



Office of State Human Resources

ROY COOPER
Governor

BARBARA GIBSON
Director, State Human Resources

Kristi Jones
Office of the Governor
1331 Mail Service Center
Raleigh, NC 27699

Dear Chief of Staff Jones:

Advocating for state employees is a large part of what we do in the Office of State Human Resources. We always want to see as many resources as possible put into state employees because they are the heart of what we do.

We certainly appreciate the targeted raises included in this budget. State employees' salaries often lag private sector pay, which is not indicative of the work they are responsible for.

We would appreciate greater opportunities to collaborate on issues related to recruitment and retention. In particular, a concern about this budget is the elimination of health insurance for future state retirees—those employees who are hired after 2021. A continued budget process would allow for a more in-depth and thoughtful discussion about this issue.

We are concerned that a reduction in benefits could impact the state's ability to recruit and retain employees. Because state employees' salaries typically lag private sector salaries, offering good benefits is even more crucial in hiring and keeping employees. We believe this is particularly true for hard to fill positions like: healthcare technicians, nurses and other challenging jobs.

We value state employees; reducing benefits for them potentially sends the wrong message about the important work they do and the services they provide for the people of North Carolina.

We look forward to contributing to a holistic approach in the state's efforts to recruit and retain employees, including law enforcement officers who protect our safety, health professionals who provide care to North Carolina families, engineers who design and building our roads, and many more workers who provide important services. Continuing the budget process would allow us an opportunity to collaboratively study, discuss and review options. We would appreciate an opportunity to openly discuss, study and collaborate on this important issue.

Sincerely,

Barbara Gibson
Director
Office of State Human Resources