

		Agency Responses					
Recommendation Number	Recommendations to Agency	Status of Implementation	Actual or Anticipated Date of 100% Completion	Estimated Net Financial Savings, Realized or Anticipated, in the 5 Years Following Implementation*	Non-Financial Benefits Realized or Anticipated from Implementing Recommendation	Non-Financial Drawbacks Realized or Anticipated from Implementing Recommendation	Additional Comments (optional)
Report Rec #02	AGENCY: Research the cost and feasibility of implementing a career path for agency employees	Partially Implemented	<p>*The agency completed and implemented the Master Trooper/Officer portion of the Law Enforcement Career Path on July 1, 2019.</p> <p>*The agency developed a Law Enforcement Career Path Retention Plan that includes all ranks within its law enforcement divisions. The agency submitted a budget request for the funding necessary to implement the Law Enforcement Career Path Retention Plan on September 25, 2020.</p> <p>*The agency instituted a Highway Patrol Telecommunications Operator career path to provide for quicker advancement to maximum pay to attract more experienced Telecommunications/911 operators on June 2, 2019.</p> <p>*The current Master Trooper/Officer Career Path, SCHP Telecommunications Career Path, and proposed Law Enforcement Career Path Retention Plan are attached hereto.</p> <p>*In February 2020, the department developed a process to identify and address salary structure inequities among its civilian staff with the immediate goal of mitigating inequities while creating steps to determine long-term strategies and solutions. By reallocating existing state funding, creating process efficiencies in full time equivalent positions and eliminating vacant positions, the department fully utilized the State's pay plan and career path series to initiate thirty-nine (39) actions resulting in pay increases for civilian employees.</p>	With the implementation of the Master Trooper/Officer Career Path, the Telecommunications Career Path, and civilian pay plan initiative, the agency has begun to realize cost savings associated with retaining a more experienced workforce. Going forward, the agency hopes to realize additional cost savings with the implementation of the Law Enforcement Career Path Retention Plan (if funded).	The department hopes that retaining more experienced employees will result in a more experienced workforce and increased morale.	As the department has not yet implemented the Law Enforcement Career Path Retention Plan, one possible negative could be related to funding and budget constraints.	N/A
Report Rec #17	AGENCY: Require Troop Commanders and Supervisors in the Blythewood Office, including the Director, to spend one day per month on the road to stay abreast of troopers' daily activities	Complete	1/1/2020	N/A	The Acting Director, Deputy Directors (Colonels, Chiefs, Commanders), supervisors assigned to the Blythewood Office, and Administrative Command personnel regularly travel throughout the state in attendance, support, or command of numerous field operation assignments. [e.g., holiday enforcement, special duty assignments (bike weeks, state house rallies), promotional ceremonies, awards ceremonies (HP Trooper of the Year, HP TCO of the Year, STP Officer of the Year, BPS Officer of the Year, Public Servant of the Year), Highway Dedications for fallen troopers, emergency management operations (winter storms, hurricanes, floods, etc.), media-related events (e.g., highway safety campaigns)]. At these events, they are given opportunities to interact with officers while gaining insight into their daily activities. Furthermore, the South Carolina Highway Patrol transitioned through reassignment from two (2) field majors to four (4) field majors on April 2020. Field majors are assigned to individual troops, which provides greater access to command level personnel as well as increased involvement in day to day operations. This realignment has provided efficient communication between field personnel and patrol headquarters while also providing seasoned guidance as new enforcement initiatives are implemented.	Participating in field visits, and field operation assignments takes the director and command staff away from their administrative duties, but the benefits of this participation far outweigh the associated costs.	N/A

Notes:
 * If implementation of a recommendation will result in a net cost to the agency, please include that as a negative number in column E.

SCDPS Law Enforcement Officer Career Path – Effective July 1, 2019

CLASS CODE BAND	STATE TITLE	RANK	SALARY RANGE/INCREASE	COMMENTS	REQUIREMENTS
JC10/04	Law Enforcement Officer I	Trooper/Officer Trainee* (Non-Certified, Certified Candidates with less than 3 years of active law enforcement experience & Out of State Candidates) ENTRY LEVEL	\$39,038 (base salary)	After Graduation from CJA 0% increase; rank change to Trooper/Officer	High School Diploma or GED/21 years of age
JC10/04	Law Enforcement Officer I	Trooper/Officer Trainee* (Prior to DPS hire – Certified with 3 years or more of active law enforcement experience in South Carolina) ENTRY LEVEL	\$42,942 (base salary)	After training 0% increase; rank change to Trooper/Officer; Will not be eligible for rank pay increase for five (5) years	High School Diploma or GED/21 years of age
JC20/05	Law Enforcement Officer II	Trooper/Officer 1 st Class	\$42,942		Serve 3 years as Trooper/Officer
JC20/05	Law Enforcement Officer II	Lance Corporal	\$47,235		Serve 5 years from Hire Date
JC20/05	Law Enforcement Officer II	Master Trooper/Officer	\$50,736		Serve 10 years from DPS Hire Date

All Ranks above Lance Corporal are awarded through a Promotional Process. Positions must be posted and applicants are interviewed and tested.

CLASS CODE BAND	STATE TITLE	RANK	SALARY RANGE/INCREASE	COMMENTS	REQUIREMENTS
JC30/06	Law Enforcement Officer III	Corporal	\$54,236		Promotional Process
JC30/06	Law Enforcement Officer III	Sergeant	\$61,083		Promotional Process
JC30/06	Law Enforcement Officer III	First Sergeant	\$65,822		Promotional Process
JC40/07	Law Enforcement Officer IV	Lieutenant	\$70,561		Promotional Process
JC50/08	Law Enforcement Officer V	Captain	\$82,146		Appointed by Agency Director
JC50/08	Law Enforcement Officer V	Major	\$90,571		Appointed by Agency Director
AH55/09	Program Manager III	Lt. Colonel/Chief	N/A	Increase to Lt. Colonel/Chief (Determined by Director)	Appointed by Agency Director
UA03/00	Deputy Director	Colonel	N/A	Increase to Colonel (Determined by Director)	Appointed by Agency Director

*Note: Update to career path will be made upon Cost of Living Increases.

SCDPS Telecommunications Operator Career Path – Effective June 2, 2019

CLASS CODE/ PAY BAND	STATE TITLE	RANK	SALARY RANGE/INCREASE	REQUIREMENTS
BA30/04	Communications Specialist III	Telecommunications Operator I	\$31,657	High School Diploma or GED
BA30/04	Communications Specialist III	Telecommunications Operator II	\$34,110	Serve 18 months as TCO I & complete 40 hours of NCIC/SLED/CJICS & TCO/CAD certification classes
BA30/04	Communications Specialist III	Telecommunications Operator III	\$36,563	Serve 18 months as TCO II & receive certification reaffirmation and work independently on various communications equipment
BA30/04	Communications Specialist III	Assistant Telecommunications Supervisor	\$40,218	Promotional Process Supervises the operation of a TCC and on-call 24 hours/7days a week
BA40/05	Communications Coordinator	Telecommunications Supervisor	\$44,238	Promotional Process Manages the operation of a TCC and on-call 24 hours/7days a week
BA40/05	Communications Coordinator	Telecommunications Manager	\$50,874	Promotional Process Directs the overall functions of a TCC and on-call 24 hours/7 days a week

**Note: Update to career path will be made upon Cost of Living Increases.*

AGENCY NAME:	Department of Public Safety		
AGENCY CODE:	K050	SECTION:	63

FORM B1 – RECURRING OPERATING REQUEST

AGENCY PRIORITY	1
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Provide the Agency Priority Ranking from the Executive Summary.

TITLE	Career Path Retention Plan
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Provide a brief, descriptive title for this request.

AMOUNT	General: \$5,958,815 Federal: Other: Total: \$5,958,815
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What is the net change in requested appropriations for FY 2021-22? This amount should correspond to the total for all funding sources on the Executive Summary.

NEW POSITIONS	0
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Please provide the total number of new positions needed for this request.

FACTORS ASSOCIATED WITH THE REQUEST	Mark “X” for all that apply:	
	<input checked="" type="checkbox"/>	Change in cost of providing current services to existing program audience
	<input type="checkbox"/>	Change in case load/enrollment under existing program guidelines
	<input type="checkbox"/>	Non-mandated change in eligibility/enrollment for existing program
	<input type="checkbox"/>	Non-mandated program change in service levels or areas
	<input checked="" type="checkbox"/>	Proposed establishment of a new program or initiative
	<input type="checkbox"/>	Loss of federal or other external financial support for existing program
	<input type="checkbox"/>	Exhaustion of fund balances previously used to support program
	<input type="checkbox"/>	IT Technology/Security related
	<input type="checkbox"/>	Consulted DTO during development
	Related to a Non-Recurring request – If so, Priority # _____	

STATEWIDE ENTERPRISE STRATEGIC OBJECTIVES	Mark “X” for primary applicable Statewide Enterprise Strategic Objective:	
	<input type="checkbox"/>	Education, Training, and Human Development
	<input type="checkbox"/>	Healthy and Safe Families
	<input checked="" type="checkbox"/>	Maintaining Safety, Integrity, and Security
	<input type="checkbox"/>	Public Infrastructure and Economic Development
	<input type="checkbox"/>	Government and Citizens

ACCOUNTABILITY OF FUNDS	<p>This request is directly related to the South Carolina Department of Public Safety’s (SCDPS or Department) Strategy number 2.1: “Attract, recruit, and retain a professional workforce.” The implementation of a Law Enforcement Officer Career Path would aid in the retention and potential growth in the number of experienced law enforcement officers and contribute to the reduction of overall collisions, serious injuries and fatalities while also increasing the annual seat belt usage.</p>
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AGENCY NAME:	Department of Public Safety		
AGENCY CODE:	K050	SECTION:	63

What specific objective, as outlined in the agency's accountability report, does this funding request support? How would this request advance that strategy? How would the use of these funds be evaluated?

RECIPIENTS OF FUNDS	<p>Funding would be received by all law enforcement officers and allocated based on the predetermined eligibility criteria of satisfactory service time in rank. All current law enforcement officers would be compensated in accordance with the attached spreadsheet. New law enforcement officers, upon retaining employment with the department, would be compensated in accordance with the attached spreadsheet as they progress through their careers with the department.</p>
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What individuals or entities would receive these funds (contractors, vendors, grantees, individual beneficiaries, etc.)? How would these funds be allocated – using an existing formula, through a competitive process, based upon predetermined eligibility criteria?

JUSTIFICATION OF REQUEST	<p>As SCDPS strives to ensure the safety of South Carolina citizens and visitors, its law enforcement personnel resources are diminishing in terms of trained, experienced troopers and officers accepting more lucrative offers from the private sector and other federal, state, and local law enforcement agencies. While the Department has made great strides in retaining law enforcement officers, its best efforts have resulted in merely attempting to maintain its workforce rather than growing it.</p> <p>Each time the department loses a seasoned trooper or officer, it loses years of quantifiable experience, and thousands of dollars in training costs. The department, state government, and South Carolina citizens all benefit from retention and maintenance of SCDPS' current qualified and well-trained law enforcement officers. It is important to place as many troopers and officers as possible on South Carolina roadways and other assigned locations; however, it is even more significant for these troopers and officers to be competent, experienced, and knowledgeable.</p> <p>The proposed career path would initially increase the starting salary of a non-certified law enforcement trainee to \$43,000 (pre-certified trainee to \$45,000). Pre-certified trainees will receive a \$5,000 signing bonus upon satisfactory completion of the Field Training Program and the commitment of three (3) years law enforcement service with the department. Upon the successful completion of basic training at the Criminal Justice Academy, and three (3) total years of satisfactory service with the department, a trooper/officer will advance (based on time in rank and satisfactory service) to the rank of Trooper/Officer First Class and achieve a salary of \$45,000. Upon the completion of two (2) additional years of satisfactory service with the department, a Trooper/Officer First Class will advance (based on time in rank and satisfactory service) to the rank of Lance Corporal and achieve a salary of \$48,180. After three (3) years of satisfactory service as a Lance Corporal and without advancing to a supervisory rank, a trooper/officer will achieve a salary of \$49,966. After two (2) additional years of satisfactory service, a Lance Corporal will advance (based on time in rank and satisfactory service) to the rank of Master Trooper/Officer and achieve a salary of \$51,751. After three (3) years of satisfactory service as a Master Trooper/Officer, and without advancing to a supervisory rank, a Master Trooper/Officer will achieve a salary of \$54,339. After two (2) additional years of satisfactory service, and without advancing to a supervisory rank, the Master Trooper/Officer will reach his/her highest salary of \$56,926 where he/she will remain until he/she advances to a supervisory rank or retires.</p>
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AGENCY NAME:	Department of Public Safety		
AGENCY CODE:	K050	SECTION:	63

At any time during his/her career, an eligible Lance Corporal or Master Trooper/Officer may participate in the promotion process. A trooper/officer who successfully achieves a supervisory rank would fall into the predetermined salary coinciding with the rank achieved. Please note that as a component of the Proposed Career Path, the predetermined salaries for all supervisory ranks have been increased. A Corporal will receive a salary of \$60,911, a Sergeant will receive a salary of \$65,175, a First Sergeant will receive a salary of \$69,737, a Lieutenant will receive a salary of \$74,319, a Captain will receive a salary of \$85,431 and a Major will receive a salary of \$94,193.

Implementation of the proposed career path will create a professional career development program that will ultimately result in job satisfaction and increased productivity. This path will also provide the department with a sound tool to recruit and retain applicants. It will also remedy salary inequities and promote salary advancements that will lead to maximum pay for non-supervisory personnel after the completion of 15 years of service—therefore increasing law enforcement officer retention. The impact of this non-supervisory career path and supervisory pay incentive will lead to qualified and competent enforcement along with effective managers and leaders. More significantly, the public will benefit from an organization with an elevated level of experience and knowledge within its ranks.

If requested funds are not received to implement a Law Enforcement Officer Career Path, the department would continue losing law enforcement officers to private sector and other federal, state, and local law enforcement agencies providing more lucrative offers—resulting in low law enforcement staffing levels which would render the department unable to provide the highest standard of law enforcement services to South Carolina citizens and those traveling on South Carolina roadways. Less visibility of law enforcement on roadways and decreased commercial enforcement to protect the integrity of vital infrastructure (roads, bridges, etc.) could potentially result in an increase in traffic collisions and injuries and fatalities resulting from traffic collisions. Diminishing law enforcement manpower would also affect various South Carolina complexes (Governor’s Mansion, courthouses, State House grounds, etc.) with fewer officers present to patrol and secure these areas. Furthermore, criminal activity by illegal immigrants throughout the state could increase, endangering all South Carolina citizens.

This Career Path Retention Plan will be phased in over a five (5) year period. Our initial budget request of \$5,958,815 will fund the implementation cost for the first year. However, subsequent budget requests will be submitted over the next four (4) fiscal years to fully fund the incremental increases associated with the attainment of additional qualified service time for which a trooper/officer would receive a percentage based pay increase.

Please thoroughly explain the request to include the justification for funds, potential offsets, matching funds, and method of calculation. Please include any explanation of impact if funds are not received. If new positions have been requested, explain why existing vacancies are not sufficient.

SCDPS Law Enforcement Proposed Career Path

Years of Law Enforcement Service with DPS	Position							% Increase	Position				% Increase	Position		% Increase
	Band Range: \$26,988 - \$49,932		Band Range: \$32,838 - \$60,760						Band Range: \$39,960 - \$73,935	Band Range: \$48,622 - \$89,956				Band Range: \$59,161 - \$109,457		
	Trooper / Officer Trainee (Band 4)	Trooper / Officer (Band 5)	Trooper / Officer First Class (Band 5)	Lance Corporal (Band 5)	Lance Corporal (+3 Years)	Master Trooper/Officer (Band 5)	Master Trooper/Officer (+3 Years)		Corporal (Band 6)	Sergeant (Band 7)	F. Sergeant (Band 7)	Lieutenant (Band 7)		Captain (Band 8)	Major (Band 8)	
Entry	\$43,000 (Non-Certified) \$45,000 (Certified)*	\$43,000 (Non-Certified) \$45,000 (Certified)	\$ 45,000	\$ 48,180	\$ 49,966	\$ 51,751	\$ 54,339	\$ 60,911	\$ 65,175	\$ 69,737	\$ 74,319	\$ 85,431	\$ 94,193			
1		\$43,000 (Non-Certified) \$45,000 (Certified)														
2		\$43,000 (Non-Certified) \$45,000 (Certified)														
3		\$43,000 (Non-Certified) \$45,000 (Certified)														
4			\$ 45,000													
5			\$ 45,000													
6				\$ 48,180												
7				\$ 48,180												
8				\$ 48,180												
9					\$ 49,966	(1/2 of Master Trooper/Officer pay increase is received upon completion of three (3) years satisfactory service as Lance Corporal)										
10					\$ 49,966											
11						\$ 51,751										
12						\$ 51,751										
13						\$ 51,751										
14							\$ 54,339									
15							\$ 54,339									
16							\$ 56,926	10% (1/2 of increase is received upon completion of three (3) years satisfactory service as Master Trooper/Officer)								
17							\$ 56,926									
18							\$ 56,926									
19							\$ 56,926									
20							\$ 56,926									
21							\$ 56,926									
22							\$ 56,926									
23							\$ 56,926									
24							\$ 56,926									
25							\$ 56,926									
26	Retirement eligible with 25 completed years of service if hired before January 1, 2013.							\$ 56,926								
27							\$ 56,926									
28	Retirement eligible with 27 completed years of service if hired after January 1, 2013.							\$ 56,926								
29							\$ 56,926									
30							\$ 56,926									

*\$5,000 signing bonus upon satisfactory completion of the Field Training Program as established by the FTEP and the commitment of three (3) years of law enforcement service with SCDPS.