

# CALIFORNIA DEPARTMENT OF CORRECTIONS

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## ***Investigations of Improper Activities by State Employees, July 2004 Through December 2004***

INVESTIGATION I2003-0834 (REPORT I2005-1),  
MARCH 2005

California Department of Corrections' response as of  
October 2006

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### ***Investigative Highlights . . .***

*The California Department of Corrections (Corrections) improperly granted registered nurses (nurses) an increase in pay associated with inmate supervision as follows:*

- Between July 1, 2001, and June 30, 2003, Corrections paid 25 nurses \$238,184 more than they were entitled to receive.*
  - Corrections failed to maintain sufficient documentation for 17 of the 25 nurses and although Corrections provided records for the remaining eight nurses, we found that most of these nurses failed to incur the required number of supervisory hours to merit the pay increase.*
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**W**e investigated and substantiated an allegation that the California Department of Corrections (Corrections)<sup>1</sup> improperly granted registered nurses (nurses) an increase in pay associated with inmate supervision that they were not entitled to receive.

**Finding: Corrections improperly granted nurses premium pay associated with inmate supervision.**

We found that 25 nurses at four institutions received increased pay associated with inmate supervision even though they either did not supervise inmates for the minimum number of hours required or they lacked sufficient documentation to support their eligibility to receive the increased pay. Between July 1, 2001, and June 30, 2003, Corrections paid these nurses \$238,184 more than they were entitled to receive.

Corrections reported that it could not provide documentation to support the pay increase it authorized for 17 of the 25 nurses because the institutions that employed these nurses either had no inmate supervisory hours to report, did not require nurses to track these hours, lacked sufficient documentation to support the hours claimed, or had destroyed all timekeeping records relating to inmate supervision. Although Corrections provided figures showing that the remaining eight nurses did supervise inmates, we found that in most instances these nurses failed to incur the required number of supervisory hours to merit the pay increase. For example, one nurse received a pay increase of approximately \$7,983 over a 16-month period. However, the nurse met the inmate supervisory threshold of 173 hours per month on only two occasions, resulting in an overpayment of \$7,030. Of the 25 nurses we reviewed that received this premium pay, we found that \$238,184 of the \$255,509 in inmate supervisory pay received was not justified.

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<sup>1</sup> As of July 1, 2005, the California Department of Corrections has been renamed the Department of Corrections and Rehabilitation.

***Corrections' Action: Partial corrective action taken.***



Corrections reported that it has completed its analysis and determined that 14 of the 25 nurses identified in our report were not entitled to the pay increase and has collected or initiated collection for overpayments from these nurses. Corrections also reported that 11 of the nurses we identified were entitled to receive the pay increase. However, it was unable to provide documentation to support the premium pay for 10 of these nurses, stating that the institution only required the nurses to maintain copies of inmate supervision records for one year. Finally, Corrections reported that none of the nurses identified in our report are currently receiving the pay increase.