

Agency Responding Date of Submission	Public Safety, Department of (DPS)	Annual RFI										
Agency Name	Internal Agency Recommendations	Date Full Committee Study Completed	Type	Did agency agree with recommendation ?	Status of Implementation	If Implemented, date 100% Implemented	If not 100%, anticipated date of 100% Implementation					Additional Comments from agency (optional)
Public Safety, Department of (DPS)	<p>Residency policy that is clear and uniformly applied</p> <p>The agency adopt a clear policy as to which employees are required and which are not required to live within a certain distance from their troop headquarters or assigned post.</p> <p>Implementation Notes:</p> <p>In the Summer of 2017 the agency changed its residency policy from requiring officers to live within a certain number of miles from their post and region headquarters to requiring officers to live within a certain number of minutes from the county border. This does not comply with the Committee's recommendations. In addition, it increases the amount of mileage put on state vehicles by over \$200,000 (just counting employees at agency headquarters).</p> <p>October 6, 2017 letter from DPS to Committee</p> <p>SCDPS Policy 300.47 (Residency Requirements for Commissioned Law Enforcement Officers) was revised and became effective August 1, 2017.</p> <p>February 13, 2018 letter from DPS to Committee- No updated provided</p> <p>May 9, 2018 letter from DPS to Committee- No updated provided</p>	12/1/2017	Internal Agency Operation	Yes	Complete	8/1/2017	N/A	The policy update has resulted in the assignment of more officers to previously underserved areas. The revised residency policy creates greater flexibility for the Department when assigning new personnel, granting tenured personnel lateral transfer requests, or promoting officers to locations where they are needed without forcing an officer to relocate his/her residence or paying relocation costs. This also allows officers to request lateral transfers or apply for promotions in a wider range of areas without having to relocate their families who are likely established in the workforce, schools, and/or community programs. The Department believes the revised residency policy allows a more diverse workforce at the Headquarters level. If the Department's residency policy restricted Headquarters staff to a narrow radius, Headquarters would likely be representative only of law enforcement personnel already established in field positions in Blythewood and its surrounding areas. This significantly limits opportunities for those employees not initially assigned to or voluntarily transferred to the Midlands area as well as those not willing to uproot families established in the workforce, schools, or community programs in other adjacent or proximate locations within reason to relocate to the Richland county area. Furthermore, the Department understands that its employees across the state have different needs and believes a diverse staff from areas across the state will bring those varying viewpoints from the field to Headquarters.	N/A	N/A	While it is true that the new policy does result in additional costs, these costs must be compared to the expected benefits.	The Department understood the Committee's concern with the previous residency policy to be twofold: (1) it did not provide clear standards for which employees were required to live within various requisite distances; and (2) it was not applied consistently. Inasmuch as the Department has addressed both of these concerns by establishing clear residency standards and the categories of employees subject to them, the Department feels it has addressed the Committee's concerns.
Public Safety, Department of (DPS)	<p>Anonymous Employee Feedback</p> <p>The agency investigate and adopt a process by which its employees can provide feedback to the agency anonymously about topics including, but not limited to, ways to improve the retention rate of troopers and all employees, and management decisions regarding the feedback be posted in a manner allowing employees an opportunity to know their feedback has been heard.</p> <p>Implementation Notes:</p> <p>October 6, 2017 letter from DPS to Committee</p> <p>The agency will investigate if technology will permit the department to establish a truly anonymous mechanism for employees to provide feedback (or) determine the availability of established vendors capable of providing such service and the budgetary requirements necessary to implement and maintenance (recurring funding).</p> <p>February 13, 2018 letter from DPS to Committee</p> <p>The agency deployed suggestion boxes at headquarters and at all field offices in November 2017. The number of suggestions has been overwhelming. In December 2017, 52 suggestions were made and there were 55 suggestions made in January 2018. The Department continues to evaluate these suggestions to make changes which will impact employees in a positive manner.</p> <p>Additionally, the Department has implemented a Law Enforcement Advisory Committee Program. The program consists of two levels of advisory committees, (a) local committees within each troop or region and (b) a state committee. Officers select representatives from within their office to serve on the local committee which is scheduled to meet by the end of February, and then quarterly thereafter. The local committee representatives gather suggestions and comments from their constituents for presentation to the local committee. Representatives from each of the local committees then convene a state committee for a larger agency-wide discussion of these ideas with Division Directors. The state committee is scheduled to have its first meeting by the end of March and quarterly thereafter. The Department also implemented an "Ask the Director" e-mail address which allows employees to ask questions of the Director directly via e-mail.</p> <p>May 9, 2018 letter from DPS to Committee</p> <p>The agency continues to offer suggestion boxes for all employees to use. SCDPS received a total of 11 suggestions during the month of February and 17 during the month of March. Additionally, the local Law Enforcement Advisory Committees met at various locations during the month of February, and the State Law Enforcement Advisory Committee convened at SCDPS Headquarters on March 28, 2018. SCDPS command staff is currently reviewing meeting minutes from the State Advisory Committee meeting and conducting research in regard to the feasibility of suggestions received. Implementation of the anonymous employee feedback program and local and state advisory committees has been instrumental in initiating dialogue that may result in positive changes within the department. One such positive change resulting from the suggestion box/advisory committee process is the launch of the Criminal Interdiction Unit (CIU) on April 19, 2018. The CIU will be part of the SCDP division and will consist of at least one team in each troop. Each team will be composed of a CIU canine officer, his or her assigned canine, and a CIU officer. The goal of the CIU will be to patrol the Interstate system and other highways to detect and apprehend drug traffickers and other criminal</p>	12/1/2017	Internal Agency Operation	Yes	Complete	11/21/2017	N/A	By implementing various means by which DPS employees may provide feedback anonymously and through the employee advisory committee, the department is hoping to instill a sense of trust within the field personnel that results in an increase in morale as employees are directly engaged in the agency's planning and direction.	The department is unable to determine anticipated financial savings as these rely solely on the feedback received.	The department is unable to determine anticipated financial savings as these rely solely on the feedback received.	Although most suggestions are well-intentioned, many of these suggestions are not economically feasible. Additionally, as many items are received anonymously, the agency is limited in the means by which it can address each situation.	N/A
Public Safety, Department of (DPS)	<p>Distinguish between number of troopers and number of trainees</p> <p>The Department of Public Safety distinguish between the number of troopers who have graduated and the number of troopers who are still in training when it reports relevant data to the House of Representatives.</p> <p>Implementation Notes:</p> <p>October 6, 2017 letter from DPS to Qmmi @</p> <p>The agency has adjusted the manner in which it maintains records to ensure that its data distinguishes between the number of active troopers and the number of troopers who are still in training. This will result in reporting that creates the recommended distinction.</p> <p>February 13, 2018 letter from DPS to Qmmi @ No updated provided</p> <p>May 9, 2018 letter from DPS to Committee- No updated provided</p>	12/1/2017	Internal Agency Operation	Yes	Complete	10/6/2017	N/A	The department will be able to analyze law enforcement manpower and staffing level data in the most efficient means possible. This will allow for the most accurate planning and assignment of new law enforcement officers.	N/A	N/A	N/A	N/A
Public Safety, Department of (DPS)	<p>Update Charges for MAIT Reports</p> <p>The agency conduct research on the amount it costs to produce reports from the MAIT team as well as industry standards among the private sector related to amounts charged for this type of information and include the conclusions of this research and a recommendation for the amount the agency should charge in a letter to the Committee in September 2017.</p> <p>Implementation Notes:</p> <p>October 6, 2017 letter from DPS to Qmmi @</p> <p>The department would request a change comparable to the fee schedule for private industry entities that provide accident reconstruction services.</p> <p>February 13, 2018 letter from DPS to Qmmi @ No updated provided</p> <p>May 9, 2018 letter from DPS to Qmmi @ No updated provided</p>	12/1/2017	Internal Agency Operation	Yes	In process	N/A	Unknown - MAIT fees are contingent upon revision of South Carolina Law.	If the legislature deems it appropriate to revise current law in accordance with the Department's request (10/6/2017), the Department would benefit from receiving fees more in line with those charged by the private sector. These fees would fairly compensate the Department for the advanced nature of the work done by MAIT.	N/A	N/A	N/A	N/A
Public Safety, Department of (DPS)	<p>Troop Commander Corrective Action Plans</p> <p>The agency review the format and policies related to the corrective action plans submitted by Troop Commanders in response to Staff Inspection Reports to ensure plans include deadlines and appropriate follow-up (e.g. audits). Also recommend a copy of those policies be obtained when the Committee follows up with the agency in 2017.</p> <p>Implementation Notes:</p> <p>October 6, 2017 letter from DPS to Qmmi @</p> <p>The 2016-2018 Staff Inspection Report has been revised to include sections for follow up actions when deficiencies are noted as well as deadlines to address those deficiencies. Under the new format, Command Staff will implement a plan of action to ensure deficiencies are properly corrected within an appropriate timeframe. The department continues to move toward a goal of electronic reporting for Staff Inspection Reports.</p>	12/1/2017	Internal Agency Operation	Yes	Complete	9/1/2017	N/A	Implementation of this recommendation ensures Troop/Region/Division/Unit Commanders are correcting deficiencies revealed during the staff inspection process and adhering to standards outlined in departmental policy and procedure.	N/A	N/A	N/A	N/A

Agency Responding Date of Submission	Public Safety, Department of (DPS)	Annual RFI										
Agency Name	Internal Agency Recommendations	Date Full Committee Study Completed	Type	Did agency agree with recommendation ?	Status of Implementation	If Implemented, date 100% Implemented	If not 100%, anticipated date of 100% Implementation					Additional Comments from agency (optional)
Public Safety, Department of (DPS)	<p>Transparency and Personnel Involved in Hiring</p> <p>The agency create and/or update its policies to ensure the policies clearly outline which agency personnel provide input at which stages of the hiring process, including the input they provide. Also recommend whenever a final decision is being made, if the Director seeks input from the HR Director, the Director include the individual who is responsible for the division of the agency to which the future employee would report, in those discussions.</p> <p>Implementation Notes:</p> <p>October 6, 2017 letter from DPS to Council</p> <p>In accordance with Policy 400.02 (Commissioned Law Enforcement Officer Application and Selection Process), each Law Enforcement Division (LED) has responsibility for and oversight of the recruitment, application, and selection process of potential employees. Each LED is responsible for selecting a coordinator to administer the process for its applicants.</p> <p>Pre-selection activities include receiving the applications; testing and applicant processing; polygraph examinations; background investigations; and Selection Review Board (SRB). The SRB is composed of officers selected by the Deputy Director/Division Head and one non-voting member from the Office of Human Resources (OHR).</p> <p>Following its review, the SRB recommends applicants to the Deputy Director/Division Head for review and selection. The Deputy Director/Division Head then submits his/her recommendations to the Director for final approval.</p> <p>Post-selection activities include physical fitness testing and medical/psychological screenings.</p> <p>The agency intends to revisit Policy 400.02 to consider changes that would include additional involvement of the LED directors in the final hiring decision.</p> <p>February 13, 2018 letter from DPS to Council</p> <p>May 9, 2018 letter from DPS to Council</p>	12/1/2017	Internal Agency Operation	No	Complete	N/A	N/A	N/A	N/A	N/A	Implementation of this recommendation would possibly result in duplicative review of each candidate insofar as the Division Directors recommend hiring each candidate sent to the director for final approval.	Each Law Enforcement Division (LED) has responsibility for managing the recruitment, application, and selection process of potential employees for their respective Division pursuant to SCDPS Policy 400.02 (Commissioned Law Enforcement Officer Application and Selection Process). Pre-selection activities include receiving the applications; testing and applicant processing; polygraph examinations; background investigations; and Selection Review Boards (SRB). The SRB is composed of officers selected by the applicable LED commander. Following its review, the SRB recommends applicants to the LED commander for review and selection. All LED commanders or their assigned staff coordinate with the Office of Human Resources throughout the application process before the applications are forwarded with his/her recommendations to the Director's office for final approval. The Director relies heavily on the recommendations made by the LED commanders in evaluating applicants; however, as the Director of the agency, he retains the authority for final approval of each applicant. The agency has evaluated the role LED commanders play in the hiring process and believes that their role is significant. The department does not see the need to make further changes to SCDPS Policy 400.02.
Public Safety, Department of (DPS)	<p>Track Recruiting Methods and Quality Applicants</p> <p>The agency track the following for each highway patrol class and other positions, going forward: total applications, source of applicant (if applicant found out from a particular agency recruiting method), removed due to automatic disqualifiers (including which disqualifier), removed due to mental exam, physical exam, etc. (including which one disqualified them), and did not graduate from training (including why). Also recommend the agency provide this chart in the discussion section of the agency's Accountability Report each year.</p> <p>Implementation Notes:</p> <p>October 6, 2017 letter from DPS to Council</p> <p>The agency currently tracks the various methods it uses for recruitment and the success rate of those efforts. The agency then adjusts its recruiting efforts to maximize its ability to locate successful applicants. Additionally, the agency tracks the stage at which applicants are screened out of the selection process and revises its process based on steps which may affect a disproportionate number of applicants.</p> <p>The agency will consider revising its Accountability Report to include this information.</p> <p>February 13, 2018 letter from DPS to Committee</p> <p>The Highway Patrol recently completed a year-end review of its 2017 recruiting efforts. For the year, the Patrol received a total of 1,885 applications that met minimum qualifications. Highway Patrol recruiters attended 36 universities, 43 colleges and technical schools, 26 military installations, 22 career fairs, and 39 community events throughout the year that produced 211 applicants as a result of direct contact with a recruiter. Recruiters spent 63% of their time at college and military events which correlates with the fact that 60% of new hires in 2017 had college degrees and/or military experience.</p> <p>May 9, 2018 letter from DPS to Council</p>	12/1/2017	Internal Agency Operation	Yes	In process	N/A	9/15/2019 (FY 2019 Accountability Report due date)	The agency hopes that tracking recruiting data will result in the most effective recruiting program and an increase in quality applicants from which to choose. By identifying better applicants, the Department hopes to reduce turnover.	N/A	N/A	N/A	The Department tracks the success of its recruiting efforts at multiple stages of the application process. As law enforcement applicants move through the process of becoming a trooper/officer, the pool of successful candidates becomes smaller and smaller, and the department takes an opportunity to evaluate which recruiting methods are most fruitful. For additional information on how this information is tracked, please reference the agency's August response to the Committee.
Public Safety, Department of (DPS)	<p>Shift Change Fatigue</p> <p>The agency study industry best practices on trooper fatigue under different types of shift changes in an effort to ensure DPS has effective transitions as it is vital officers remain alert on every shift.</p> <p>Implementation Notes:</p> <p>October 6, 2017 letter from DPS to Council</p> <p>The agency will review industry best practices on trooper fatigue under various shift changes and consider potential changes.</p> <p>February 13, 2018 letter from DPS to Committee</p> <p>Two troops within the Highway Patrol will be utilized to implement a pilot program in which all applicable troop enforcement personnel are scheduled in 10-hour shifts vs. the current 12-hour shifts. The targeted implementation date of the pilot program is April 2018. This program is projected to last six (6) months. Upon completion, the program will be evaluated in its entirety and updates will be provided in future reports.</p> <p>May 9, 2018 letter from DPS to Council</p> <p>As discussed in the department's previous update, SCDPS implemented a 10-hour shift pilot program in an effort to develop a work schedule that better promotes employee health, safety, and efficiency. This pilot study was implemented for a six month trial period on April 1, 2018 in two posts. Under the pilot program, personnel are assigned to ten-hour workdays and rotate among three shifts - day shift, evening shift, and midnight shift - every twenty-eight (28) days. The expected benefits of the ten-hour shift rotation include:</p> <p>oDouble Days- On a four-day shift rotation, the first and the fourth days will have squads from both sides of the schedule working, which effectively doubles staffing for those days. These overlaps afford opportunities to conduct training and to provide days off -especially for accrued compensatory time -without a corresponding delay and allow for more time to spend on training.</p> <p>oOverlapping Shifts- By the nature of ten-hour shifts, there is inherent overlap among the day, evening and midnight shifts, which provides the ability to maximize assigned manpower during peak hours.</p> <p>oDecreased Work Stress- Studies indicate that personnel previously assigned to both ten-hour shifts and twelve-hour shifts experience greater work satisfaction on the ten-hour rotation. In addition, the ten-hour shift still allows for fewer consecutive workdays and more time off than a conventional eight-hour work schedule.</p>	12/1/2017	Internal Agency Operation	Yes	In process	N/A	11/30/2018	N/A	N/A	N/A	N/A	A 10-hour pilot program for the Highway Patrol was implemented April 1, 2018 and was completed September 30, 2018. The Highway Patrol Executive Command staff is assessing the program and anticipates a final report by November 13, 2018 to be included in the agency's 4th quarter report to the LOC along with a decision regarding overall implementation. Since the completion of the pilot program, all participating locations have returned to 12-hour shifts.

Agency Responding Date of Submission	Public Safety, Department of (DPS)	Annual RFI										
Agency Name	Internal Agency Recommendations	Date Full Committee Study Completed	Type	Did agency agree with recommendation ?	Status of Implementation	If implemented, date 100% Implemented	If not 100%, anticipated date of 100% Implementation					Additional Comments from agency (optional)
Public Safety, Department of (DPS)	<p>The agency coordinate a meeting with the division of State HR and other agencies which may have similar scheduling situations, such as DJJ, Dept. of Corrections, DDS, etc. to discuss potential ways of reducing the amount of time necessary to enter, and constantly update, this information. The Committee requests an update on this meeting and any others which occur in 2017.</p> <p>Implementation Notes: October 6, 2017 letter from DPS to Council The department has no objection to this recommendation and will coordinate a meeting with the division of State Office of Human Resources (SOHR) to discuss ways to reduce the amount of time necessary to enter and update personnel hours in SCEIS as it has the most direct way to impact the manner in which the department utilizes SCEIS. If SOHR is unable to provide workable solutions, the department may reach out to other similarly-situated agencies to seek advice.</p> <p>February 13, 2018 letter from DPS to Committee Agency personnel have met with representatives from the Department of Administration (SCEIS) four times since August 2017 to discuss improvements to administrative processes related to time and leave. The major objectives of these meetings were to streamline and reduce the workload of time administrators agency-wide in the SCEIS timekeeping system as well as to improve the agency's ability to track working time attributed to hazardous weather, special events, and other projects.</p> <p>The Payroll & Leave Team have developed a plan to train and reduce the workload for Time Administrators throughout the agency over the next year. This project was rolled out for the time administration staff on February 9, 2018. Additionally, the Office of Human Resources is working with the Finance Division and the Safety Improvement Team to implement a plan to begin using the new recommended methods recommended by SCEIS.</p> <p>May 9, 2018 letter from DPS to Council The Human Resources team is continuing their efforts to streamline and reduce the workload of Time Administrators (TAs) agency-wide in the SCEIS timekeeping system as well as to improve the agency's ability to track working time attributable to hazardous weather, special events, and other unique projects. Since the last update, the Office of Human Resources (OHR) has created a process to electronically collect the data needed to request Federal Emergency Management Agency (FEMA) reimbursements for natural disasters. This will eliminate the need for paper timesheets during hurricanes or other significant events saving many hours of manpower both in the field and at the administrative level. This process will be tested in June during the scheduled emergency exercises. If everything goes as expected, the new process will be rolled out for the 2018 hurricane season. Once the testing is complete, the agency will evaluate whether a similar process can be used to track data for other special events such as football games and Bike Weeks.</p> <p>Employees in the payroll and leave department have begun a year-long project that should reduce the workload of TAs. This will be done by auditing all employees' work schedule rules (WSR) and time entered for a designated period of time. Since the start of the project, the WSR and time have been audited for over 250 employees and training has been provided to 8 TAs. The project is on track to be completed for the entire agency by March of 2019.</p>	12/1/2017	Internal Agency Operation	Yes	In process	N/A	3/1/2019	DPS personnel's workload in regard to using the SCEIS timekeeping system has been reduced and streamlined. The agency's ability to track working time attributed to hazardous weather, special events, and other projects has improved.	Three (3) pay periods were involved with Hurricane Florence-related efforts. Any realized savings accumulated from implementation of the new time reporting process will be calculated after reimbursement from FEMA.	\$6,438 (est.) saved annually based on Civilian Employees completing Law Enforcement Time Administration Duties. This revised process also results in savings in the event of natural disasters: *\$1,878 (est.) saved annually based on Law Enforcement Officers no longer completing paper time sheets *\$2,278 (est.) saved annually based on Law Enforcement Supervisors no longer completing time administration duties *\$5,549 (est.) saved annually based on Human Resources and Finance Personnel no longer completing time administration duties *\$9,704 (est.)	N/A	N/A
Public Safety, Department of (DPS)	<p>Laptop and Technology Replacement Policy The agency develop a formal policy regarding a computer and technology replacement cycle. Recommend the agency include in this policy the anticipated costs associated with keeping the technology up to date and update this policy annually and identify location in the agency's budget.</p> <p>Implementation Notes: October 6, 2017 letter from DPS to Council The agency has developed a plan for information technology equipment replacement. The agency intends to further refine this plan to include factors such as maintenance of the equipment.</p> <p>February 13, 2018 letter from DPS to Committee- No updated provided May 9, 2018 letter from DPS to Council - No updated provided</p>	12/1/2017	Internal Agency Operation	Yes	In process	N/A	7/6/2018	The department re-allocated internal/existing funds and has implemented a four-year lifecycle replacement plan for laptops assigned to SCDPS law enforcement officers. Replacing Information Technology equipment in accordance with the established lifecycle replacement plan will result in more efficient equipment performance and provide officers with tools necessary to perform their jobs. These newer pieces of equipment are also subject to fewer maintenance/repair costs. Additionally, the department is hoping that newer equipment will positively affect morale and operational effectiveness.	N/A	N/A	While the implementation of an IT equipment lifecycle replacement plan will result in greater technology costs, those costs are outweighed by the savings associated with repairs and inefficient equipment.	N/A
Public Safety, Department of (DPS)	<p>Provide Quarterly Updates The agency provide an update once a quarter during calendar year 2017, beginning on January 1, 2017, in a format approved by the Subcommittee. At the end of 2017, the Committee will determine whether the agency continues to provide quarterly updates during 2018. Information included in the quarterly updates may include, but not be limited to: (1) Updated strategic plan, in which each objective meets the S.M.A.R.T. criteria (as explained in the annual accountability report technical assistance guidelines); (2) After appropriate discussion among the agency director, finance department and division leaders, an updated strategic budget chart for 2016-17 and 2017-18 which has all current agency funding and all funds requested by the agency for next year, allocated to an objective; (3) Updated performance measures, with an eye towards focusing on measuring more outcomes, rather than outputs, for the citizens of South Carolina, including, but not limited to, one which seeks to increase retention of troopers between years four and seven of their employment with the agency since this appears to be a time period in which the agency loses a tremendous amount of troopers; (4) Status of OPR investigations to check if they are being handled in a timely manner and ensure the information the subcommittee requested be tracked is being tracked; (5) Update on requests to restructure agency programs in the General Appropriations Act to ensure there is a permanent line item which specifically identifies funding for each of the equipment replacement schedules; (6) Re-entrance interview forms which ask why employees are returning to the agency to determine whether changes at the agency, including, but not limited to, pay increases, are actually bringing troopers back to the force; and (7) Implementation status of other subcommittee recommendations.</p> <p>Implementation Notes: October 6, 2017 letter from DPS to Council The department will provide quarterly updates beginning three months after the House Oversight Committee's Report is finalized and for one year following that date.</p>	12/1/2017	Internal Agency Operation	Yes	Complete	10/13/2018	N/A	Providing the Committee with updates ensured that issues important to the agency's core mission remained a priority throughout the course of and after the time the agency was under study by the Committee.	N/A	N/A	N/A	N/A
Public Safety, Department of (DPS)	<p>Career Path Initiative to Improve Retention The agency research the specific costs and feasibility of implementing a career path. Also recommend Committee follow up about the results of this research with the agency next year.</p> <p>Implementation Notes: October 6, 2017 letter from DPS to Council The agency will revisit and update the cost and feasibility aspects of a possible Career Path for law enforcement.</p> <p>February 13, 2018 letter from DPS to Committee In September 2016, the Department implemented a Salary and Career Path Restructuring for all law enforcement officers holding the rank of Major or lower. Additionally, in June 2016 the Department increased the entry level salary for new law enforcement officers and adjusted salaries for current law enforcement officers holding the rank of Major or lower. The Highway Patrol is currently conducting the appropriate research necessary to update and revise a previously-drafted "Commissioned Officer's Career Path and Retention Plan (September 2004)." This would involve a comprehensive change to the current career path if implemented.</p> <p>May 9, 2018 letter from DPS to Council - No updated provided</p>	12/1/2017	Internal Agency Operation	Yes	In process	N/A	Agency is working to create a proposed law enforcement career path plan. The agency anticipates completion of the proposed plan no later than November 13, 2018. The proposed plan will be provided to the LOC for review along with the 4th Quarter report.	DPS personnel are working diligently to formulate a career path that is feasible with the department's annual budget in hopes of increasing law enforcement officer retention and morale.	N/A	N/A - SCDPS anticipates incurred costs to implement a proposed career path plan that would enable the agency to retain a more experienced workforce. Cost savings will not be realized until the agency is able to implement a career path plan and retain an experienced workforce.	As the department has not yet implemented this career path, one possible negative could be related to funding and budget constraints.	N/A

Agency Responding Date of Submission		Annual RFI										
Public Safety, Department of (DPS)												
Agency Name	Internal Agency Recommendations	Date Full Committee Study Completed	Type	Did agency agree with recommendation ?	Status of Implementation	If Implemented, date 100% Implemented	If not 100%, anticipated date of 100% Implementation					Additional Comments from agency (optional)
Public Safety, Department of (DPS)	<p>Leaders on the road The agency have Troop Commanders and Supervisors in the Blythewood Office, including the agency Director, spend one day/month on the road to help increase morale with the troopers and to help stay in touch with troopers daily activities.</p> <p>Implementation Notes: October 6, 2017 letter from DPS to Council The 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)). These assignments provide opportunities to interact with officers while gaining insight into their daily activities. These duties require the above requested personnel to far exceed the recommended one day per month on the road.</p> <p>February 13, 2018 letter from DPS to Committee The director and command staff of the various SCDPS divisions continue to participate in ride-alongs with officers which provide a firsthand view of the daily challenges faced by the officers working the road. In an effort to have a greater field presence for the command staff, the department has regionalized some of its promotional and recognition ceremonies. This provides an opportunity for command staff to interact with officers at the local level while reducing the amount of time that those officers have to travel to headquarters.</p> <p>May 9, 2018 letter from DPS to Council The agency director and Highway Patrol command staff continue to participate in ride-alongs, field activities, or meetings with road troopers within their respective posts around the state on a regular basis to receive useful feedback. This feedback allows the command staff to keep their fingers on the pulse of the climate in the field in areas ranging from process improvement to employee morale. In addition to the various ceremonies, the department looks forward to celebrating its employees through multiple Employee Appreciation Award ceremonies throughout the state. Instead of celebrating at SCDPS Headquarters only as the department has done in the past, it is branching out to include several local ceremonies throughout the state in an effort to accommodate SCDPS employees' varying locations and schedules. This will allow command staff to spend time with officers in the field.</p>	12/1/2017	Internal Agency Operation	Yes	In process	Ongoing	Ongoing	The director and command staff of the various SCDPS divisions continue to participate in ride-alongs with officers which provide a firsthand view of the daily challenges faced by the officers working the road and allow the director and various command staff to receive useful feedback and keep their fingers on the pulse of the climate in the field in areas ranging from process improvement to employee morale. Furthermore, as the 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)), they are given opportunities to interact with officers while gaining insight into their daily activities.16 Lastly, the department has regionalized many of its promotional and recognition ceremonies. This provides an opportunity for command staff to interact with officers at the local level while reducing the amount of time that those officers have to travel to headquarters. The director and law enforcement commanders' field presence has resulted in greater engagement of field personnel.	N/A	N/A	Participating in ride-alongs 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
Public Safety, Department of (DPS)	<p>Move OPR and HR data under Legal at the Agency The agency have the Office of Professional Responsibility and Human Resources Department report to the Legal Department, then the Director, to ensure the accuracy of information utilized and stored</p> <p>Implementation Notes: October 6, 2017 letter from DPS to Council The OHR and the Office of Professional Responsibility (OPR) already consult with the Office of General Counsel (OGC) on a regular basis regarding personnel and disciplinary matters. The proposed restructuring would potentially jeopardize the attorney/client privilege that exists between the OGC and OHR and OPR staff. Additionally, under such an arrangement, attorneys could become witnesses to certain OHR and OPR matters, thereby making them witnesses for purposes of legal proceedings associated with the matters. Finally, the department is unaware of any other state agency which is structured in the suggested fashion.</p> <p>February 13, 2018 letter from DPS to Committee- No updated provided May 9, 2018 letter from DPS to Council - No updated provided</p>	12/1/2017	Internal Agency Operation	No	Complete	N/A	N/A	N/A	N/A	N/A	The proposed restructuring would potentially jeopardize the attorney/client privilege that exists between the OGC and OHR and OPR staff. Additionally, under such an arrangement, attorneys could become witnesses to certain OHR and OPR matters, thereby making them witnesses for purposes of legal proceedings associated with the matters.	SCDPS' Office of Human Resources is subject to audits from a number of outside regulatory bodies which monitor its compliance with applicable law. For more detail, see the Agency's August response to the Committee. The Department's Office of Strategic Services, Accreditation, Policy, and Inspections (OSAPI) also provides oversight over all divisions within the agency, including the Office of Human Resources. As an accredited agency through CALEA, the Office of Human Resources is required to submit proofs on a variety of topics in order to demonstrate compliance with Department policy. These materials are evaluated by the CALEA coordinator within OSAPI. Additionally, OSAPI has an internal auditor on staff who is available to conduct audits of the divisions within the agency, including the Office of Human Resources. Finally, the agency has an informal system of checks and balances within its structure to verify the accuracy of reported information. All divisions within the agency, including the Office of Human Resources, often work collaboratively on projects. This results in information being shared between divisions which is evaluated by colleagues.
Public Safety, Department of (DPS)	<p>Revisit Tattoo Policy for Applicants DPS revisited its policy which automatically disqualifies job applicants with visible tattoos on face to allow applicants who are willing to cover their tattoos, to continue to move through the application process. Based on other law enforcement agencies revisiting this type of policy.</p> <p>Implementation Notes: October 6, 2017 letter from DPS to Council SCDPS Policy 200.10 (Dress Code) was revised and became effective August 1, 2017.</p>	12/1/2017	Internal Agency Operation	Yes	Complete	9/27/2017	N/A	Since the August 1, 2017 revision of SCDPS policies governing dress code and residency, the agency has seen an increase in the number of applications that meet minimum qualifications and are subsequently forwarded to the Highway Patrol for initiation of the employment process.	N/A	N/A	N/A	N/A
Public Safety, Department of (DPS)	<p>Update Audio/Visual Report to state reason video is being reviewed DPS update its audio/visual monitor report to include a section where the supervisor states the reason the supervisor is reviewing the video and the information in the report be tracked in the activity console</p> <p>Implementation Notes: October 6, 2017 letter from DPS to Council The agency has revised its Audio/Video Monitor Report (DPS-LE-065) to include a space for the supervisor to document the reason that the video is being reviewed, including Supervisory Review, Training, Case Inquiry, or Complaint (see attached). The agency will review the possibility of adding a tracking mechanism to the Trooper's Console for the purpose of recording more pertinent review types.</p> <p>February 13, 2018 letter from DPS to Council - No updated provided May 9, 2018 letter from DPS to Committee The agency previously updated its Audio-Video Monitor Report to include the reason for which a supervisor is reviewing a video. In an effort to adopt the second of the two recommendations, the agency investigated the feasibility of tracking this information in the activity console, but found that it was impossible given the technological limitations of the activity console.</p>	12/1/2017	Internal Agency Operation	Partially	Complete	5/5/2017	N/A	Incorporating the "reason for review" into the form provides additional transparency and specificity in regard to supervisory review of audio/video recordings. This eliminates any questions officers may have about the reason their recordings are being reviewed which, in turn, could result in an increased morale.	N/A	N/A	N/A	In an effort to adopt the second of the two recommendations, the agency investigated the feasibility of tracking this information in the activity console, but found that it was impossible given the technological limitations of the activity console.
Public Safety, Department of (DPS)	<p>30 Day Update on Grant Payments made to Subgrantees DPS provides the House Legislative Oversight Committee an Excel document every thirty days which includes a list of the subgrantees that have and have not been paid until the Justice Program Grants have been completely transferred to another agency.</p> <p>Implementation Notes: October 6, 2017 letter from DPS to Council The department provided the first of these reports on April 17, 2017 and continued to send these reports on a monthly basis through July 1, 2017 when these functions were transferred to the Office of the Attorney General.</p>	12/1/2017	Internal Agency Operation	Yes	Complete	7/1/2017	N/A	N/A	N/A	N/A	N/A	Insofar as these functions were transferred to the Office of the Attorney General on July 1, 2017, the Department has no information on this recommendation beyond that date.

Agency Responding Date of Submission	Public Safety, Department of (DPS)	Annual RFI										
Agency Name	Internal Agency Recommendations	Date Full Committee Study Completed	Type	Did agency agree with recommendation ?	Status of Implementation	If Implemented, date 100% Implemented	If not 100%, anticipated date of 100% Implementation					Additional Comments from agency (optional)
Public Safety, Department of (DPS)	Drug Testing Since the agency has a random drug testing policy and employees of the agency operate state vehicles and carry weapons, the Subcommittee Study include a recommendation that the agency begin performing random drug testing and post-accident drug testing. Implementation Notes: October 6, 2017 letter from DPS to Council The agency revised Policy 200.04 (Alcohol and Drug Deterrence Program, effective May 1, 2017) to include a random drug testing program that began July 1, 2017. Post-accident drug testing will be based upon reasonable suspicion. The revised version of Policy 200.04 is consistent with the alcohol and drug deterrence policies of sister agencies (e.g., SLED, S.C. Department of Corrections).	12/1/2017	Internal Agency Operation	Yes	Complete	7/1/2017	N/A	Random drug testing of SCDPS officers promotes the public's trust in the Department's law enforcement officers. Additionally, random drug testing promotes a healthy workforce and deters employees from engaging in risky behavior that may alter their decision making skills or ability to effectively perform their job duties.	N/A	N/A	Random Drug Testing has resulted in increased costs to the agency, however these costs are far outweighed by the benefits.	The department's current drug testing policy includes a provision for performing reasonable suspicion drug testing (whether or not there is a collision involved). This provision adequately addresses post accident drug testing. Additionally, S.C. Code § 56-5-765 prohibits the department from investigating collisions involving SCDPS employees. Therefore, should suspicion of impairment exist, the investigating authority could conduct drug testing in accordance with § 56-5-2950 (Implied Consent).
Public Safety, Department of (DPS)	Update Personnel Allocation Model The agency update its Personnel Allocation Model to conform with national standards. Implementation Notes: October 6, 2017 letter from DPS to Council The agency will revisit and update the formula that determines personnel allocation. February 13, 2018 letter from DPS to Committee The Highway Patrol has completed the necessary research and revised the agency's Personnel Allocation Model. The proposed draft is currently under review for potential implementation. May 9, 2018 letter from DPS to Council - No updated provided	12/1/2017	Internal Agency Operation	Yes	In process	Pending	1/1/2019	Implementing the recommendation would allow the department to efficiently assign resources statewide.	N/A	N/A	N/A	N/A
Public Safety, Department of (DPS)	Leadership Climate and Employee Morale Survey The agency request a new proviso to fund an outside entity, selected by the State Inspector General, to perform a leadership climate and employee morale survey of the agency this year and once every three years. In addition, recommend the agency require supervisors, post commanders, troop commanders, and/or others, or a combination thereof, to generate and follow through with Improvement plans based upon the results of the surveys. Implementation Notes: State Inspector General conducted a "climate/leadership" survey of employees at DPS. According to an email sent to agency employees by DPS Director Smith, the survey "is voluntary and is intended to give every SCDPS employee a voice and opportunity to provide input on topics such as communication, morale, administrative inquiry processes, hiring processes, and leadership, among others." "There also will be opportunities to provide written comments throughout the survey," Smith added. The State Inspector General included the results of the survey in his report. The survey results are also on the LOC website. The agency has not provided an update on how it will ensure a leadership climate and employee morale survey is conducted every three years in the future.	12/1/2017	Internal Agency Operation	Yes	In process	N/A	N/A	By undergoing a leadership climate and morale survey, the director and executive leadership team could gain insight and would be able to stay abreast of employee morale and implement processes accordingly.	N/A	N/A	N/A	N/A
Public Safety, Department of (DPS)	Line Item for Equipment Replacement Schedules The agency include a request to "restructuring agency programs" to ensure there is a permanent line item which identifies funding for the equipment replacement schedules. This may clarify the purpose of this funding for the General Assembly, public, and agency. Implementation Notes: October 6, 2017 letter from DPS to Committee For the FY18 budget submission, the agency asked for the following sums: \$5,443,083 for law enforcement equipment, specifically vehicles, in-car video cameras, radars, portable radios, mobile radios, and TASERS: **The agency received a portion of these funds (\$939,600) dedicated to in-car video cameras \$1,006,000 to support a 4 year rotation for laptops/desktop computers; and The agency did not receive these funds but is requesting these funds for the FY 2019 budget request \$88,000 to support a 5 year rotation for network infrastructure equipment (routers, switches, wireless access points). The agency received \$88,000 The agency will continue to make budget requests of this nature. February 13, 2018 letter from DPS to Committee - No updated provided May 9, 2018 letter from DPS to Committee - No updated provided	12/1/2017	Internal Agency Operation	Yes	Complete	9/30/2016	N/A	The department received an additional recurring \$100,000 in its annual budget for the purchase of Conducted Electrical Weapon (CEW or Tasers). The department requested \$538,272 for ruggedized laptops and did not receive this funding. However, the department re-allocated internal/existing funds and has implemented a four-year lifecycle replacement plan for laptops assigned to SCDPS law enforcement officers. The department will continue to request funding for equipment updates to include radars, portable radios, and mobile radios: as such, replacing equipment in accordance with the established lifecycle replacement plan will result in more efficient equipment performance and provide officers with tools necessary to perform their jobs. These newer pieces of equipment are also subject to fewer maintenance/repair costs. Additionally, the department is hoping that newer equipment will positively affect morale and operational effectiveness.	N/A	N/A	While the implementation of an equipment replacement schedule will result in greater technology costs, those costs are outweighed by the savings associated with repairs and inefficient equipment.	N/A

Complete
In process
Not yet started