Correction will uphold the law and protect the public by collaboratively focusing on rehabilitation with accountability and professionalism.

Organizational Structure



Strategic and Operating Priorities

- Implement a comprehensive approach to employee wellness, occupational health, staff engagement and career progression; including ensuring safe and well-maintained facilities.
- Focus on holistic health and wellness services for the entire offender population and utilize service-oriented supervision and custody practices.
- Instill a culture that conveys the true equivalence and importance of the major operational divisions.
- Pursue the necessary resources, both human and financial, to address priority areas.
- Elevate the role of reentry to effectuate seamless transitions and successful community integration.

Current Activities

- Certifying 2022-23 budget in new agency structure – **Complete September 2022***
- Mass transfer of DAC positions (~20,000) plus identified Administrative positions (<1,000) early October 2022.

Current Activities

- ☐ Contract Review
- ☐ Leases/Office Moves
- ☐ Fixed Assets Separation
- ☐ Logo/Branding

Separation of Administration Division

DPS Administrative Section	Total DPS FTE	DPS	DAC
Budget & Analysis	9	5	4
Central Engineering	114	3	111
Communications	26	20	6
Controller	86	31	55
General Counsel	26	17	9
Human Resources	179	70	109
Internal Audit	25	9	16
Legislative Affairs*	5	4	1
Office of Special Investigations	11	4	7
Policy & Strategic Planning	4	3	1
Purchasing & Logistics	64	11	53
Victim Services	22	13	9
Information Technology**	120		
Overall	691	190	381

*2 positions dedicated to NCNG and SBI

**DIT Optimization will require several years of transition

Gap Analysis

- Transition team working groups have developed the organizational structures for all administrative areas
- Subsequently, a gap analysis was conducted to determine resource needs to maintain baseline operations

Gap Analysis

DPS Administrative Section	FTEs to DAC	Additional FTEs Needed
Budget & Analysis	4	0
Central Engineering	111	0
Communications	6	10
Controller	55	14
General Counsel	9	9
Human Resources	109	31
Internal Audit	16	4
Integrated Behavioral Health/SHIELD	0	22
Legislative Affairs	1	0
Office of Special Investigations	7	3
Policy & Strategic Planning	1	3
Purchasing & Logistics	53	10
Victim Services	9	2
Information Technology		
Overall	381	108

Creation of New Divisions

- **Division of Health Care Services:**

- Greater flexibility in facility healthcare staffing
- Increased involvement and decision making with healthcare budget
- Reassigning operations for residential programs
- Closer collaboration for re-entry
- Training partnerships
- MAT initiatives

- **Division of Programming & Reentry:**

- Increase programming across the department
- Improve the reentry process
- Elevate the importance of EBP across the department
- Establish a quality assurance and improvement process to identify and sustain effective programs and services.

- **Division of Professional Standards & Compliance:**

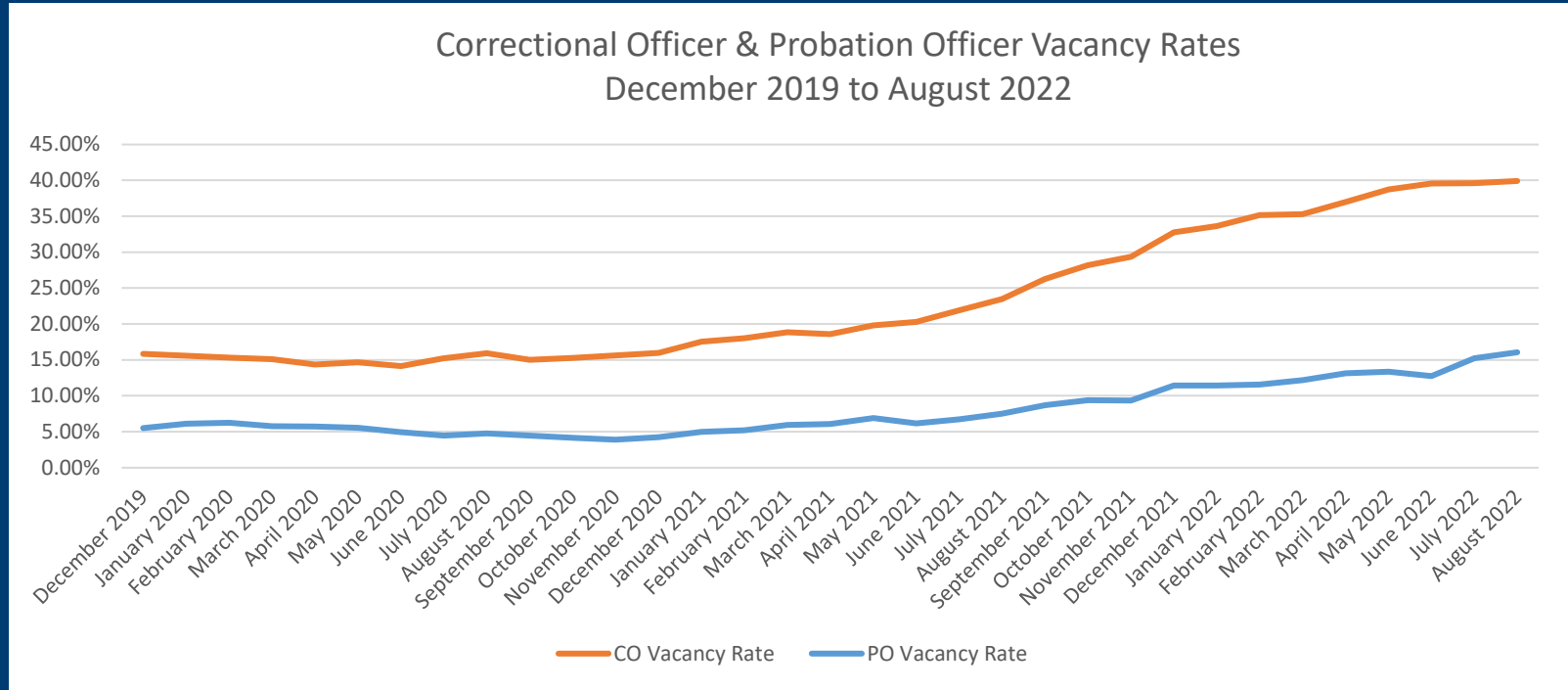
- Measuring fidelity of legal requirements and national best practices while promoting professionalism, ensuring integrity across operating areas to further the importance of accountability to stakeholders.

Adult Correction Staffing Challenges and Opportunities

Adult Correction Staffing

- Staffing has been significantly impacted by “the great resignation”.
- This issue is not an agency-specific issue.
- Increased competition for the same applicants across the LE and Corrections space has created the need to implement and explore additional measures to recruit and retain qualified staff.

Vacancy Rates



Recruitment Marketing Efforts

Marketing Tactics - Effective implementing vehicles - to increase awareness and encourage engagement (apply now, participate or learn more)

- Social media ads – Facebook, Instagram & LinkedIn
- Digital campaigns on YouTube (video ad is placed before, after or during videos on YouTube and partner sites on the display network)
- Over The Top media video ad campaigns (streaming video ads without requiring users to subscribe to traditional cable)
- Digital ad display – Targeted internet ads
- Geofencing (digital targeting of a specific geographical area)
- Website banner ads on media outlet webpages
- News outlet printed ad (combined deal)
- Email marketing – targeted emails
- Radio – targeted :30 spot ads
- Grassroots – community involvement (printed materials)
- Billboards
- Television ads
- Bus wraps – urban areas
- More digital/alternative locations
- Minority communities targeted platforms

Recruitment Marketing Efforts

Marketing Samples

Displayed/Impressions: 17,229,439
Individuals who engaged: 4,015,346
Engagement/Clicks: 84,526
Percentage of engagement/CTR: .36%

*Status report as of 9/13/2022

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North Carolina
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Safety

We're Hiring Continue to Serve with Us

\$7,000
Sign-on Bonus

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North Carolina
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HIRING EVENTS

Check our website for dates, times and locations. \$7,000 Sign-on Bonus

Learn more



North Carolina Department of Public Safety

Find Your Career With Us

Paid Leave: Vacation, Sick, Holiday and More

Sign-on bonus
up to \$7,000



North Carolina Department of Public Safety



We're Hiring

Continue to Serve with Us

We Offer:

- Competitive pay
- Insurance for you and your family
- Paid leave

\$7,000
Sign-on
Bonus

Learn more



North Carolina
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Target Audience

- Job seekers (qualified talents)
- Military/veterans
- College graduates
- Entry level applicants
- Boomerang employees
- Encore career applicants
- Minority communities

Recruitment and Retention Programs

- Developed “one-stop shop” landing page for Adult Correction applicants
- Expanded applicant informational sessions
- On-site, weekly interview dates
- Implementing Sign-On Bonuses October 1, 2022



Proposed Referral Bonus Program

- Requested OSHR review the potential for this program as it does not presently exist
- DPS will be included in a pilot program designed by OSHR
- Policy and program development underway

Questions?

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