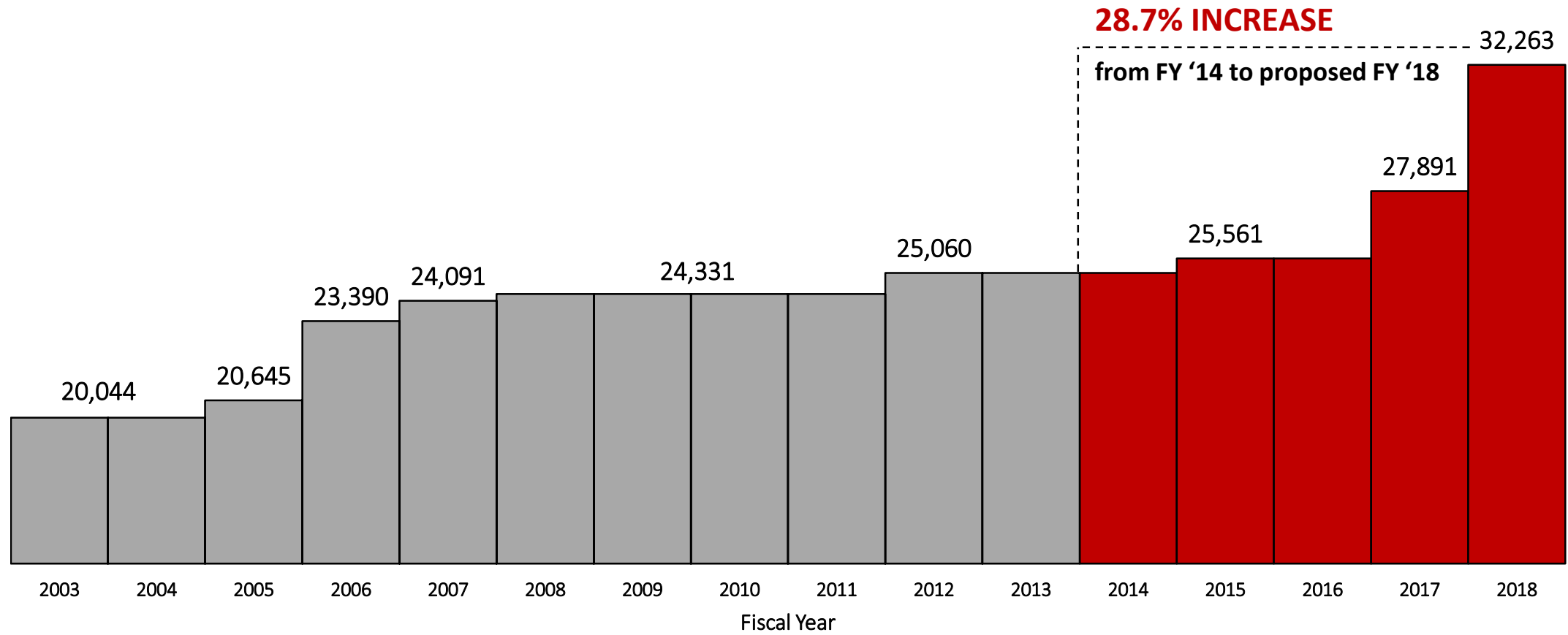


Increased Base Salary for Correctional Staff

Included in the Department of Corrections' (SCDC) July 26, 2019 letter to the House Legislative Oversight Committee (LOC). This information was provided in response to the following question in LOC's June 28, 2019 letter to the Department of Corrections: "15. What actions does the agency take to maintain agency personnel morale and motivation (e.g., do agency personnel receive regular communication showing how their efforts are assisting inmates rehabilitate so they can see they are making a difference)?"

In addition to providing the information in this document, SCDC provided the following response:

- Employee Morale
 - Employee Appreciation Luncheons
 - Spot bonus program
 - Employee Awards (Can-Do)
 - Annual Employee Awards Banquet
 - TV's at each institution that display agency announcements
 - Newsletter
 - BlueZone announcements
 - Character First Program- complete 23 courses and receive an incentive item with the SCDC logo.
 - Send a birthday postcard to employees in the month of their birthday
 - Referral Bonuses
 - Service-Employee Award Luncheon
 - Correctional Officer Luncheon
 - Staff visits to the State House to include recognition
 - SCDC "Roadside Stand" on Broad River campus that sells fresh eggs and produce that are grown at our farms
 - Leadership Talks
 - Midlands Technical College Leadership Training
 - Career Path
 - CISM
 - New Uniforms
 - New Boots
 - Special Incentives, i.e. park in Warden's space
 - Feature Employees in Agency Advertisement Campaigns
 - Increased Base Salary for Correctional Staff, see attached
 - Deep dive into employee morale by studying shifts with high turnover and addressing management issues
 - Developing career paths to assist employees reaching their final career goals at SCDC
 - "We are Corrections" advertising campaign featuring SCDC employees who are making an impact in their communities through their work at SCDC
 - Paid Overtime
 - Employee Engagement Survey, which includes employee satisfaction, career development, work engagement and relationship management



- Based on starting salary figures for correctional officers with “no experience.”

****OVERTIME AVAILABLE****



FY 2017 salary information for sheriffs' deputies in other jurisdictions:

Richland - \$35,000

York - \$37,163

Lexington Patrol - \$36,501

Charleston County - \$38,951

Greenville County - \$38,839

Lexington County - \$34,642