

#105



**COMPLETE**

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**PAGE 2: About Agencies Scheduled for Study**

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**Q1: Please share any comments, suggestions or concerns you may have about these agencies. Please note your responses will be posted online and may be included in a Committee report.**

Public Safety, Department of

As a former employee of the South Carolina Department of Public Safety, I feel that it is important that the Legislative Oversight Committee be informed of the maltreatment and wrongdoing that is happening at this state agency. Director Smith has made many poor decisions in putting various people in leadership positions at DPS. These people are not capable or worthy of the jobs assigned. In particular are two top managers, Director Phil Riley and Assistant Director Ed Harmon, who are with the Office of Highway Safety and Justice Programs. This section of DPS is in charge of administering federal and state grants. The fact that Director Riley and Assistant Director Ed Harmon are allowed to oversee and direct multi-millions of dollars is unacceptable. They have made numerous poor decisions regarding those funds. Their decisions affect the citizens of South Carolina. Director Phil Riley and Assistant Director Ed Harmon are nothing but fear-based managers. They use fear to control staff instead of trusting and inspiring staff. They keep employees on edge in order to keep staff compliant and docile. It is an extremely unhealthy atmosphere. Distrust reigns in the Office of Highway Safety and Justice Programs due to their poor leadership. Information is hoarded. Threats and intimidation mark the way they manage. This does nothing but spread negativity among staff. All meetings are held behind closed doors and all decisions are made in secret. When leadership is based on keeping people in the dark and keeping staff off-balance, no one benefits. Employees are reluctant and hesitant to share their perceptions with others because of possible retribution. Assistant Director Ed Harmon is an extremely vindictive manager. Assistant Director Ed Harmon has a reputation as a bully and is very disingenuous with staff members. Everyone knows that the worst leaders take all the credit and blame other employees for their mistakes.

This type of action happens daily. Morale is so low at DPS, especially in the Office of Highway Safety and Justice Programs. The Office of Highway Safety and Justice Programs section of DPS has already lost many qualified staff members. Many of these staff members had been in their particular positions for many years - some decades. These staff members were either run off, forced to resign, forced to retire early, forced to consider retirement before planned, or eventually fired by considerable efforts of the Assistant Director, Ed Harmon. The staff turnover rate is extremely high. It's only a matter of time until others are able to gather the courage to leave DPS too. Something has to be done to help the employees of the Office of Highway Safety and Justice Programs.

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PAGE 3: There are three questions seeking general information.

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**Q2: What is your age?**

Prefer not to answer

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**Q3: Which best describes your current role?**

Former State employee of an agency under study by the House Legislative Oversight Committee (i.e., Comptroller General's Office, DOT, First Steps, DSS, DJJ, State Transportation Infrastructure Bank, School for the Deaf and Blind, Commission for the Blind, DPS, and Treasurer's Office)

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**Q4: In which county do you live?**

*Respondent skipped this question*

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