



STATE OF NORTH CAROLINA  
OFFICE OF STATE HUMAN RESOURCES  
1331 MAIL SERVICE CENTER • RALEIGH, NC 27699-1331


PAT MCCRORY  
GOVERNOR

C. NEAL ALEXANDER, JR.  
STATE HUMAN RESOURCES DIRECTOR

April 23, 2015

**MEMORANDUM**

TO: The Honorable Senator Phil Berger, President Pro Tempore, NC Senate  
The Honorable Representative Tim Moore, Speaker, NC House of  
Representatives  
Mark Trogdon, Director, Fiscal Research Division, NC General Assembly

FROM: C. Neal Alexander, Jr. 

SUBJECT: Salary Flexibility Report for Certain Licensed Professional Employees

Session Law 2013-360, Section 35.10A.(b) requires the Office of State Human Resources (OSHR) to report salary actions taken by State agencies for employees in certain licensed professional classifications.

The attached report covers the period of December 1, 2014 through March 31, 2015. The Department of Health and Human Services and the Department of Public Safety reported salary flexibility actions. There were a total of one hundred ninety-three (193) actions reported.

If you have any questions regarding this report, please contact Margaret Duke, OSHR Legislative Liaison, at Margaret.B.Duke@nc.gov or 919-807-4869.

Attachment

**Report of Flexibility for Salary Determinations for Certain Licensed Professional Employees  
for period December 1, 2014 through March 31, 2015**

<b>Agency</b>	<b>Classification Title</b>	<b>Grade/Level</b>	<b>Personnel Action</b>	<b>Effective Date</b>	<b>Salary</b>
DPS	Nurse Director	C	Promotion	1/5/2015	\$78,045
DPS	Nurse Director	C	Promotion	1/12/2015	\$77,000
DPS	Physician Extender	M00	New Hire	1/26/2015	\$87,713
DPS	Professional Nurse	J	Promotion	3/9/2015	\$61,000
DPS	Physician Extender	M00	Reinstatement	3/9/2015	\$84,000
DPS	Nurse Director	J	Promotion	3/23/2015	\$95,133
Health & Human Services	Administrative Dietitian	70	Transfer (NC)	01/05/2015	48,000
Health & Human Services	Clinical Dietitian I	69	New Hire (NC)	02/01/2015	40,985
Health & Human Services	Dental Supervisor	08	Reallocation (NC)	01/01/2015	157,083
Health & Human Services	Dental Supervisor	08	Transfer (NC)	01/15/2015	151,000
Health & Human Services	Medical Director I	16	Promotion (NC)	03/18/2015	230,000
Health & Human Services	Nurse Consultant	C	Transfer (NC)	12/01/2014	64,801
Health & Human Services	Nurse Consultant	C	New Hire (NC)	12/01/2014	62,000
Health & Human Services	Nurse Consultant	C	New Hire (NC)	12/01/2014	59,000
Health & Human Services	Nurse Consultant	C	New Hire (NC)	12/01/2014	57,065
Health & Human Services	Nurse Consultant	C	Transfer (NC)	12/03/2014	53,199
Health & Human Services	Nurse Consultant	C	Promotion (NC)	01/05/2015	58,515
Health & Human Services	Nurse Consultant	C	New Hire (NC)	01/05/2015	62,000
Health & Human Services	Nurse Consultant	C	Transfer (NC)	02/01/2015	59,526
Health & Human Services	Nurse Consultant	C	Reinstatement/Reemployment(NC)	02/01/2015	62,000
Health & Human Services	Nurse Consultant	C	Transfer (NC)	02/01/2015	57,000
Health & Human Services	Nurse Consultant	C	New Hire (NC)	02/01/2015	57,000
Health & Human Services	Nurse Consultant	C	New Hire (NC)	02/01/2015	55,000
Health & Human Services	Nurse Consultant	C	Transfer (NC)	02/01/2015	54,635
Health & Human Services	Nurse Consultant	C	New Hire (NC)	02/01/2015	56,400
Health & Human Services	Nurse Consultant	C	Promotion (NC)	02/23/2015	64,900

Agency	Classification Title	Grade/Level	Personnel Action	Effective Date	Salary
Health & Human Services	Nurse Consultant	C	Promotion (NC)	03/01/2015	53,199
Health & Human Services	Nurse Consultant	C	New Hire (NC)	03/01/2015	57,000
Health & Human Services	Nurse Consultant	C	Transfer (NC)	03/01/2015	58,077
Health & Human Services	Nurse Consultant	C	Transfer (NC)	03/09/2015	58,000
Health & Human Services	Nurse Consultant	C	New Hire (NC)	03/16/2015	55,000
Health & Human Services	Nurse Consultant	C	Promotion (NC)	03/16/2015	58,000
Health & Human Services	Nurse Consultant	C	New Hire (NC)	03/25/2015	58,000
Health & Human Services	Nurse Consultant	J	Promotion (NC)	12/01/2014	65,000
Health & Human Services	Nurse Consultant	J	Promotion (NC)	12/19/2014	54,323
Health & Human Services	Nurse Consultant	J	Salary Adjustment (NC)	01/01/2015	64,775
Health & Human Services	Nurse Consultant	J	Reinstatement/Reemploy ment(NC)	01/06/2015	67,841
Health & Human Services	Nurse Consultant	J	New Hire (NC)	02/01/2015	59,754
Health & Human Services	Nurse Consultant	J	Promotion (NC)	02/01/2015	61,678
Health & Human Services	Nurse Consultant	J	Career Progression (NC)	02/01/2015	61,328
Health & Human Services	Nurse Consultant	J	Promotion (NC)	02/01/2015	67,131
Health & Human Services	Nurse Consultant	J	Transfer (NC)	02/09/2015	69,816
Health & Human Services	Nurse Consultant	J	Career Progression (NC)	03/01/2015	60,098
Health & Human Services	Nurse Consultant	A	Career Progression (NC)	12/01/2014	72,249
Health & Human Services	Nurse Consultant	A	Career Progression (NC)	12/15/2014	71,493
Health & Human Services	Nurse Consultant	A	Transfer (NC)	03/16/2015	72,600
Health & Human Services	Nurse Director	C	Salary Adjustment (NC)	12/01/2014	112,763
Health & Human Services	Nurse Director	C	Transfer (NC)	12/01/2014	107,548
Health & Human Services	Nurse Director	C	Career Progression (NC)	02/01/2015	101,244
Health & Human Services	Nurse Director	C	Promotion (NC)	03/04/2015	80,027
Health & Human Services	Nurse Supervisor	C	Transfer (NC)	01/01/2015	66,581

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Health & Human Services	Nurse Supervisor	C	Career Progression (NC)	01/01/2015	65,478
Health & Human Services	Nurse Supervisor	C	Career Progression (NC)	01/01/2015	72,882
Health & Human Services	Nurse Supervisor	C	Career Progression (NC)	01/26/2015	61,733
Health & Human Services	Nurse Supervisor	C	Transfer (NC)	01/26/2015	62,360
Health & Human Services	Nurse Supervisor	C	New Hire (NC)	02/01/2015	66,000
Health & Human Services	Nurse Supervisor	C	Cancel Salary Adjustment(NC)	03/03/2015	65,063
Health & Human Services	Nurse Supervisor	J	Career Progression (NC)	12/01/2014	61,796
Health & Human Services	Nurse Supervisor	J	Promotion (NC)	12/22/2014	69,322
Health & Human Services	Nurse Supervisor	J	Salary Adjustment (NC)	01/01/2015	72,977
Health & Human Services	Nurse Supervisor	J	Career Progression (NC)	01/01/2015	70,495
Health & Human Services	Nurse Supervisor	J	Career Progression (NC)	01/01/2015	67,952
Health & Human Services	Nurse Supervisor	J	Career Progression (NC)	01/01/2015	64,836
Health & Human Services	Nurse Supervisor	J	Career Progression (NC)	01/01/2015	67,387
Health & Human Services	Nurse Supervisor	J	Promotion (NC)	01/14/2015	65,000
Health & Human Services	Nurse Supervisor	J	Reallocation (NC)	02/01/2015	78,708
Health & Human Services	Nurse Supervisor	J	Transfer (NC)	02/01/2015	66,769
Health & Human Services	Nurse Supervisor	J	Salary Adjustment (NC)	02/25/2015	75,732
Health & Human Services	Nurse Supervisor	A	Career Progression (NC)	02/01/2015	88,182
Health & Human Services	Nurse Supervisor	A	Salary Adjustment (NC)	02/09/2015	93,603
Health & Human Services	Nutrition Program Consultant- DF	74	Salary Adjustment (NC)	12/01/2014	69,300

Agency	Classification Title	Grade/Level	Personnel Action	Effective Date	Salary
Health & Human Services	Nutrition Program Consultant-DF	74	New Hire (NC)	03/01/2015	52,357
Health & Human Services	Occupational Therapist I	76	New Hire (NC)	03/11/2015	58,605
Health & Human Services	Pharmacist	C	New Hire (NC)	12/02/2014	102,000
Health & Human Services	Pharmacist	J	New Hire (NC)	02/01/2015	101,000
Health & Human Services	Pharmacist	J	New Hire (NC)	02/01/2015	75,000
Health & Human Services	Pharmacist	J	Non-Beacon to Beacon(NC)	02/13/2015	110,000
Health & Human Services	Pharmacy Director	J	New Hire (NC)	01/14/2015	135,000
Health & Human Services	Physician	13	New Hire (NC)	02/01/2015	175,000
Health & Human Services	Physician	13	Salary Adjustment (NC)	02/01/2015	141,680
Health & Human Services	Physician	13	New Hire (NC)	02/01/2015	150,245
Health & Human Services	Physician	13	Transfer (NC)	03/01/2015	161,000
Health & Human Services	Physician Extender	00	Salary Adjustment (NC)	12/01/2014	82,950
Health & Human Services	Physician Extender	00	New Hire (NC)	02/03/2015	93,000
Health & Human Services	Professional Nurse	C	New Hire (NC)	12/01/2014	48,336
Health & Human Services	Professional Nurse	C	Reinstatement/Reemployment(NC)	12/01/2014	46,626
Health & Human Services	Professional Nurse	C	New Hire (NC)	12/01/2014	48,451
Health & Human Services	Professional Nurse	C	Transfer (NC)	12/01/2014	49,878
Health & Human Services	Professional Nurse	C	New Hire (NC)	12/01/2014	47,998
Health & Human Services	Professional Nurse	C	New Hire (NC)	12/01/2014	47,998
Health & Human Services	Professional Nurse	C	Transfer (NC)	12/02/2014	47,998
Health & Human Services	Professional Nurse	C	New Hire (NC)	12/02/2014	47,998
Health & Human Services	Professional Nurse	C	New Hire (NC)	01/05/2015	48,500
Health & Human Services	Professional Nurse	C	New Hire (NC)	01/05/2015	49,000
Health & Human Services	Professional Nurse	C	Transfer (NC)	01/05/2015	47,998
Health & Human Services	Professional Nurse	C	Non-Beacon to Beacon(NC)	01/05/2015	46,626
Health & Human Services	Professional Nurse	C	Transfer (NC)	01/05/2015	49,878

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Health & Human Services	Professional Nurse	C	Transfer (NC)	01/05/2015	49,878
Health & Human Services	Professional Nurse	C	Promotion (NC)	01/06/2015	48,159
Health & Human Services	Professional Nurse	C	New Hire (NC)	01/06/2015	48,000
Health & Human Services	Professional Nurse	C	New Hire (NC)	01/06/2015	47,998
Health & Human Services	Professional Nurse	C	New Hire (NC)	01/06/2015	47,998
Health & Human Services	Professional Nurse	C	Transfer (NC)	01/06/2015	47,998
Health & Human Services	Professional Nurse	C	Reinstatement/Reemployment(NC)	01/06/2015	47,998
Health & Human Services	Professional Nurse	C	Transfer (NC)	01/12/2015	48,159
Health & Human Services	Professional Nurse	C	New Hire (NC)	02/01/2015	49,357
Health & Human Services	Professional Nurse	C	Transfer (NC)	02/01/2015	46,626
Health & Human Services	Professional Nurse	C	Transfer (NC)	02/01/2015	46,626
Health & Human Services	Professional Nurse	C	New Hire (NC)	02/01/2015	49,878
Health & Human Services	Professional Nurse	C	New Hire (NC)	02/01/2015	47,998
Health & Human Services	Professional Nurse	C	Promotion (NC)	02/03/2015	47,998
Health & Human Services	Professional Nurse	C	New Hire (NC)	02/03/2015	47,998
Health & Human Services	Professional Nurse	C	Transfer (NC)	02/04/2015	47,998
Health & Human Services	Professional Nurse	C	Transfer (NC)	02/16/2015	48,451
Health & Human Services	Professional Nurse	C	Transfer (NC)	02/23/2015	47,998
Health & Human Services	Professional Nurse	C	New Hire (NC)	03/01/2015	50,000
Health & Human Services	Professional Nurse	C	New Hire (NC)	03/01/2015	49,357
Health & Human Services	Professional Nurse	C	New Hire (NC)	03/01/2015	49,000
Health & Human Services	Professional Nurse	C	Transfer (NC)	03/01/2015	48,451
Health & Human Services	Professional Nurse	C	New Hire (NC)	03/01/2015	46,626
Health & Human Services	Professional Nurse	C	New Hire (NC)	03/01/2015	48,451
Health & Human Services	Professional Nurse	C	New Hire (NC)	03/03/2015	47,998
Health & Human Services	Professional Nurse	C	New Hire (NC)	03/03/2015	47,998
Health & Human Services	Professional Nurse	C	New Hire (NC)	03/03/2015	47,998
Health & Human Services	Professional Nurse	C	New Hire (NC)	03/03/2015	47,998

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Health & Human Services	Professional Nurse	C	Transfer (NC)	03/04/2015	48,159
Health & Human Services	Professional Nurse	C	Transfer (NC)	03/04/2015	49,878
Health & Human Services	Professional Nurse	C	Transfer (NC)	03/11/2015	48,159
Health & Human Services	Professional Nurse	C	Reinstatement/Reemployment(NC)	03/16/2015	53,638
Health & Human Services	Professional Nurse	C	Transfer (NC)	03/16/2015	46,626
Health & Human Services	Professional Nurse	C	Transfer (NC)	03/25/2015	47,998
Health & Human Services	Professional Nurse	C	Cancel Salary Adjustment(NC)	03/31/2015	61,800
Health & Human Services	Professional Nurse	J	New Hire (NC)	12/01/2014	56,000
Health & Human Services	Professional Nurse	J	Non-Beacon to Beacon(NC)	12/01/2014	63,986
Health & Human Services	Professional Nurse	J	Transfer (NC)	12/01/2014	50,976
Health & Human Services	Professional Nurse	J	Reinstatement/Reemployment(NC)	12/01/2014	56,458
Health & Human Services	Professional Nurse	J	Reinstatement/Reemployment(NC)	12/01/2014	68,922
Health & Human Services	Professional Nurse	J	Reinstatement/Reemployment(NC)	12/28/2014	54,000
Health & Human Services	Professional Nurse	J	Transfer (NC)	12/28/2014	51,431
Health & Human Services	Professional Nurse	J	Transfer (NC)	12/29/2014	60,463
Health & Human Services	Professional Nurse	J	Career Progression (NC)	01/01/2015	59,068
Health & Human Services	Professional Nurse	J	New Hire (NC)	01/05/2015	68,898
Health & Human Services	Professional Nurse	J	Transfer (NC)	01/06/2015	55,622
Health & Human Services	Professional Nurse	J	Transfer (NC)	01/06/2015	60,000
Health & Human Services	Professional Nurse	J	Salary Adjustment (NC)	01/09/2015	63,400
Health & Human Services	Professional Nurse	J	Transfer (NC)	01/12/2015	58,359
Health & Human Services	Professional Nurse	J	Transfer (NC)	01/14/2015	52,200
Health & Human Services	Professional Nurse	J	Transfer (NC)	01/20/2015	60,000

<b>Agency</b>	<b>Classification Title</b>	<b>Grade/Level</b>	<b>Personnel Action</b>	<b>Effective Date</b>	<b>Salary</b>
Health & Human Services	Professional Nurse	J	Reinstatement/Reemployment(NC)	01/21/2015	54,000
Health & Human Services	Professional Nurse	J	Transfer (NC)	01/21/2015	63,776
Health & Human Services	Professional Nurse	J	Transfer (NC)	01/26/2015	50,082
Health & Human Services	Professional Nurse	J	Promotion (NC)	02/01/2015	61,982
Health & Human Services	Professional Nurse	J	Career Progression (NC)	02/01/2015	64,386
Health & Human Services	Professional Nurse	J	Transfer (NC)	02/01/2015	71,016
Health & Human Services	Professional Nurse	J	Career Progression (NC)	02/01/2015	54,866
Health & Human Services	Professional Nurse	J	Career Progression (NC)	02/01/2015	54,866
Health & Human Services	Professional Nurse	J	Career Progression (NC)	02/01/2015	52,798
Health & Human Services	Professional Nurse	J	Career Progression (NC)	02/01/2015	55,403
Health & Human Services	Professional Nurse	J	Transfer (NC)	02/01/2015	59,000
Health & Human Services	Professional Nurse	J	Transfer (NC)	02/01/2015	68,922
Health & Human Services	Professional Nurse	J	New Hire (NC)	02/01/2015	57,236
Health & Human Services	Professional Nurse	J	New Hire (NC)	02/01/2015	65,962
Health & Human Services	Professional Nurse	J	New Hire (NC)	02/01/2015	56,000
Health & Human Services	Professional Nurse	J	New Hire (NC)	02/03/2015	52,500
Health & Human Services	Professional Nurse	J	New Hire (NC)	02/03/2015	52,000
Health & Human Services	Professional Nurse	J	New Hire (NC)	02/03/2015	61,978
Health & Human Services	Professional Nurse	J	Transfer (NC)	02/23/2015	63,744
Health & Human Services	Professional Nurse	J	Non-Beacon to Beacon(NC)	03/01/2015	52,000
Health & Human Services	Professional Nurse	J	Transfer (NC)	03/01/2015	61,720
Health & Human Services	Professional Nurse	J	Transfer (NC)	03/01/2015	53,448
Health & Human Services	Professional Nurse	J	Career Progression (NC)	03/01/2015	58,583



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Health & Human Services	Professional Nurse	J	Transfer (NC)	03/01/2015	68,831
Health & Human Services	Professional Nurse	J	New Hire (NC)	03/01/2015	50,298
Health & Human Services	Professional Nurse	J	Reinstatement/Reemployment(NC)	03/03/2015	63,333
Health & Human Services	Professional Nurse	J	New Hire (NC)	03/03/2015	50,976
Health & Human Services	Professional Nurse	J	Transfer (NC)	03/10/2015	58,893
Health & Human Services	Professional Nurse	J	Reinstatement/Reemployment(NC)	03/16/2015	58,000
Health & Human Services	Professional Nurse	J	Transfer (NC)	03/23/2015	51,431
Health & Human Services	Psychiatrist	14	New Hire (NC)	12/01/2014	200,000
Health & Human Services	Psychiatrist	14	Transfer (NC)	12/22/2014	219,232
Health & Human Services	Psychiatrist	14	Non-Beacon to Beacon(NC)	01/05/2015	190,000
Health & Human Services	Psychiatrist	14	Salary Adjustment (NC)	02/10/2015	201,496
Health & Human Services	Psychiatrist	14	Transfer (NC)	03/01/2015	212,158
Health & Human Services	Psychiatrist	14	Transfer (NC)	03/01/2015	192,906
Health & Human Services	Psychiatrist	14	Transfer (NC)	03/01/2015	209,623
Health & Human Services	Psychiatrist	14	Transfer (NC)	03/01/2015	201,802
Health & Human Services	Recreational Therapist	68	New Hire (NC)	01/11/2015	39,059
Health & Human Services	Recreational Therapist	68	Promotion (NC)	02/01/2015	36,761
Health & Human Services	Recreational Therapist	68	Transfer (NC)	02/11/2015	37,799
Health & Human Services	Recreational Therapist	68	New Hire (NC)	03/01/2015	36,761
Health & Human Services	Speech And Language Pathologist I	74	Transfer (NC)	01/05/2015	63,000
Health & Human Services	Speech And Language Pathologist I	74	Reinstatement/Reemployment(NC)	03/01/2015	52,497
Health & Human Services	Speech And Language Pathologist II	75	Promotion (NC)	03/09/2015	60,009