



South Carolina Department of Public Safety

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October 6, 2017

Via E-mail

Hon. Wm. Weston J. Newton
South Carolina House of Representatives
P.O. Box 11867
Columbia, SC 29211

Dear Committee Chairman Newton:

Thank you for your September 7, 2017 letter asking the South Carolina Department of Public Safety ("Department," "SCDPS," or "agency") to provide additional information to the Legislative Oversight Committee. The Committee's questions regarding the six referenced subjects are reproduced below along with the corresponding information requested.

Records Management

Is the agency current with transferring records, including electronic ones, to the Department of Archives and History? If not, why?

Response

The regulations governing the transfer of records to the Department of Archives and History ("DAH") permit a state agency to retain copies of records when the agency believes the records are active and required for daily operational use. The Department exercised this option and maintained copies of many records that would eventually require transfer to the DAH based on its operational needs. While the Department concedes that some older records that are not regularly consulted could be transferred to the DAH, the Department has not destroyed any records that would ultimately require transfer. The Department intends to review the manner in which it transfers records to DAH and implement strategies that would result in a regular transfer of records to DAH.

The agency has made budget requests for the upcoming fiscal year that would include funding for a case management system and corresponding software, which would automate much of the archiving and transfer process. Additionally, the agency has requested funding to migrate its e-mail system to the Department of Administration's ("DOA") e-mail system. The Department was hesitant to migrate to the DOA system until it became CJIS-compliant. The DOA secured that necessary compliance earlier this year, and the Department therefore feels comfortable with the migration if the funding is made available.

Please provide the Committee a copy of the agency's records management policy, if any. If the agency does not have a records management policy, does the agency intend to create one?



SOUTH CAROLINA HIGHWAY PATROL



STATE TRANSPORT POLICE



BUREAU OF PROTECTIVE SERVICES



IMMIGRATION ENFORCEMENT UNIT

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Response

A copy of SCDPS Policy No. 500.02 (Records Management) is attached.

Study Recommendations

Does the agency disagree with any of the recommendations arising from the study of the agency? If yes, please share the agency's reason(s) for disagreement.

Has the agency implemented any of the recommendations arising from the study? If yes, please share which ones.

Does the agency intend to implement any of the recommendations arising from the study? If yes, please share which ones and the anticipated date for implementation.

Response

The Department has prepared the attached summary which includes a response to each of the recommendations arising from the study of the agency. In summary:

- The Department has implemented all or part of Recommendation Nos. 3 (partial), 4, 7 (current), 8, 9 (partial), 10, 11, 12, 13, 16, 19, and 27;
- The Department is considering the implementation of all or part of Recommendation Nos. 1, 2, 3, 6, 11, 15, and 20.
- The Department intends to implement all or part of Recommendation Nos. 5, 7 (ongoing), 8, and 26;
- The Department has no objection to Recommendation Nos. 18, 21, 22, 23, 24, and 25 and would support whatever decision was made by the General Assembly; and
- The Department disagrees with Recommendation Nos. 9 (partial), 14, and 17.

Residency Policy

Please provide information, in an Excel document, with the headings provided in Attachment A.

Response

Based on the questions posed at the August 16, 2017, Legislative Oversight Committee Meeting, the Department understands this inquiry to be limited to officers who have been reassigned since the new residency policy was implemented on August 1, 2017. There is no database that tracks employee addresses as compared to the location of the Troops and Posts. For the individuals in Attachment A, the Department manually looked up the addresses and measured the distances using Google Maps assuming a travel time of Monday at 9:00 a.m. The requested fields are appropriate for an SCHP trooper who is

assigned to a Post within a Troop; however, some of the fields cannot be completed for other types of officers (MAIT, STP, HQ personnel). Additionally, the majority of the employees described in Attachment A reside in the county where their post is located so the mileage to the county line is irrelevant and was not included.

The average number of shifts that an employee works per week was based on a seven day week for SCHP and STP road personnel and a five day week for HQ and MAIT personnel.

If any employees have been re-assigned since the new residency policy was implemented, please state the reason for the re-assignment.

Response

See the attached spreadsheet marked Attachment A(1).

Special Events and Transports

Please provide information, in an Excel document with the headings provided in Attachment B, related to time spent with special events for the past two years.

Response

The Department does not track all of the information in the manner requested. Attachment B contains the information that is available. The Department is attaching payroll reports for the officers typically assigned to the road who were assigned to serve at the special events described in Attachment B. These reports capture the working time for these officers, but cannot fully document the amount of compensatory time earned or overtime paid that is specifically related to the special event.

In preparation for a special event, the agency typically schedules additional time off either before or after the event for the officers assigned to work the event. However, it is impossible to determine what additional circumstances might require the officer to work before or after his/her assigned shift at the special event. For instance, an officer enroute to work traffic control at a football game might encounter a serious traffic collision that requires attention. The officer might spend 2 hours working the collision before he arrives to work 10 hours at the game. However, his total hours for the date would reflect 12 total hours of work even though only 10 of those hours were directly related to the event. Time on the dates of these events is simply recorded as working time for the officer on the date of the event but may be associated with some other job function.

The amounts shown on Attachment B for compensatory time, straight time, and overtime reflect the maximum number of potential hours in each of these categories for the particular event. As described above, some of these hours may be more accurately assigned to a function unrelated to the event, but the agency does not track time in that manner.

During the August 16, 2017, meeting, Colonel Williamson testified troopers are only pulled off the road to attend “necessary” events. Please provide the following:

- policy the agency utilizes when determining if an event or function is “necessary,” if any;
- list of what is considered when determining if an event or function is necessary;
- list of what is considered when determining which troopers to pull off the road;
- agency personnel who have authority to make these determinations;
- number of necessary events or functions in fiscal year 2016-17; and
- list of some specific events or functions previously authorized which the Committee may consider as examples of the types of events or functions the agency may consider necessary.

Response

The agency does not have a specific policy that describes when an event or function is necessary. Rather, decisions regarding the use of troopers for special events are made by the Colonel with input from other staff.

The agency considers the following in making a determination if an event or function is necessary:

- the anticipated volume of traffic at the event or function;
- the anticipated volume of attendees at the event or function;
- the anticipated disruption in traffic flow to be caused by the event or function;
- patterns of traffic or attendees at prior events or functions;
- homeland security concerns;
- the manpower available at the current time;
- the availability of other law enforcement agencies to work the event or function;
- requests for assistance from other agencies; and
- the location of the event.

The agency considers the following in determining which troopers to pull off the road.

- trooper's experience in working events or functions of this type;

- specialized experience or skills that may be needed at the event or function; and
- need for supervisors at the event or function.

The Director and Colonel of the Highway Patrol have the authority to make these determinations concerning special events and functions.

The agency identified 64 special events or functions from April 1, 2016, through September 9, 2017. This count does not account for smaller events where a small number of officers may be temporarily assigned to work an event or function of a short duration, such as escorting a visiting dignitary, providing traffic control for a funeral, or offering a presentation at a local school. Additionally, officers are regularly invited to Blythewood Headquarters to attend promotional and recognition ceremonies, the Public Servant Appreciation Ceremony, Trooper of the Year Ceremony, and other similar events.

The following are examples of the types of events or functions for which the agency has pulled troopers off the road.

- Clemson University football games (2016-2017);
- University of South Carolina football games (2016-2017);
- NASCAR races at Darlington Raceway (2016-2017);
- Atlantic Beach Bikefest (2016-2017); and
- Carolina Cup Horse Races (2016-2017).

Please provide information, in an Excel document with the headings provided in Attachment C, regarding transport of non-agency personnel from January 1, 2017 to the present.

Response

The Highway Patrol Manual of Operations and the State Transport Police Manual of Operations set the following criteria for transport of non-agency personnel:

Unless when carrying out duties set forth by instruction, orders, or regulations, persons not affiliated with DPS, or persons not a member of the Trooper's (Officer's) immediate family are prohibited from being transported in a Patrol (STP) vehicle unless permission is granted by the Troop Commander (District Commander). Troopers (Officers) may transport disabled motorists, collision victims or others in connection with Patrol (STP) business upon informing the duty supervisor.

The Bureau of Protective Services Manual of Operations sets the following criteria for transport of non-agency personnel:
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to Oversight Committee
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Transporting of unauthorized persons in a patrol vehicle is prohibited unless to accomplish a police function or at the direction of a supervisor.

Insofar as these procedures permit agency personnel to transport non-agency personnel in a wide variety of situations without the need for approval, the Department has no way of knowing every instance in which agency personnel may have transported non-agency personnel in accordance with the procedures. The Department has polled those holding the rank of Captain and above in the Highway Patrol, the State Transport Police, and the Bureau of Protective Services. None of these supervisors were aware of any situations (1) where officers were in violation of the above-described procedures or (2) where officers sought permission to transport non-agency personnel in a situation not permitted by the above-described procedures.

Personnel

Please provide information, in an Excel document with the headings provided in Attachment D, related to all agency personnel that have changed positions in the last six months.

Response

See attached.

During the August 16, 2017, full Committee meeting, agency representatives were questioned about a communication within a troop advising personnel of an annual leave policy (i.e., annual leave may not be taken on the weekend and further there is a requirement of finding someone else to work.) Please provide an update on what, if anything, has been learned about this communication.

Response

The Department has discovered a series of three e-mails dated March 5, 2017, July 10, 2017, and August 1, 2017 (attached) which it believes form the basis for the inquiry concerning annual leave. In the Troop Seven area, the Post Commander e-mailed troopers under his command asking for cooperation in mitigating scheduling conflicts. All such communications complied with the Department's Leave and Attendance policy, which outlines the guidelines and procedures that all supervisors must follow to ensure compliance with department policy and state regulations. The e-mails in question stated that every effort would be made to accommodate employee leave requests and further stipulated that consideration of workloads, work distribution, and other factors that could result in interruption of critical services may necessitate the denial of an annual leave request.

Please provide the following information as of the most recent date available:

- Total number of troopers, minus those still at the Criminal Justice Academy;
- Total number of troopers on the road; and

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Response

As of September 12, 2017, there are 766 troopers, not including those still at the Criminal Justice Academy, and 597 troopers on the road. For purposes of "on the road status," the Department counted troopers holding the rank of Corporal or lower.

For Troop Two (Abbeville, Edgefield, Greenwood, Laurens, McCormick, Newberry, and Saluda Counties)

- Total number of troopers available to work the road; and
- Total number of troopers typically working the road at any given time.

Response

As of September 18, 2017, Troop 2 currently has 47 troopers available to work the road. There are an additional two troopers assigned to work the road in Troop 2, but they are currently away on military duty.

In Troop 2, there are typically 7-8 troopers on each shift working the road at any given time.

Resources

During the Subcommittee's study of the agency, Colonel Oliver testified there are resources in the budget to hire more Highway Patrol officers and the lack of officers on the road is not the result of lack of funding. Please state whether you agree or disagree with this testimony and why or why not.

Response

The agency believes that Colonel Oliver's testimony as described above remains accurate but should be expanded upon further. The agency has funding in its budget to hire additional Highway Patrol troopers, but addressing officer recruitment and retention goes beyond having adequate funding to hire them. Manpower is driven by a variety of circumstances – many of which are not under our control. Law enforcement agencies across the state and nation have encountered similar challenges in recruiting and retaining officers – a fact that has been widely reported upon in the media. Since Ferguson, law enforcement has had to work diligently to rebuild trust in communities. Additionally, there have been numerous high-profile slayings of officers nationwide that has had a chilling effect on attracting applicants and sometimes even retaining seasoned officers. In the past, these realities have affected both recruiting efforts and retention for our department.

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While funding alone will not address all of these issues, we believe strongly that creating a more competitive salary structure, as we did in 2015, is one important means of helping attract and retain the most qualified applicants. In addition to salary, we continue to evaluate our efforts across the board and make adjustments that will enhance our manpower.

Sincerely,



Leroy Smith
Director

LS/mg
enc.

South Carolina Department of Public Safety

Office of the Director

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POLICY	500.02
EFFECTIVE DATE	MARCH 1, 1995
ISSUE DATE	AUGUST 16, 2004
SUBJECT	RECORDS MANAGEMENT
APPLICABLE STATUTES	Chapter 1, Title 30
APPLICABLE STANDARDS	82.1.3, 82.3.5
DISTRUBTION	TO ALL EMPLOYEES

THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE AGENCY. THIS DOCUMENT DOES NOT CREATE ANY CONTRACTUAL RIGHTS OR ENTITLEMENTS. THE AGENCY RESERVES THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.

I. PURPOSE

The Department of Public Safety is required by law to establish and maintain a records management system for the proper retention and disposition of official department records. See Chapter 1, Title 30, Code of Laws of South Carolina, 1976, as amended. Accordingly, the purpose of this directive is to establish a records management system within the department that meets the requirements of the State Records Act, and to provide guidelines for the orderly maintenance and storage of records within the department, and for their eventual disposition or disposal as required by law. [82.3.5]

II. POLICY

For purposes of this directive, "record" or "records" means a "public record" as defined by § 30-4-20(c). Code of Laws of South Carolina, 1976, as amended. It is the policy of the department to establish, maintain and administer a records management system within the department. The department's records management system must be designed to preserve, safeguard, and, in cooperation with the Department of Archives and History, eventually dispose of all departmental records in accordance with the requirements of Chapter 1, Title 30, of the code, supra. [82.1.3]

III. LEGAL CUSTODIAL OF DEPARTMENTAL PUBLIC RECORDS

The director is the legal custodian of all public records of the department.

IV. APPOINTMENT AND AUTHORITY OF THE DEPARTMENT RECORDS OFFICER

The director may appoint a records officer to act on his behalf. [82.1.3] Accordingly, the chief financial officer is appointed as records officer for the department and, as such, will report to the director from time to time regarding the department's record management system. The records officer is authorized to appoint an employee within the Office of Financial Services to serve as the department's records management officer, and to specifically task the records management officer with the actual, day to day, administration and functional management of the department's records management system. The records officer and the records management officer are delegated and have the authority to manage and control public records of the department that is necessary and commensurate with their duties and responsibilities under this directive and Chapter 1, Title 30, of the code, *supra*. [82.1.3]

V. ADMINISTRATION OF RECORDS MANAGEMENT SYSTEM

A. Records Officer

The department's records officer is responsible for ensuring that the department is in compliance with all statutes and regulations relating to the retention of public records.

B. Records Management Officer [82.1.3]

When designated and appointed by the records officer, the duties of the records management officer include, but are not limited to, the following:

1. Review and approve the adoption, modification or revocation of all record retention schedules for the department.
2. Maintain all original record retention schedules for the department.
3. Review and approve all requests for the disposition or destruction of records in accordance with state regulations before a request or notice for the disposition or destruction of records is forwarded to the Department of Archives and History, and before the records are actually destroyed.
4. Maintain the department's official record copy of all forms, notices and requests forwarded to or received from the Department of Archives and History including, but not limited to the following:
 - a. report on records destroyed (specific schedules);
 - b. authorization to destroy records under general schedule;
 - c. record series inventory forms;
 - d. public records storage standards compliance checklist;
 - e. microfilm transmittal and receipt forms;

- f. microfilm quality certifications for records disposition; and
 - g. state records center transfer forms.
5. Coordinate the procurement of microfilm, microfiche, optical disk systems or other technology for storage of the department's public records with the Information Technology Office.

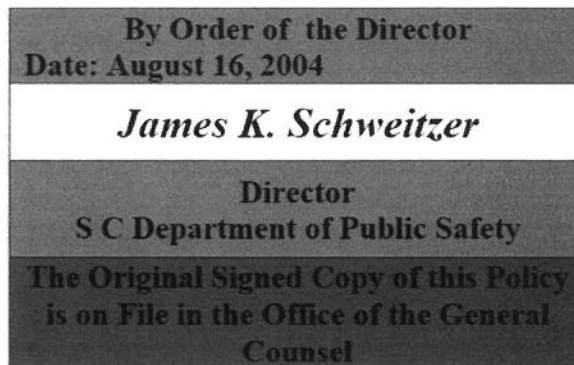
C. Liaison Officers

Deputy directors, office heads, supervisors or unit managers shall appoint an individual from their respective division, office or unit to serve as a liaison officer. When appointed, and in cooperation with the records management officer, the liaison officer will handle the day-to-day administration of the records management system for division, office or unit. In addition to maintaining records for their respective division, office or unit, the duties of a liaison officer include, but are not limited to, the following: [82.3.5]

1. With the assistance and supervision of the Records Management Officer, and the Department of Archives and History, create record retention schedules for the liaison officer's respective division, office or unit. This includes advising the records management officer when a new record series is created that necessitates revising existing schedules.
2. Examine all public records maintained by the division, office or unit for which he is responsible and determine which public records, files or documents may be disposed of under current record retention schedules. Thereafter, upon compiling a list of public records, files or documents which may be properly disposed of, the liaison officer must forward a written request to the records management officer to obtain approval to dispose of the listed public records, files or documents as provided in Chapter 1, Title 30, of the code, *supra*. Additionally, the liaison officer shall purge records reduced to microfilm and optical disks on an annual basis to determine if, under current record retention schedules, any of the microfilm rolls or optical disks may be disposed. [82.3.5]
3. Provide written notice to and receive approval from the records management officer before transferring public records, files or documents to the State Records Center or to the Department of Archives and History pursuant to established transfer procedures.
4. Provide written notice to and receive approval from the Records Management Officer before authorizing the Department of Archives and History to dispose of records stored in the State Records Center once the retention period for the records has been met.
5. Supervise the reformatting of records onto microfilm, microfiche or optical disks, or any other medium created by new technology for the storage of documents, pursuant to those guidelines and standards established by the Department of Archives and History. This includes

ensuring that the Department of Archives and History receives the necessary security copy of the film or disks. [82.3.5]

6. Provide written notice to and receive approval from the record management officer for the disposal of records approved for destruction after reformatting onto microfilm, optical disk, or another medium suitable for the storage and preservation of records.



**SOUTH CAROLINA DEPARTMENT OF PUBLIC SAFETY’S RESPONSE TO THE LAW
ENFORCEMENT AND CRIMINAL JUSTICE SUBCOMMITTEE’S STUDY OF THE DEPARTMENT
SAFETY, HIRING, RECRUITMENT, AND RETENTION**

- 1. Ensure the appropriate division head is involved in the hiring process. Ensure policies outline clearly which personnel provide input at which stages of the hiring process.**

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.

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).

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.

Post-selection activities include physical fitness testing and medical/psychological screenings.

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.

- 2. Research the cost and feasibility of implementing a career path for agency employees.**

The agency will revisit and update the cost and feasibility aspects of a possible Career Path for law enforcement.

- 3. Track applicable data to determine which recruiting methods are effective in obtaining applicants with the temperament and ability to successfully complete appropriate Criminal Justice Academy courses. Include this data in the agency’s Accountability Report each year.**

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.

The agency will consider revising its Accountability Report to include this information.

- 4. Revisit policy which automatically disqualifies job applicants with visible tattoos.**

SCDPS Policy 200.10 (Dress Code) was revised and became effective August 1, 2017.

- 5. Update the agency’s Personnel Allocation Model to conform to national standards.**

The agency will revisit and update the formula that determines personnel allocation.

6. Review industry best practices on trooper fatigue under various shift changes.

The agency will review industry best practices on trooper fatigue under various shift changes and consider potential changes.

EQUIPMENT REPLACEMENT

7. Request a permanent line item, which identifies funding for the equipment replacement schedules, in the General Appropriations Act.

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.

8. Develop a computer and technology replacement cycle; include this information in the agency's budget request.

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.

APPLYING POLICIES CONSISTENTLY

9. Implement the agency's existing Alcohol and Drug Deterrence Policy and perform random and post-accident drug testing of agency employees.

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).

10. Revise the agency's Residency Policy to have clear standards of which employees are required, and which are not required, to live within various requisite distances from their troop headquarters or their assigned post. Apply Residency Policy consistently.

SCDPS Policy 300.47 (Residency Requirements for Commissioned Law Enforcement Officers) was revised and became effective August 1, 2017.

11. Update the agency's Audio-Video Monitor Report form to include the reason the supervisor is reviewing a video. Track this information in the activity console (i.e., agency's internal database).

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 time spent reviewing video tapes.

12. Review the policies and format of the corrective action plans submitted by Troop Commanders in response to Staff Inspection Reports. Ensure these plans include deadlines and appropriate follow up.

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.

COMMUNICATION AND MORALE

13. Distinguish between the number of active troopers and number of troopers who are still in training when reporting data.

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.

14. Restructure the agency so both the Office of Professional Responsibility and Human Resources Office report to the Legal Department, whose attorneys are subject to requirements of legal ethics and rules of professional responsibility to remain licensed to practice law, then the Director.

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.

15. Adopt a process by which employees can provide feedback to the agency anonymously.

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).

16. Have an outside entity perform a leadership climate and employee morale survey of the agency beginning this year and once every three years thereafter. Require agency leadership to generate and follow through with improvement plans based upon the results of the surveys.

The Office of the Inspector General has completed their study of the agency and is in the process of finalizing their report.

17. 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.

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.

FOCUSING ON ITS PRIMARY MISSION

18. Transfer the Illegal Immigration Enforcement Unit to the State Law Enforcement Division.

The department will support the decision made by the General Assembly.

19. Transfer grants programs unrelated to highway safety (i.e., criminal justice, juvenile justice, and crime victims) to another agency.

The Victim Services Grant Programs have been transferred to the Office of the Attorney General. The department will support the General Assembly's decision in regard to the remaining Grant Programs.

20. Coordinate a meeting with the division of State Human Resources and other agencies which may have similar scheduling situations (e.g., Department of Juvenile Justice, Department of Corrections, and Department of Social Services), to discuss ways to reduce the amount of time necessary to enter and update personnel hours in the South Carolina Enterprise Information System.

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.

ANALYZING AND UPDATING INFORMATION

21. Research the costs involved in the agency producing reports from the Multi-Disciplinary Accident Investigation Team and private sector industry standards related to amounts charged for this type of information to determine appropriate charges for these reports.

The department would request a change comparable to the fee schedule for private industry entities that provide accident reconstruction services.

22. Revise S.C. Code § 23-6-187, relating to witness fees for troopers, trained in Advanced Accident Investigation, testifying in civil matters, to allow the agency to adjust the amount it charges each year with inflation.

The department has no objection to this recommendation and would recommend that the current rate of \$135 per hour, adopted in 2009, be adjusted concomitantly with the proposed change.

23. Revise S.C. Code § 23-6-20, relating to establishment of the agency, to remove references to transfers of divisions and, instead, require the agency to maintain a list of its divisions.

The department has no objection to this recommendation. However, the department notes that Title 23, Chapter 6 does not contain any express provision creating the State Transport Police. To the extent that § 23-6-20 is amended as proposed utilizing the "as outlined in this chapter," an additional amendment may be necessary to include the State Transport Police.

The department's [website](#) outlines a brief history of the agency including the various divisions that have made up agency over its history.

24. Update S.C. Code § 23-6-30, relating to the duties and powers of the agency, to remove a reference to a training program now provided by the Criminal Justice Academy.

The department has no objection to this recommendation to the extent that S.C. Code § 23-6-30(5) refers to the training program operated by the Criminal Justice Academy. However, the department would not want an amendment that potentially eliminates the department's ability to train its officers through its own training division.

25. Revise S.C. Code § 23-6-50, relating to an annual audit, carrying funds into the next fiscal year, and retention of revenue to meet the agency's expenses, to remove outdated references and allow the agency to expend certain funds for drug testing.

The department has no objection to this recommendation.

FOLLOW UP

26. Provide an update, in an approved format, once a quarter from April 3, 2017, until April 3, 2018, or the Committee re-visits the need for the updates.

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.

27. Provide the Committee an update every 30 days about the status of payments to subgrantees (i.e., crime victim service providers grant requirements).

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.

Attachment A

	Employee with assigned state vehicle	Troop Number	Number of miles from employee residence to Troop Headquarters	Estimated travel time from employee residence to Troop Headquarters	Post	Has this employee been assigned to this troop or post after the new residency policy was implemented?	Number of miles from employee residence to Post Command	Estimated travel time from employee residence to Post Command	County in Post closest to employee residence	Number of miles from employee residence to County line of County in Post closest to employee residence	Estimated travel time from employee residence to County line of County in Post closest to employee residence	Average number of shifts employee works per week
1	Trooper	5	50	57 minutes	D	yes	14	21 minutes	Horry	-	-	3-4
2	Trooper	1	22	23 minutes	B	yes	35	35 minutes	Richland	-	-	3-4
3	Sergeant	11	26	28 minutes	11	yes	26	28 minutes	-	-	-	5
4	Lance Corporal	5	62	77 minutes	D	yes	18	32 minutes	Horry	-	-	3-4
5	Lance Corporal	4	9	13 minutes	B	yes	9	13 minutes	York	-	-	3-4
6	Trooper	3	15	26 minutes	D	yes	22	31 minutes	Greenville	-	-	3-4
7	Trooper	5	48	55 minutes	D	yes	5	9 minutes	Horry	-	-	3-4
8	Sergeant	8	10	16 minutes	Low-State	yes	10	16 minutes	Florence	-	-	3-4
9	Captain	TCO	4	8 minutes	11	yes	4	8 minutes	Greenville	-	-	5
10	Trooper	5	44	41 minutes	A	yes	36	42 minutes	Sumter	3	7 minutes	3-4
11	Captain	11	32	35 minutes	11	yes	32	35 minutes	-	-	-	5
12	Trooper	4	38	53 minutes	A	yes	10	18 minutes	Cherokee	-	-	3-4
13	Trooper	7	68	79 minutes	A	yes	71	94 minutes	Aiken	-	-	3-4
14	Lance Corporal	BPS	14	28 minutes	-	yes	14	28 minutes	BPS (Richland)	-	-	1-6
15	Lieutenant	11	5	8 minutes	11	yes	5	8 minutes	-	-	-	5
16	Lance Corporal	4	22	34 minutes	A	yes	30	38 minutes	York	-	-	3-4
17	Lieutenant	11	23	26 minutes	11	yes	23	26 minutes	-	-	-	5
18	Trooper First Class	4	66	81 minutes	A	yes	21	27 minutes	Spartanburg	-	-	3-4
19	Lance Corporal	6	21	32 minutes	A	yes	21	32 minutes	Berkeley	16	28 minutes	3-4
20	Captain	11	49	55 minutes	11	yes	49	55 minutes	-	-	-	5
21	Corporal	6	15	24 minutes	B	yes	35	49 minutes	Berkeley	10	20 minutes	3-4
22	Sergeant	STP	17	28 minutes	Region 1	yes	17	28 minutes	Lexington	-	-	3-4
23	Captain	11	70	81 minutes	11	yes	70	81 minutes	Aiken	-	-	5
24	Trooper	7	47	60 minutes	A	yes	44	53 minutes	Allendale	-	-	3-4
25	Lance Corporal	6	6	12 minutes	A	yes	6	12 minutes	Berkeley	-	-	3-4

Attachment A

	Employee with assigned state vehicle	Troop Number	Number of miles from employee residence to Troop Headquarters	Estimated travel time from employee residence to Troop Headquarters	Post	Has this employee been assigned to this troop or post after the new residency policy was implemented?	Number of miles from employee residence to Post Command	Estimated travel time from employee residence to Post Command	County in Post closest to employee residence	Number of miles from employee residence to County line of County in Post closest to employee residence	Estimated travel time from employee residence to County line of County in Post closest to employee residence	Average number of shifts employee works per week
26	Trooper First Class	7	57	71 minutes	C	yes	20	26 minutes	Aiken	-	-	3-4
27	Lance Corporal	4	7	15 minutes	B	yes	7	15 minutes	York	-	-	3-4
28	Trooper	1	42	42 minutes	B	yes	10	13 minutes	Kershaw	-	-	3-4

	Employee	Reason for Reassignment
1	Trooper	change of supervisor
2	Trooper	change of supervisor and Post
3	Sergeant	change of supervisor
4	Lance Corporal	change of supervisor
5	Lance Corporal	change of supervisor
6	Trooper	change of supervisor
7	Trooper	change of supervisor
8	Sergeant	promotion to Sergeant
9	Captain	Director's appointment
10	Trooper	change of supervisor and Post
11	Captain	Director's appointment
12	Trooper	change of supervisor
13	Trooper	change of supervisor and Post
14	Lance Corporal	change of supervisor
15	Lieutenant	change of supervisor and Post
16	Lance Corporal	change of supervisor
17	Lieutenant	change of supervisor
18	Trooper First Class	change of supervisor
19	Lance Corporal	officer request
20	Captain	Director's appointment
21	Corporal	change of supervisor
22	Sergeant	promotion to Sergeant
23	Captain	Director's appointment
24	Trooper	change of supervisor
25	Lance Corporal	change of supervisor
26	Trooper First Class	change of supervisor
27	Lance Corporal	change of supervisor
28	Trooper	change of supervisor and Post

Date	Event	Type of Work (e.g., traffic control, Coach detail, etc.)	# of Troopers	Total # of Hours worked on date(s) of event	Maximum # of Hours provided as Comp Time Possibly Attributable to the Event	Maximum # of Hours paid as Straight Time Possibly Attributable to the Event	Maximum # of Hours Paid as OT Possibly Attributable to the Event
4/2/2016	2016 Cooper River Bridge Run	Traffic Control	28	284	0	29	9
4/6/2016	Carolina Cup	Traffic Control	35	408.5	0	22.5	7
4/11/2016 - 4/17/2016	2016 Heritage Golf Tournament	Traffic Control	29	1658.5	0	50	37
5/7/2016	Black Cats Motorcycle Rally 2016 (Greenwood)	Traffic Control	8	96	5	8.25	0
5/26/2016 - 5/30/2016	Memorial Bike Fest 2016	Traffic Control	123	6155	49.5	325	472
5/27/2016 - 5/28/2016	Saluda Tractor Pull 2016	Traffic Control	2	40	0	0	40
7/4/2016	July 4th Fireworks 2016 - York County	Traffic Control	18	160	14	0	0
7/10/2016	State House Secessionist Rally	Crowd Control	10	144	2	10	27
8/31/2016 - 9/1/2016	USC VS Vanderbilt	Coach's Detail	2	40	0	6	3
9/1/2016 - 9/4/2016	Clemson VS Auburn	Coach's Detail	1	48	0	0	0
9/2/2016 - 9/3/2016	SC State Football - Orlando, FL	Coach's Detail	1	16	5.5	0	0
9/4/2016	Darlington Race 2016	Traffic Control	52	570.5	301.63	0	0
9/9/2016 - 9/10/2016	USC VS Mississippi State	Coach's Detail	2	40	0	6	3
9/9/2016 - 9/10/2016	SC State Football - Ruston, LA	Coach's Detail	2	43	5.5	0	0
9/10/2016	Clemson VS Troy	Traffic Control	94	1214.5	266.13	17.5	8
9/16/2016 - 9/17/2017	SC State Football - Clemson, SC	Coach's Detail	1	16	3.5	0	0
9/17/2016	USC VS East Carolina	Traffic Control	80	983.33	161.71	26	62
9/17/2016	Clemson VS SC State	Traffic Control	95	1184	96.25	21	33
9/21/2016 - 9/23/2016	Clemson VS Georgia Tech	Coach's Detail	2	48	0	6	4
9/23/2016 - 9/24/2016	USC VS Kentucky	Coach's Detail	2	40	0	0	0
9/23/2016 - 9/24/2016	SC State Football - Tallahassee, FL	Coach's Detail	1	24	3.5	0	0
9/30/2016 - 10/1/2016	Fall Harley Rally 2016	Traffic Control	11	264	35	51.5	177.5
10/1/2016	USC VS Texas A&M	Traffic Control	80	952.08	89	133	715.08
10/1/2016	Clemson VS Louisville	Traffic Control	93	1345.67	156.5	175	1305.17
10/6/2016 - 10/8/2016	Clemson VS Boston College	Coach's Detail	2	72	24	24	8
10/8/2016	USC VS Georgia	Traffic Control	75	879	88	133	649
10/14/2016 - 10/15/2016	SC State Football - Washington, DC	Coach's Detail	1	29	3	5	0
10/15/2016	Clemson VS NC State	Traffic Control	91	1180.83	456.5	191.33	176.5
10/22/2016	USC VS UMASS	Traffic Control	79	980.5	174	104	296
10/22/2016	SC State Football	Traffic Control	14	141	31	21	56
10/27/2016 - 11/6/2016	2016 Coastal Carolina Fair	Traffic Control	5	242	21	1	0
10/28/2016 - 10/29/2016	SC State Football - Hampton, VA	Coach's Detail	1	19	11	0	0
10/28/2016 - 10/30/2016	Clemson VS Florida State	Coach's Detail	2	48	0	0	0
10/29/2016	USC VS Tennessee	Traffic Control	79	1018.5	195.75	45	34
11/4/2016 - 11/5/2016	SC State Football - Greensboro, SC	Coach's Detail	1	20	11	5	0
11/5/2016	USC VS Missouri	Traffic Control	77	898	173.5	24	74
11/5/2016	Clemson VS Syracuse	Traffic Control	94	1285.5	191.5	42	1
11/11/2016 - 11/12/2016	USC VS Florida	Coach's Detail	2	40	0	0	0
11/12/2016	Clemson VS Pittsburgh	Traffic Control	42	672	150	0	14
11/12/2016	SC State Football	Traffic Control	6	48	6	0	0
11/18/2016 - 11/20/2016	Clemson VS Wake Forest	Coach's Detail	2	48	0	0	0
11/19/2016	USC VS Western Carolina	Traffic Control	87	992	147.5	3	0
11/19/2016	SC State Football	Traffic Control	5	44	1	0	0
11/25/2016 - 11/27/2016	USC VS Clemson	Coach's Detail	2	44	0	0	0
11/26/2016	SC State Football	Traffic Control	5	40	4	0	0

Date	Event	Type of Work (e.g., traffic control, Coach detail, etc.)	# of Troopers	Total # of Hours worked on date(s) of event	Maximum # of Hours provided as Comp Time Possibly Attributable to the Event	Maximum # of Hours paid as Straight Time Possibly Attributable to the Event	Maximum # of Hours Paid as OT Possibly Attributable to the Event
11/26/2016	Clemson VS South Carolina	Traffic Control	85	1131.75	150.75	28	12
12/2/2016 - 12/4/2016	Clemson VS Virginia Tech	Coach's Detail	2	48	0	0	0
12/26/2016 - 1/1/2017	Clemson VS Ohio State	Coach's Detail	2	168	21	0	0
12/26/2016 - 12/29/2016	USC VS USF	Coach's Detail	2	76	8	0	0
1/6/2017 - 1/10/2017	Clemson VS Alabama	Coach's Detail	2	120	8	0	0
4/1/2017	Carolina Cup	Traffic Control	38	442.5	57.5	0	33
4/1/2017	2017 Cooper River Bridge Run	Traffic Control	25	271	7.5	0	10
4/10/2017 - 4/16/2017	2017 Heritage Golf Tournament	Traffic Control	27	1625	41.5	0	0
5/5/2017 - 5/7/2017	McEntire Air Show	Traffic Control	10	303	38	0	0
5/6/2017	Black Cats Motorcycle Rally 2017 (Greenwood)	Traffic Control	10	96	11	0	0
5/11/2017 - 5/21/2017	Spring Harley Rally 2017	Traffic Control	72	4857	79.5	82	101
5/24/2017 - 5/29/2017	Memorial Bike Fest 2017	Traffic Control	209	10928	27	280.5	164.5
5/26/2017 - 5/27/2017	Saluda Tractor Pull 2017	Traffic Control	4	88	0	0	0
7/4/2017	July 4th Fireworks 2017 - York County	Traffic Control	19	177	9	0	0
9/1/2017 - 9/3/2017	USC VS NC State	Coach's Detail	2	54	0	3	0
9/2/2017 - 9/3/2017	SC State Football - Baton Rouge, LA	Coach's Detail	1	16	0	6	9
9/2/2017	Clemson VS Kent State	Traffic Control	89	1145	10	313	456
9/3/2017	Darlington Race 2017	Traffic Control	100	1592	83	319.75	423.25
9/9/2017	Clemson VS Auburn	Traffic Control	26	357	0	117	126

Attachment D

Individual's Name	Previous Position	Number of years in previous position	If officer then also, number of years as officer	New Position	Date of Position Change	Individual previously in the position	Number of years individual was in the position	If officer then also, number of years as officer	New position, or status, of individual previously in the position
ALLEN, MICHAEL	Corporal	7	20	Corporal	6/2/2017	Matthew Cook	0	26	Separated
BANISTER, DONALD	Lieutenant	1	23	Captain	8/17/2017	Shawn Stankus	1	26	Promoted
BASKIN, THERESA	Fiscal Analyst III	9	NA	Accountant/Fiscal Analyst II	7/2/2017	Peggy McBride	7	NA	Retired
BENNETT, JOSHUA	Trooper First Class	2	4	Trooper First Class	3/17/2017	Danny Calvert	7	10	Promoted
BENNETT, ROLAND	Lance Corporal	9	14	Corporal	7/17/2017	Johnnie Godfrey	1	23	Promoted
BOLAND, JAMES	Fiscal Manager I	0	NA	Director of Accounting	5/17/2017	Bruce Dorman	7	NA	Retired
BOWER, JOSHUA	Lance Corporal	0	5	Corporal	9/5/2017	Shaun Sherriff	5	15	Promoted
BROWN, QUINCY	Sergeant	4	17	First Sergeant	7/17/2017	Patrick Sigwald	0	27	Retired
BROWNING, SUSAN	Payroll Specialist	0	NA	Benefits Counselor I	4/2/2017	Caroline Jackson	0	NA	Separated
BROWNING, SUSAN	Benefits Counselor I	0	NA	Payroll Specialist	4/6/2017	Susan Browning	0	NA	Reassigned
BRUNSON, JOIE	Program Coordinator I	4	NA	Program Manager I	7/2/2017	Bonita Burns	7	NA	Retired
CALHOUN, MATTHEW	Lieutenant	5	18	Major	4/2/2017	John Hancock	2	23	Promoted
CAMPBELL, ANGELA	Fiscal Analyst III	0	NA	Fiscal Analyst III	4/17/2017	Craig Luccy	1	NA	Separated
CARDONA, JAIME	Sergeant	6	14	Lieutenant	8/17/2017	NA	NA	NA	NA
CAUGHMAN, WOFFORD	Lance Corporal	6	12	Corporal	7/17/2017	Joseph White	3	11	Reassigned
CRAVEN, STACY	Lieutenant	4	28	Captain	8/17/2017	Donald Dickerson	1	30	Reassigned
CRAVEN, STEPHEN	Sergeant	2	10	Sergeant	6/17/2017	Joshua Black	2	19	Terminated
CROSBY, SHAWN	Sergeant	5	20	Lieutenant	6/2/2017	Matthew Calhoun	2	18	Promoted
DANBACK, MARK	First Sergeant	2	17	Lieutenant	7/17/2017	Christopher Shelton	1	25	Reassigned
DEMIRER, EREN	Lance Corporal	0	6	Lance Corporal	7/17/2017	Gregory McCrackin	0	10	Reassigned
DEWITT, BRADLEY	Corporal	1	21	Sergeant	8/17/2017	Darrell Smith	1	14	Reassigned
DICKENS, CHARLES	Lance Corporal	14	11	Corporal	7/17/2017	Michael Geter	3	25	Retired
FLOYD, BILLY	Lieutenant	2	20	Captain	8/17/2017	Rickie Grubbs	1	30	Reassigned
FREEMAN, BRIAN	Sergeant	3	11	Sergeant	7/24/2017	Charles Kyzer	5	17	Terminated
GORE, MARCUS	Attorney III	4	NA	Attorney V	7/2/2017	Warren Ganjenshani	4	NA	Separated

Attachment D

Individual's Name	Previous Position	Number of years in previous position	If officer then also, number of years as officer	New Position	Date of Position Change	Individual previously in the position	Number of years individual was in the position	If officer then also, number of years as officer	New position, or status, of individual previously in the position
GRUBBS, RICKIE	Captain	1	17	Captain	8/17/2017	NA	NA	NA	NA
HANCOCK, JOHN	Major	4	20	Chief	4/2/2017	Zachary Wise	7	NA	Retired
HARRIS, DAVID	Lance Corporal	2	7	Lance Corporal	7/17/2017	Michael Harrison	3	17	Reassigned
HOFFMAN, GERALD	Lance Corporal	0	11	Lance Corporal	3/2/2017	Jeffrey Michlovitz	4	6	Promoted
HOUP, STEVEN	IT Technician III	0	NA	Network and Systems Administrator I	5/2/2017	Tommy Brooks	0	NA	Separated
HUGHES, ROGER	Lieutenant	4	27	Captain	8/17/2017	NA	NA	NA	NA
JORDAN, ARTHUR	Corporal	8	18	Sergeant	7/17/2017	Timothy Yarborough	6	30	Retired
LADUE, CHRISTOPHER	Lance Corporal	4	9	Corporal	7/17/2017	Toni Gaylord	7	25	Retired
LAFFIN, TARA	Lieutenant	4	23	Captain	6/3/2017	Edward Talbot	2	27	Retired
LLOYD, NATHANIEL	Fiscal Manager I	0	NA	Fiscal Manager I	8/21/2017	Dana Ray	5	NA	Movement
LLOYD, NATHANIEL	Fiscal Analyst III	1	NA	Fiscal Manager I	7/17/2017	Karl Boston	1	NA	Movement
MCCRACKIN, GREGORY	Lance Corporal	0	10	Lance Corporal	3/2/2017	Mitchell Altman	7	12	Promoted
MCDOWELL, STEPHEN	Lance Corporal	4	10	Corporal	7/17/2017	Kevin Brown	1	12	Reassigned
MORF, JOSEPH	First Sergeant	2	13	Lieutenant	7/17/2017	Dennis Kelly	5	30	Retired
MORGAN, CEDRIC	Lance Corporal	0	6	Corporal	7/17/2017	Kirk Winburn	3	21	Promoted
NIMMONS, WILLIAM	Lance Corporal	11	17	Corporal	7/17/2017	Steven Adcox	5	28	Promoted
PARRISH, JACK	Lance Corporal	3	18	Corporal	9/5/2017	Arthur Jordan	8	18	Promoted
PATTERSON, EVERICK	First Sergeant	3	9	Lieutenant	7/17/2017	William Herrington	0	32	Retired
PAXTON, KELVIN	Supply Manager I	16	NA	Supply Manager II	4/2/2017	Thomas Gibbs	7	NA	Retired
PEARSON, CHADWICK	Sergeant	2	19	First Sergeant	7/17/2017	Robert Hardee	3	26	Retired
PROCTOR, TODD	Lance Corporal	5	17	Lance Corporal	8/2/2017	Christopher Sellars	3	4	Terminated
RAY, RICHARD	Captain	3	21	Captain	8/17/2017	Robert Woods	7	25	Promoted
REAP, JAMES	Lance Corporal	1	6	Corporal	7/17/2017	Phillip Harrell	1	12	Separated
RIKARD, JAMES	Corporal	1	2	Sergeant	7/17/2017	Matthew Coffin	4	24	Retired
ROGAN, WILLIAM	Sergeant	4	26	First Sergeant	7/17/2017	Joey Gambrell	1	18	Reassigned

Attachment D

Individual's Name	Previous Position	Number of years in previous position	If officer then also, number of years as officer	New Position	Date of Position Change	Individual previously in the position	Number of years individual was in the position	If officer then also, number of years as officer	New position, or status, of individual previously in the position
ROGERS, GEORGE	Lance Corporal	1	6	Corporal	7/17/2017	Lavonda Gabe	5	18	Promoted
ROWELL, DAVID	Lance Corporal	19	4	Corporal	7/17/2017	David Smith	4	18	Promoted
RUST, CHRISTOPHER	Skilled Trades Worker	3	NA	IT Technician II	7/17/2017	Steven Houpt	0	NA	Promoted
SHAW, BRADLEY	Sergeant	1	20	First Sergeant	7/17/2017	Jeffrey Bradley	0	23	Retired
SHERRIFF, SHAUN	Corporal	5	15	Sergeant	7/17/2017	Alfred Warren	6	25	Retired
SHULL, MICHAEL	Supply Manager I	6	NA	Supply Manager I	8/2/2017	Kevin Paxton	7	NA	Promoted
SKIPPER, DAVID	Lance Corporal	3	9	Corporal	7/17/2017	Joseph Alban	2	19	Retired
SMITH, BRONSON	Corporal	2	12	Corporal	7/17/2017	Benjamin Ross	6	18	Promoted
SMITH, GERALD	Corporal	1	17	Sergeant	9/2/2017	Brian Freeman	0	11	Reassigned
SOUTHERLAND, STEPHEN	Corporal	0	6	Immigration Enforcement Officer	7/3/2017	Ryan Shumpert	4	9	Separated
SPIVEY, DAVID	Corporal	6	14	Sergeant	7/2/2017	Shawn Crosby	2	20	Promoted
STEPHENS, CLYDE	Captain	7	27	Captain	8/17/2017	Michael Burgess	1	27	Retired
SUTHERLAND, BRADLEY	Lance Corporal	1	6	Lance Corporal	7/17/2017	Tony Keller	4	25	Retired
THOMPSON, CHARLES	Corporal	1	25	Sergeant	7/17/2017	Therese Alford	2	24	Reassigned
THREATT, JEREMY	Lance Corporal	2	7	Corporal	7/17/2017	Mark Caldwell	7	19	Retired
WAGNER, CHRISTOPHER	Lance Corporal	2	7	Corporal	7/2/2017	Christopher McKeller	3	14	Promoted
WALTERS, ALBERT	First Sergeant	3	26	Lieutenant	7/17/2017	Jeffrey Wade	0	26	Reassigned
WILES, COURTNEY	Administrative Asst.	7	NA	Administrative Coordinator I	7/2/2017	Ada Schmidt	4	NA	Separated
WILLIAMSON, CHRISTOPHER	Lieutenant Colonel	5	29	Colonel	7/17/2017	Michael Oliver	5	35	Retired
WINGO, CHERYL	Lance Corporal	1	4	Lance Corporal	7/17/2017	Gerald Hoffman	0	11	Reassigned
WRIGHT, MARC	Major	5	35	Lieutenant Colonel	7/18/2017	Christopher Williamson	5	29	Promoted

From: Rogan, William D.

Sent: Sunday, March 05, 2017 10:45 AM

To: Brown, Antonio M. <AntonioBrown@SCDPS.GOV>; Burriss, James H. <JamesBurriss@SCDPS.GOV>; Francis, John C. <JohnFrancis@SCDPS.GOV>; McCauley, Willie Jr. (WillieMcCauleyJr@SCDPS.GOV) <WillieMcCauleyJr@SCDPS.GOV>; Bird, Kenneth L. (KennethBird@SCDPS.GOV) <KennethBird@SCDPS.GOV>; Brown, Delvin A. <DelvinBrown@SCDPS.GOV>; David Askins (DGAskins@schp.org) <DGAskins@schp.org>; Enzor, Alan K. <AlanEnzor@SCDPS.GOV>; Gibson, James B. (JamesGibson@SCDPS.GOV) <JamesGibson@SCDPS.GOV>; Gleich, Robert HK. <RobertGleich@SCDPS.GOV>; Kendall, Kevin L. (KevinKendall@SCDPS.GOV) <KevinKendall@SCDPS.GOV>; Metts, Lewis M. <LewisMetts@SCDPS.GOV>; Norton, Aaron I. (AaronNorton@SCDPS.GOV) <AaronNorton@SCDPS.GOV>; Rice Jr., Freddie D. <FreddieRiceJr@SCDPS.GOV>; Shirer, Tessa M. <TessaShirer@SCDPS.GOV>; Tidwell, Tyler J. <TylerTidwell@SCDPS.GOV>; Vandenberg, Jonathan M. <JonathanVandenberg@SCDPS.GOV>; Williams, Steven M. <StevenWilliams@SCDPS.GOV>

Cc: King, Nicklous W. <NicklousKing@SCDPS.GOV>

Subject: Annual Leave

Post B,

I know that everyone wants to take their annual leave and have time off. I try my best not to deny your leave. But, it has gotten to the point that many of the request for annual leave is overlapping. Due to being short staffed, the annual leave will be first come, first serve (If there is an emergency, come to me). Just because you put in for AL does NOT mean it will be granted. Plus, when requesting, keep specials in mind. Each of you get every other weekend off, try to plan your leave accordingly. I know it cannot be helped some times, but try to avoid putting an unnecessary work load on your teammates on the weekends.

If you have any questions, please call me.

Thanks,

SERGEANT W. D. ROGAN JR.

SC HIGHWAY PATROL- TROOP 7 / POST B

SOUTH CAROLINA DEPARTMENT OF PUBLIC SAFETY

1391 MIDDLETON STREET

ORANGEBURG, SC 29115

803-531-6849 (OFFICE)

803-531-6877 (FAX)

WDROGAN@SCDPS.GOV

WWW.SCDPS.GOV/SCHP

From: Rogan, William D.

Sent: Monday, July 10, 2017 3:16 PM

To: Brown, Antonio M. (AntonioBrown@SCDPS.GOV) <AntonioBrown@SCDPS.GOV>; Burriss, James H. (JamesBurriss@SCDPS.GOV) <JamesBurriss@SCDPS.GOV>; Francis, John C. (JohnFrancis@SCDPS.GOV) <JohnFrancis@SCDPS.GOV>; McCauley, Willie Jr. (WillieMcCauleyJr@SCDPS.GOV) <WillieMcCauleyJr@SCDPS.GOV>; Bird, Kenneth L. (KennethBird@SCDPS.GOV) <KennethBird@SCDPS.GOV>; Brown, Delvin A. (DelvinBrown@SCDPS.GOV) <DelvinBrown@SCDPS.GOV>; David Askins (DGAskins@schp.org) <DGAskins@schp.org>; Enzor, Alan K. (AlanEnzor@SCDPS.GOV) <AlanEnzor@SCDPS.GOV>; Gibson, James B. (JamesGibson@SCDPS.GOV) <JamesGibson@SCDPS.GOV>; Gleich, Robert HK. (RobertGleich@SCDPS.GOV) <RobertGleich@SCDPS.GOV>; Kendall, Kevin L. (KevinKendall@SCDPS.GOV) <KevinKendall@SCDPS.GOV>; Metts, Lewis M. (LewisMetts@SCDPS.GOV) <LewisMetts@SCDPS.GOV>; Norton, Aaron I. (AaronNorton@SCDPS.GOV) <AaronNorton@SCDPS.GOV>; Rice Jr., Freddie D. <FreddieRiceJr@SCDPS.GOV>; Shirer, Tessa M. <TessaShirer@SCDPS.GOV>; Tidwell, Tyler J. <TylerTidwell@SCDPS.GOV>; Vandenberg, Jonathan M. <JonathanVandenberg@SCDPS.GOV>; Williams, Steven M. (StevenWilliams@SCDPS.GOV) <StevenWilliams@SCDPS.GOV>
Cc: Grice, Anthony K. (akgrice@schp.org) <AnthonyGrice@SCDPS.GOV>; King, Nicklous W. (NW.King@schp.org) <NicklousKing@SCDPS.GOV>
Subject: FW: Annual Leave

Post B,

Some of you may have forgotten this email that was sent out. (Please read below) I will try to do what I can, but do not expect to have off just because you requested it. If you want off on a weekend that you are scheduled to work, you need to find someone to trade with. Times are tuff right now and I am asking each of you to share in the work load.

Thank you all for the hard work you do,

SERGEANT W. D. ROGAN JR.
SC HIGHWAY PATROL- TROOP 7 / POST B
SOUTH CAROLINA DEPARTMENT OF PUBLIC SAFETY
1391 MIDDLETON STREET
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From: Rogan, William D.

Sent: Thursday, August 10, 2017 4:01 PM

To: Brown, Antonio M. (AntonioBrown@SCDPS.GOV) <AntonioBrown@SCDPS.GOV>; Burriss, James H. (JamesBurriss@SCDPS.GOV) <JamesBurriss@SCDPS.GOV>; Francis, John C. (JohnFrancis@SCDPS.GOV) <JohnFrancis@SCDPS.GOV>; McCauley, Willie Jr. (WillieMcCauleyJr@SCDPS.GOV) <WillieMcCauleyJr@SCDPS.GOV>; Bird, Kenneth L. (KennethBird@SCDPS.GOV); Brown, Delvin A. (DelvinBrown@SCDPS.GOV) <DelvinBrown@SCDPS.GOV>; David Askins (DGAskins@schp.org) <DGAskins@schp.org>; Enzor, Alan K. (AlanEnzor@SCDPS.GOV) <AlanEnzor@SCDPS.GOV>; Gibson, James B. (JamesGibson@SCDPS.GOV) <JamesGibson@SCDPS.GOV>; Gleich, Robert HK. (RobertGleich@SCDPS.GOV) <RobertGleich@SCDPS.GOV>; Kendall, Kevin L. (KevinKendall@SCDPS.GOV) <KevinKendall@SCDPS.GOV>; Metts, Lewis M. (LewisMetts@SCDPS.GOV) <LewisMetts@SCDPS.GOV>; Norton, Aaron I. (AaronNorton@SCDPS.GOV) <AaronNorton@SCDPS.GOV>; Rice Jr., Freddie D. <FreddieRiceJr@SCDPS.GOV>; Shirer, Tessa M. <TessaShirer@SCDPS.GOV>; Tidwell, Tyler J. <TylerTidwell@SCDPS.GOV>; Vandenberg, Jonathan M. <JonathanVandenberg@SCDPS.GOV>; Williams, Steven M. (StevenWilliams@SCDPS.GOV) <StevenWilliams@SCDPS.GOV>
Cc: King, Nicklous W. (NW.King@schp.org) <NicklousKing@SCDPS.GOV>; Grice, Anthony K. (akgrice@schp.org) <AnthonyGrice@SCDPS.GOV>; Taylor, William R. (Taylor_WilliamR@scdps.net) <WilliamTaylor@SCDPS.GOV>; Moore, Thomas E. (ThomasMoore@SCDPS.GOV) <ThomasMoore@SCDPS.GOV>
Subject: FW: Annual Leave

Post B,

(Please read below) Some of you in Post B are not reading my emails. If you want a weekend off, that you are scheduled to work, you will need to find someone that will trade with you. If it is an emergency, I WILL WORK FOR YOU!!! Stop assuming that you can have leave just because it was requested. I have asked you to please plan your vacation accordingly. You are hurting your teammates.

It is now football season. If it is your weekend to work, please do not ask off. I am sorry, but we have to work together on this.

Also, No leave will be granted past December 10th due to the holiday season.

If you have any questions, please call me.

Thank you for everything you do,

FIRST SERGEANT W. D. ROGAN JR.
SC HIGHWAY PATROL- TROOP 7 / POST B
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