



Analytics

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The Caesar Rodney Institute has updated its Transparency Delaware website with state payroll and vendor data through 2010. A quick glance at the data shows that there will be a great deal to consider.

Given the patterns uncovered by the Delaware News Journal in the past, CRI looked at “overtime” pay and “other” pay in the Delaware Department of Corrections in 2010. (“Other” pay includes more than 100 categories, the most important of which are holiday pay, shift differentials, call back pay, and sick day buyouts.) While half of the DOC’s employees collected just their salary, 50% received overtime pay in 2010. Of those, 59 employees earned overtime that exceeded 100% of their salaries, plus considerable “other” pay.

Among the most hardworking were:

	Salary	Overtime	Other	Total
Clark Jordon	\$ 31,403	\$ 61,622	\$ 5,053	\$ 98,079
David Lowery	\$ 40,553	\$ 64,684	\$ 3,120	\$ 108,356
Thomas Romanowski	\$ 37,115	\$ 58,040	\$ 5,053	\$ 100,208
Louis Neal	\$ 37,337	\$ 56,599	\$ 5,053	\$ 98,890

Another 85 DOC employees earned overtime and other pay equal to 75% to 99% of their salaries, while 240 employees came in between 50% to 74%, 728 between 25% and 49%, and 889 from 10% to 24%.

There could be many explanations for this unusual compensation pattern. Some employees may be working double shifts throughout the year. Overall, the DOC may be understaffed. Perhaps given the generous benefits paid to state employees (over 40% of salary), it saves money to work existing staff overtime.

Regardless, the data begs for an explanation. Is there appropriate management oversight for overtime and other pay?

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