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June 5, 2018

VIA EMAIL and U.S. MAIL

Director Leroy Smith
Department of Public Safety
Post Office Box 1993
Blythewood, South Carolina 29016

Dear Director Smith:

Thank you for your prior correspondence on February 13, 2018 and May 9, 2018, which provide updates on agency actions to implement recommendations from the House Legislative Oversight Committee. For ease of reference, attachment number two includes information on each recommendation and responses the agency has provided in its letters to the Committee.

The Committee seeks additional information, see attachment number one. Please provide the information by Tuesday, July 10, 2018. Additionally, when providing future updates, please include the implementation status of all recommendations.

Sincerely,

A handwritten signature in cursive script that reads "Wm. Weston J. Newton".

Wm. Weston J. Newton

cc: House Legislative Oversight Committee members

Attachment #1

Committee Follow-Up Question

Please note the Committee may have additional follow up questions in the future.

<u>Question</u>	<u>Recommendation #</u>
1. Please provide an update on the agency's action as it relates to revisiting and considering changes to Policy 400.02 (Commission Law Enforcement Office Application and Selection Process).	1
2. When the agency says "a year-end review of its 2017 recruiting efforts," does this mean the data is for January - December 2017 or July 2016 - June 2017? 3. Of the 211 applicants that resulted from direct contact with a recruiter, please provide the following, if tracked by the agency: a. Number that made it to the Oral Interview Panel; b. Number that were conditionally hired; and c. Number that were hired and passed basic training at the Criminal Justice Academy on the first attempt. 4. Did the agency ask, as part of the application process or through any other means, how the 1,674 applicants, that met minimum qualifications and were not the result of direct contact with a recruiter, heard about the opportunity to apply or why they wanted to apply? If so, please provide the data obtained. 5. Please provide the following statistics: a. Number of new hires in 2017; b. Number of new hires in 2017 that applied as a result of direct contact with a recruiter; and c. Cost to the agency of attending the college and military events in 2017. 6. What data, if any, does agency personnel analyze as a way to revise and improve the effectiveness of recruiting efforts? 7. What performance measures do the agency utilize to measure the effectiveness and efficiency of its recruiting efforts?	3
8. When does the agency anticipate being able to complete review of the revised model for implementation?	5
9. By what date does the agency anticipate it will complete the further refinement to the plan for information technology equipment replacement?	8
10. Please provide the revised Policy 200.04 (Alcohol and Drug Deterrence Program).	9

<u>Question</u>	<u>Recommendation #</u>
11. Is the chart in Attachment #3 an accurate representation of the costs associated with the way in which the agency chose to revise its residency policy? a. If yes, please consider further revising the policy so it complies with the Committee's recommendation but does not cost the state additional monies. b. If no, please provide information on the related costs and consider further revising the policy so it complies with the Committee's recommendation but does not cost the state any additional monies.	10
12. When the agency issues a press release to announce a class graduating from the Criminal Justice Academy, will the agency separate the number of active troopers and the number of troopers who are still in training? Also, please provide information about the current number of troopers in the new format the agency states it has created.	13
13. What measures, if any, do the agency have in place to ensure information reported by the Human Resources division is accurate?	14
14. Please list the changes the agency is evaluating as a result of suggestions received. If applicable, note how the agency believes those changes may impact employees in a positive manner.	15
15. How does the agency intend to have an outside entity perform a leadership climate and employee morale survey in 2020 and every three years thereafter?	16
16. How much time and costs does the agency anticipate will be saved by the payroll and leave team's plan to train and reduce the workload for time administrators through the agency over the next year?	20
17. Please provide examples of fee schedules utilized by private industry entities and what those fees cover.	21

Attachment #2

Recommendation #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.

Topic: Hiring, Recruitment, and Retention

Status: Not yet started, but agency states it will revisit policy

Agency Responses:

October 6, 2017 letter to Committee

- 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.

February 13, 2018 letter to Committee

- No updated provided

May 9, 2018 letter to Committee

- No updated provided

Recommendation #2

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

Topic: Hiring, Recruitment, and Retention

Status: In progress

Agency Responses:

October 6, 2017 letter to Committee

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

February 13, 2018 letter to Committee

- In September 2015, 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.

May 9, 2018 letter to Committee

- No updated provided

Recommendation #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.

Topic: Hiring, Recruitment, and Retention

Status: In progress

Agency Responses:

October 6, 2017 letter from DPS to Committee

- 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.

February 13, 2018 letter from DPS to Committee

- 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, 25 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.

May 9, 2018 letter from DPS to Committee

- No updated provided

Recommendation #4

Revisit policy which automatically disqualifies job applicants with visible tattoos.

Topic: Hiring, Recruitment, and Retention

Status: **Complete and examples of implementation obtained from State Inspector General**

Agency Responses:

October 6, 2017 letter from DPS to Committee

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

Recommendation #5

Update the agency's Personnel Allocation Model to conform to national standards.

Topic: Hiring, Recruitment, and Retention

Status: In progress

Agency Responses:

October 6, 2017 letter from DPS to Committee

- 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 Committee

- No updated provided

Recommendation #6

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

Topic: Hiring, Recruitment, and Retention

Status: In progress

Agency Responses:

October 6, 2017 letter from DPS to Committee

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

February 13, 2018 letter from DPS to Committee

- 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.

May 9, 2018 letter from DPS to Committee

- 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:
 - Double 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 affecting service delivery and allowing for enforcement specials.
 - Overlapping 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.
 - Decreased 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.

Recommendation #7

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

Topic: Hiring, Recruitment, and Retention

Status: In progress

Agency Responses:

October 6, 2017 letter from DPS to Committee

- For the FY 2018 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

Recommendation #8

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

Topic: Hiring, Recruitment, and Retention

Status: In progress

Agency Responses:

October 6, 2017 letter from DPS to Committee

- 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.

February 13, 2018 letter from DPS to Committee

- No updated provided

May 9, 2018 letter from DPS to Committee

- No updated provided

Recommendation #9

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

Topic: Hiring, Recruitment, and Retention

Status: Complete, but need examples of implementation

Agency Responses:

October 6, 2017 letter from DPS to Committee

- 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).

Recommendation #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.

Topic: Hiring, Recruitment, and Retention

Status: Agency has changed its policy but may have increased costs, see Attachment #3

Agency Responses:

October 6, 2017 letter from DPS to Committee

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

February 13, 2018 letter from DPS to Committee

- No updated provided

May 9, 2018 letter from DPS to Committee

- No updated provided

Recommendation #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).

Topic: Hiring, Recruitment, and Retention

Status: **Part complete; Part determined technologically infeasible**

Agency Responses:

October 6, 2017 letter from DPS to Committee

- 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.

February 13, 2018 letter from DPS to Committee

- 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.

Recommendation #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.

Topic: Hiring, Recruitment, and Retention

Status: **Complete**

Agency Responses:

October 6, 2017 letter from DPS to Committee

- 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.

Recommendation #13

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

Topic: Communication and Morale

Status: Complete, but need examples of implementation

Agency Responses:

October 6, 2017 letter from DPS to Committee

- 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.

February 13, 2018 letter from DPS to Committee

- No updated provided

May 9, 2018 letter from DPS to Committee

- No updated provided

Recommendation #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.

Topic: Communication and Morale

Status: **Agency will not implement**

Agency Responses:

October 6, 2017 letter from DPS to Committee

- 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, the OHR, and the 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.

February 13, 2018 letter from DPS to Committee

- No updated provided

May 9, 2018 letter from DPS to Committee

- No updated provided

Recommendation #15

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

Topic: Communication and Morale

Status: Complete, but need examples of implementation

Agency Responses:

October 6, 2017 letter from DPS to Committee

- 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).

February 13, 2018 letter from DPS to Committee

- 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.
- 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.

May 9, 2018 letter from DPS to Committee

- 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 SCHP 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 offenders. The agency's canines are currently trained to detect only narcotics, but the CIU canines will also have tracking capabilities. The agency is in the process of filling positions on the CIU from its current ranks.

Recommendation #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.

Topic: Communication and Morale

Status: Completed this year by State Inspector General, need assurance from agency that it will be performed by State Inspector General, or some other outside entity, every three years in the future

Agency Responses:

October 6, 2017 letter from DPS to Committee

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

February 13, 2018 letter from DPS to Committee

- No updated provided

May 9, 2018 letter from DPS to Committee

- No updated provided

Recommendation #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.

Topic: Communication and Morale

Status: In progress

Agency Responses:

October 6, 2017 letter from DPS to Committee

- 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.

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 officer 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.

May 9, 2018 letter from DPS to Committee

- 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.

Recommendation #18

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

Topic: Focusing on its primary mission

Status: General Assembly action required

Agency Responses:

October 6, 2017 letter from DPS to Committee

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

Recommendation #19

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

Topic: Focusing on its primary mission

Status: **Complete**, S289 signed by Governor on June 10, 2017

Agency Responses:

October 6, 2017 letter from DPS to Committee

- 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.

Recommendation #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.

Topic: Focusing on its primary mission

Status: In progress

Agency Responses:

October 6, 2017 letter from DPS to Committee

- 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.

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.
- 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 time tracking methods recommended by SCEIS.

May 9, 2018 letter from DPS to Committee

- 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 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.
- 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.

Recommendation #21

Research 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.

Topic: Analyzing and Updating Information

Status: Not yet started

Agency Responses:

October 6, 2017 letter from DPS to Committee

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

February 13, 2018 letter from DPS to Committee

- No updated provided

May 9, 2018 letter from DPS to Committee

- No updated provided

Recommendation #22

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

Topic: Analyzing and Updating Information

Status: General Assembly action required

Agency Responses:

October 6, 2017 letter from DPS to Committee

- 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.

Recommendation #23

Revise SC Code Section 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.

Topic: Analyzing and Updating Information

Status: General Assembly action required

Agency Responses:

October 6, 2017 letter from DPS to Committee

- 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.

Recommendation #24

Update SC Code Section 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.

Topic: Analyzing and Updating Information

Status: General Assembly action required

Agency Responses:

October 6, 2017 letter from DPS to Committee

- 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.

Recommendation #25

Revise SC Code Section 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.

Topic: Analyzing and Updating Information

Status: General Assembly action required

Agency Responses:

October 6, 2017 letter from DPS to Committee

- The department has no objection to this recommendation.

Recommendation #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.

Topic: Analyzing and Updating Information

Status: In progress

Agency Responses:

October 6, 2017 letter from DPS to Committee

- 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.

Recommendation #27

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

Topic: Analyzing and Updating Information

Status: **Complete**

Agency Responses:

October 6, 2017 letter from DPS to Committee

- 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 #3

Rank (provided by agency)	Position (provided by agency)	Zip Code of Residence (provided by agency)	Years at HQ (provided by agency)	County (based on zip code)	Distance from Blythewood (29016) (Miles)	Additional Mileage from new Residency Policy
Captain	HP Office of Community Relations and Recruiting Captain	29072	11	Lexington	28.9	0
Captain	OSAPI Captain	29388	<1	Woodruff	82.5	52.5
Captain	HP Troop 10 (Regulatory & Compliance) Captain	29073	4	Lexington	30	0
Captain	HP Emergency Traffic Management Captain	29150	11	Sumter	61.1	31.1
Captain	HP Liasion Unit Captain	29063	<1	Richland	26.8	0
Captain	HP Special Operations Unit Captain	29340	17	Cherokee	78.9	48.9
Captain	HP Troop 9 (MAIT) Captain	29078	11	Kershaw	29.2	0
Captain	HP Troop 8 (ACE) Captain	29073	14	Lexington	30	0
Captain	State Transport Police Executive Office	29365	7	Spartanburg	102.5	72.5
Colonel	HP Colonel	29016	5	Richland	85	55
Colonel	State Transport Police Colonel	29130	8	Fairfield	14.9	0
Corporal	HP Recruiter	29078	4	Kershaw	29.2	0
Corporal	Polygrapher	29550	6	Darlington	76.9	46.9
Corporal	Polygrapher	29706	6	Chester	50	20
Corporal	State Transport Police Community Relations Officer	29203	1	Richland	8.1	0
Corporal	State Transport Police Specialized Unit Supervisor	29009	5	Kershaw	61.1	31.1
Director	DPS Director	29229	6	Richland	11.5	0
First Sergeant	HP Troop 10 (Regulatory & Compliance) First Sergeant	29078	3	Kershaw	29.2	0
First Sergeant	HP Troop 8 (ACE) First Sergeant	29127	<1	Newberry	37.6	7.6
Lance Corporal	HP Recruiter	29101	2	Chesterfield	63.9	33.9
Lance Corporal	HP Recruiter	29201	1	Richland	22.9	0
Lieutenant	IEU Commander	29150	6	Sumter	61.1	31.1
Lieutenant	HP Troop 10 (Regulatory & Compliance) Lieutenant	29078	5	Kershaw	29.2	0
Lieutenant	HP Troop 10 (Regulatory & Compliance) Lieutenant	29169	16	Lexington	21	0
Lieutenant	HP Emergency Traffic Management Lieutenant	29016	1	Richland	85	55
Lieutenant	HP Employment Unit Lieutenant	29483	<1	Dorchester	104.7	74.7
Lieutenant	HP Troop 8 (ACE) Lieutenant	29730	17	York	52.7	22.7
Lieutenant	HP Special Operations Unit Lieutenant	29061	10	Richland	28.5	0
Lieutenant	State Transport Police Upper State Administrative Enforcement Lieutenant	29063	4	Richland	26.8	0
Lieutenant	State Transport Police Training Lieutenant	29078	7	Kershaw	29.2	0

Rank (provided by agency)	Position (provided by agency)	Zip Code of Residence (provided by agency)	Years at HQ (provided by agency)	County (based on zip code)	Distance from Blythewood (29016) (Miles)	Additional Mileage from new Residency Policy
Lieutenant	State Transport Police Administrative Lieutenant	29063	8	Richland	26.8	0
Lieutenant	State Transport Police Lower State Administrative Enforcement Lieutenant	29016	2	Richland	85	55
Lieutenant Colonel	HP Lieutenant Colonel	29015	5	Fairfield	32.1	2.1
Major	HP Major (Operations Support)	29073	17	Lexington	30	0
Major	HP Major (Field Enforcement Region 1)	29550	2	Darlington	76.9	46.9
Major	HP Major (Field Enforcement Region 2)	29550	8	Darlington	76.9	46.9
Major	HP Major (Administrative Support)	29036	13	Lexington	33.3	3.3
Major	OSAPI Division Director	29644	2	Laurens	84	54
N/A	Chief Investigator (OPR)	29073	4	Lexington	30	0
N/A	Program Coordinator II (OPR)	29036	4	Lexington	33.3	3.3
N/A	Investigator III (OPR)	29078	3	Kershaw	29.2	0
N/A	Investigator III (OPR)	29072	2	Lexington	28.9	0
N/A	Law Enforcement Liaison Manager	29063	12	Richland	26.8	0
N/A	Traffic Records Manager	29072	8	Lexington	28.9	0
N/A	SCAATS Program Coordinator	29072	1	Lexington	28.9	0
N/A	Law Enforcement Liaison	29078	5	Kershaw	29.2	0
Sergeant	HP Office of Community Relations and Recruiting Sergeant	29483	6	Dorchester	104.7	74.7
Sergeant	IEU Sergeant	29307	1	Spartanburg	90.5	60.5
Sergeant	HP Administrative Support Sergeant	29150	2	Sumter	61.1	31.1
Sergeant	HP Troop 9 (MAIT) Sergeant	29127	2	Newberry	37.6	7.6
Sergeant	HP Background Investigator	29212	<1	Richland	25.4	0
Sergeant	HP Troop 8 (ACE) Sergeant	29016	13	Richland	85	55
Sergeant	HP Communications Sergeant	29063	3	Richland	26.8	0
				TOTALS	2509.7	1023.4
				To and from work (times 2)		2,047
				Five days a week (times 5)		10,234
				48 weeks a year (times 48)		491,232
				\$0.573 per mile (times 0.573)		\$281,475.94