Correctional Officer New Hire Retention Rates (FY 1997-2018)

Included in the Department of Corrections' (SCDC) March 20, 2019 letter to the House Legislative Oversight Committee (LOC). This information was provided in response to the following question in LOC's February 25, 2019, letter to the Department of Corrections: "14 - What type of performance data related to hiring and retention does the agency track?"

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

For hiring we monitor the following performance data measures:
• Qualified Candidates - Provides a strong indicator of how close our team is to achieving the hiring goal for a given period. We calculate this by (qualified candidates = total candidates per opening who move past the phone screen stage)
• Time to Fill - Adds up the total number of days an open job goes unfilled, and the average time to fill looks at all unfilled positions over a set time period. (We measure this by: Total number of days job is available and unfilled)
• EEO Reporting
• Sourcing channel - To optimize our hiring process, we have to know where candidates are coming from and which sources provide the most qualified candidates.

The statistical reports attached, reflect a snapshot of historical data that paints the picture on some of the struggles in filling cadet and correctional officer positions. (Note: JD30 positions in the attached documents are front-line entry-level cadets and correctional officers (CO1-CO3)).

Nationally, correctional agencies are having a hard time filling vacancies in prisons. This is partially due to the fact that facilities were historically placed in rural areas and the employable population has dwindled through the years.

In South Carolina, 14 of our 21 institutions are in counties with continuously decreasing labor pools due to relocating to more metropolitan areas.

SCDC Correctional Officer New Hire Retention Numbers and Rates
FY 1997 - FY 2018
(Retention is based on number of years since hire date. Retention for a Fiscal Year is ONLY calculated after n full year(s) has passed from the End of the Fiscal Year in question.*)

Fiscal Year	Job Class	Position	Number Hired	Number of Hires Retained After...					Percent of Hires Retained After...				
				1st Year	2nd Year	3rd Year	4th Year	5th Year	1st Year	2nd Year	3rd Year	4th Year	5th Year
1997	JD30	CORRECTIONAL OFFICER I	918	547	382	274	220	186	60%	42%	30%	24%	20%
1998	JD30	CORRECTIONAL OFFICER I	1,201	700	507	387	312	264	58%	42%	32%	26%	22%
1999	JD30	CORRECTIONAL OFFICER I	1,269	646	474	358	288	253	51%	37%	28%	23%	20%
2000	JD30	CORRECTIONAL OFFICER I	1,183	569	407	320	260	223	48%	34%	27%	22%	19%
2001	JD30	CORRECTIONAL OFFICER I	923	427	308	240	197	167	46%	33%	26%	21%	18%
2002	JD30	CORRECTIONAL OFFICER I	604	299	209	155	115	94	50%	35%	26%	19%	16%
2003	JD30	CORRECTIONAL OFFICER I	897	467	315	255	222	193	52%	35%	28%	25%	22%
2004	JD30	CORRECTIONAL OFFICER I	921	470	335	268	222	194	51%	36%	29%	24%	21%
2005	JD30	CORRECTIONAL OFFICER I	944	473	358	290	250	216	50%	38%	31%	26%	23%
2006	JD30	CORRECTIONAL OFFICER I	1,085	548	415	338	291	261	51%	38%	31%	27%	24%
2007	JD30	CORRECTIONAL OFFICER I	1,059	559	444	369	300	251	53%	42%	35%	28%	24%
2008	JD30	CORRECTIONAL OFFICER I	1,034	518	423	340	271	231	50%	41%	33%	26%	22%
2009	JD30	CORRECTIONAL OFFICER I	1,012	560	411	311	247	214	55%	41%	31%	24%	21%
2010	JD30	CORRECTIONAL OFFICER I	699	402	298	223	181	159	58%	43%	32%	26%	23%
2011	JD30	CORRECTIONAL OFFICER I	838	475	382	301	235	195	57%	46%	36%	28%	23%
2012	JD30	CORRECTIONAL OFFICER I	885	435	352	267	210	174	49%	40%	30%	24%	20%
2013	JD30	CORRECTIONAL OFFICER I	924	502	365	267	188	149	54%	40%	29%	20%	16%
2014	JD30	CORRECTIONAL OFFICER I	818	439	291	200	154		54%	36%	24%	19%	
2015	JD30	CORRECTIONAL OFFICER I	731	369	236	172			50%	32%	24%		
2016	JD30	CORRECTIONAL OFFICER I	701	321	222				46%	32%			
2017	JD30	CORRECTIONAL OFFICER I	1,051	520					49%				
2018	JD30	CORRECTIONAL OFFICER I	1,053										

* The reason for waiting until the end of subsequent fiscal year(s) to calculate retention is to ensure that employees had enough time to potentially meet a category.

For example: If an employee was hired on 5/29/2016 (in FY 2016) and we calculate retention on 1/15/2017 (before FY 2017 has ended) then that employee will not count toward the "1st Year" count. Even if the employee was still employed on 1/15/2017 that employee would not count toward the "1st Year" count because at that point it had not been 1 year from the employee's hire date.