

5 Year Retention Rates by Location (CY 2014-2018)

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 5 Year Retention Rates
by Location**

January 1, 2014 - December 31, 2018

Location		5 Year		
Code	Description	Start	# Remaining at End	Retention Rate
0042	VEHICLE MAINTENANCE	14	8	57.14%
0041	TRANSPORTATION	9	5	55.56%
0053	FACILITIES MANAGEMENT	79	41	51.90%
0563	PALMER	52	26	50.00%
0040	CORRECTIONAL INDUSTRIES	29	14	48.28%
0411	ALLENDAL	196	92	46.94%
0422	MACDOUGALL	137	64	46.72%
0001	HEADQUARTERS	308	143	46.43%
0171	LEATH	140	60	42.86%
0222	TRENTON	150	62	41.33%
0582	WATEREE RIVER	223	91	40.81%
0014	INMATE RECORDS	30	12	40.00%
0030	SUPPORT SERVICES	45	18	40.00%
0531	EVANS	240	94	39.17%
0161	TYGER RIVER	269	104	38.66%
0442	RIDGELAND	201	75	37.31%
0331	GRAHAM	193	72	37.31%
0024	CENTRAL OFFICE ANNEX	27	10	37.04%
0173	LIVESAY	103	38	36.89%
0541	KERSHAW	258	95	36.82%
0045	INMATE TRANSPORTATION TER	42	15	35.71%
0181	MCCORMICK	213	75	35.21%
0241	KIRKLAND	431	150	34.80%
0043	PRINT SHOP	3	1	33.33%
0571	TURBEVILLE	282	87	30.85%
0191	PERRY	258	75	29.07%
0251	MANNING	151	42	27.82%
0421	LIEBER	291	80	27.49%
0551	LEE	342	93	27.19%
0035	FOOD WAREHOUSE	20	5	25.00%
0071	EDUCATION BLDG	8	2	25.00%
0242	GILLIAM PSY	59	13	22.03%
0022	RECRUITING & EMPLOYMENT	10	2	20.00%
0211	BROAD RIVER	325	62	19.08%
0026	HQ ANNEX #2	38	7	18.42%
0023	TRAINING ACADEMY	37	5	13.51%
0413	COASTAL	50	4	8.00%
0232	GOODMAN	87	1	1.15%

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Location		5 Year		
Code	Description	Start	# Remaining at End	Retention Rate
0019	AGRICULTURE ADMINISTRATIO	4	0	0.00%
0031	WATEREE FARM	1	0	0.00%
0032	WALDEN FARM	1	0	0.00%
0033	MACDOUGALL FARM	1	0	0.00%
0123	CATAWBA	34	0	0.00%
0223	CAMPBELL	43	0	0.00%
0243	LOWER SAVANNAH	49	0	0.00%
0292	STEVENSON	2	0	0.00%
0302	WALDEN	107	0	0.00%
0334	GRAHAM SIU	1	0	0.00%
0410	COASTAL REGIONAL OFFICE	2	0	0.00%