



North Carolina Department of Public Safety
Human Resources

Beverly Eaves Perdue, Governor
Reuben F. Young, Secretary

Bennie Aiken, Chief Deputy Secretary
Alvin G. Ragland, Director

December 3, 2012

ADMINISTRATIVE MEMORANDUM: **09-2012**

TO: Department of Public Safety Managers and Supervisors

FROM: Alvin G. Ragland *AGR*

RE: **Department of Public Safety Merit-Based Recruitment and Selection Plan**

Attached is the Department of Public Safety's Merit Based Recruitment and Selection Plan approved by the State Personnel Commission at their August 16, 2012 meeting. The plan was effective September 1, 2012.

This is a continuation of the consolidation of the Human Resource Policies for the Department of Public Safety (DPS). Much review and examination of the Policies and processes from the three previous agencies was conducted by Human Resource professionals with input from representatives from each of the major divisions to ensure that all issues were considered in the development and completion of the DPS policy. The Office of State Personnel also carefully reviewed the policy for compliance with State Personnel Policy standards and ultimately recommended approval to the State Personnel Commission.

The Human Resources Training staff is currently reviewing the DPS policy and revising curriculum as necessary. Training will be available in the near future for all employees as necessary and appropriate. Please continue your standard recruitment and selection processes at this time as the changes due to the new policy will be minimal.

Questions may be directed to the Human Resource staff at 919-716-3800. Thank you.

Attachment: 2012 DPS Merit Based Recruitment and Selection Plan

cc: Secretary, Reuben F. Young
Chief Operating Officer, Mikael R. Gross
Chief Deputy Secretary, Adult Correction, Jennie Lancaster
Chief Deputy Secretary, Law Enforcement, Gerald A. Rudisill
Chief Deputy Secretary, Juvenile Justice, Linda W. Hayes
Chief Deputy Secretary, Administration, Bennie Aiken

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