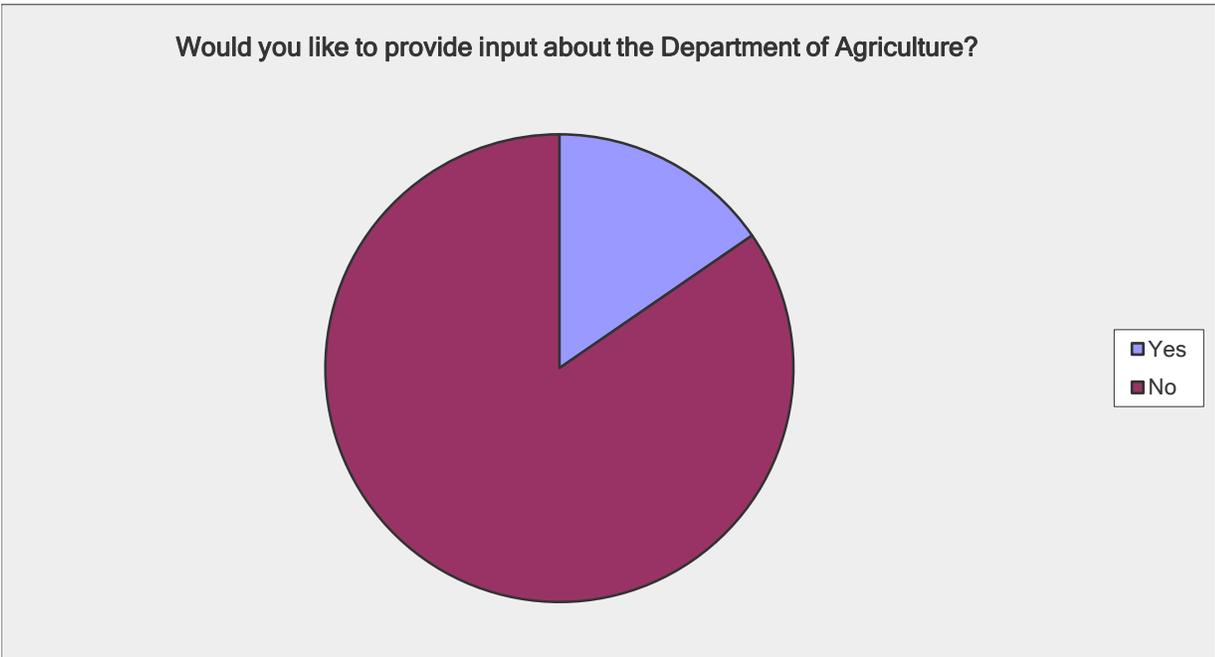


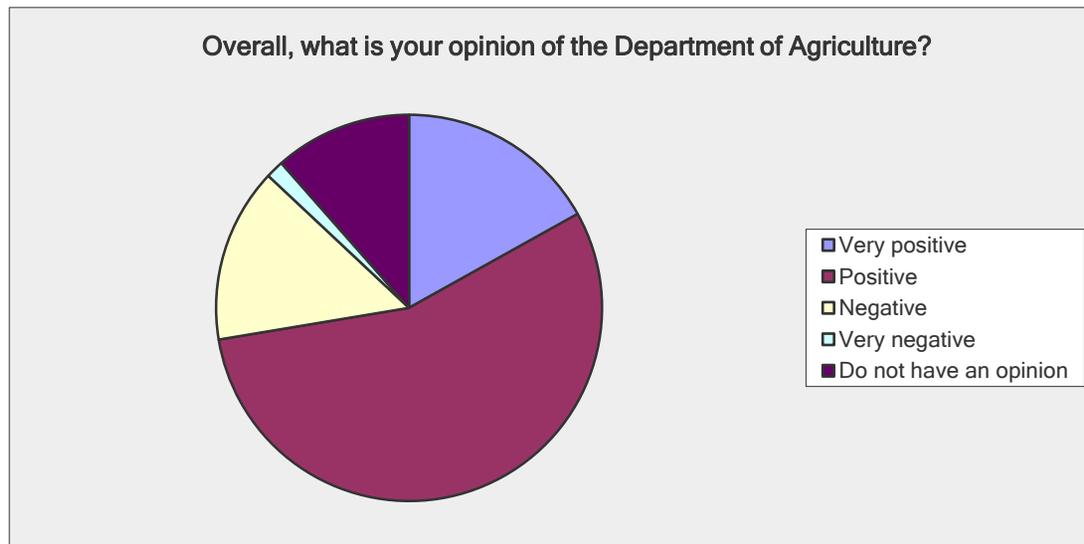
May 2016 - Provide Input to the South Carolina House of Representatives' Legislative Oversight Committee

Would you like to provide input about the Department of Agriculture?		
Answer Options	Response Percent	Response Count
Yes	15.4%	156
No	84.6%	858
<i>answered question</i>		1014
<i>skipped question</i>		11



May 2016 - Provide Input to the South Carolina House of Representatives' Legislative Oversight Committee

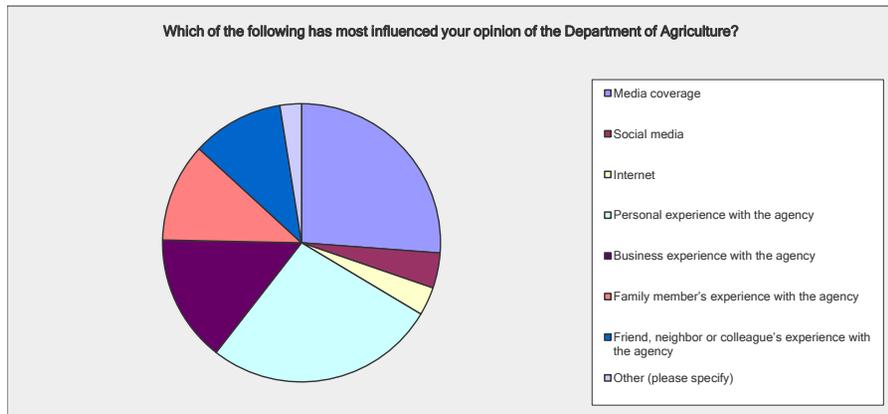
Overall, what is your opinion of the Department of Agriculture?		
Answer Options	Response Percent	Response Count
Very positive	16.9%	22
Positive	55.4%	72
Negative	14.6%	19
Very negative	1.5%	2
Do not have an opinion	11.5%	15
<i>answered question</i>		130
<i>skipped question</i>		895



May 2016 - Provide Input to the South Carolina House of Representatives' Legislative Oversight Committee

Which of the following has most influenced your opinion of the Department of Agriculture?		
Answer Options	Response Percent	Response Count
Media coverage	26.2%	32
Social media	4.1%	5
Internet	3.3%	4
Personal experience with the agency	27.0%	33
Business experience with the agency	14.8%	18
Family member's experience with the agency	11.5%	14
Friend, neighbor or colleague's experience with the agency	10.7%	13
Other (please specify)	2.5%	3
answered question		122
skipped question		903

Number	Response Date	Eastern Standard Time	Other (please specify)
1	May 18, 2016 12:41 PM	May 18, 2016 8:41 AM	Guidelines from USDA that affect WIC Program
2	May 16, 2016 1:18 PM	May 16, 2016 9:18 AM	WIC
3	May 16, 2016 12:27 PM	May 16, 2016 8:27 AM	No interaction

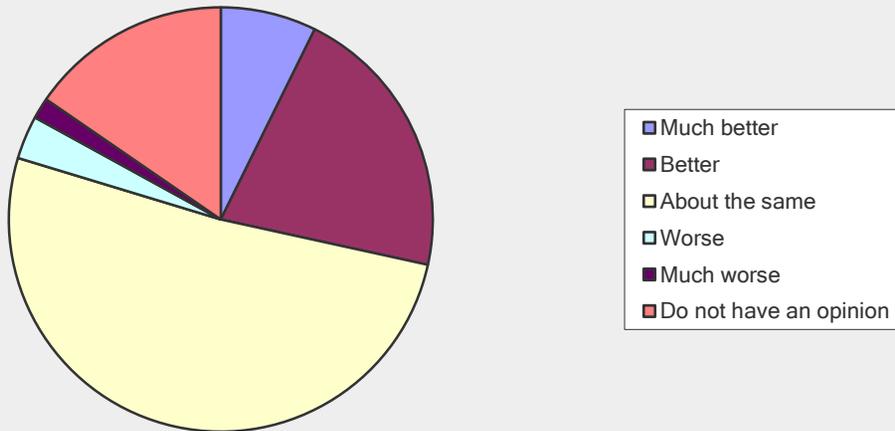


May 2016 - Provide Input to the South Carolina House of Representatives' Legislative Oversight Committee

How do you think the Department of Agriculture functions on an overall basis in comparison to other state agencies in South Carolina?

Answer Options	Response Percent	Response Count
Much better	7.3%	9
Better	21.1%	26
About the same	51.2%	63
Worse	3.3%	4
Much worse	1.6%	2
Do not have an opinion	15.4%	19
<i>answered question</i>		123
<i>skipped question</i>		902

How do you think the Department of Agriculture functions on an overall basis in comparison to other state agencies in South Carolina?



May 2016 - Provide Input to the South Carolina House of Representatives' Legislative Oversight Committee

Please list any comments, concerns, or suggestions you may have about the Department of Agriculture. Your response will be quoted verbatim and published online.

Answer Options	Response Count
	23
<i>answered question</i>	23
<i>skipped question</i>	1002

Number	Response Date	Eastern Standard Time	Response Text
1	May 27, 2016 12:45 PM	May 27, 2016 8:45 AM	local staff are helpful Please publish online the ethanol
2	May 26, 2016 1:37 PM	May 26, 2016 9:37 AM	free gas stations and octane The environmental impacts of industrial farming are growing. Most farming operations are exempt from DHEC rules and the Dept of Agriculture relies on the Natural Resource Conservation Service to help farmers reduce their environmental impact. Is this system adequate for the future or is more oversight needed?
3	May 23, 2016 2:24 PM	May 23, 2016 10:24 AM	The farmers market in West Columbia is a huge disappointment. There are very few vendors selling fresh fruits and vegetables. Alot of wasted space and not very convenient as to location.
4	May 22, 2016 5:25 PM	May 22, 2016 1:25 PM	Why does the Department of Agriculture waste money on parties?
5	May 19, 2016 7:37 PM	May 19, 2016 3:37 PM	

6	May 18, 2016 2:18 PM	May 18, 2016 10:18 AM	The Food and Safety Compliance office has excellent, well trained personnel
7	May 17, 2016 6:58 AM	May 17, 2016 2:58 AM	Unnecessary State (and Federal) subsidies are a concern.
8	May 16, 2016 7:23 PM	May 16, 2016 3:23 PM	Slow to respond, if at all. The new Farmers Market is a joke. People pass it by to travel to the Western orth Carolinas Market in Ashville.
9	May 16, 2016 5:44 PM	May 16, 2016 1:44 PM	There is a lot of red tape for farmers to get approved to receive funding and assistance in having fresh fruits and vegetables into the hands of South Carolinian's. Out dated methods of training for farmers.
10	May 16, 2016 1:59 PM	May 16, 2016 9:59 AM	Improve relationships with small home garden residents
11	May 16, 2016 1:55 PM	May 16, 2016 9:55 AM	what do they do concerning their roles for the public?
12	May 16, 2016 1:52 PM	May 16, 2016 9:52 AM	Need to have less qualifications for WIC participants to make it user friendly and to increase participation rates up
13	May 16, 2016 1:18 PM	May 16, 2016 9:18 AM	The actual responsibilities and assistance available to the non-average farmer (individual or organization who may seek assistance on a limited basis) is not clear.
14	May 16, 2016 1:09 PM	May 16, 2016 9:09 AM	The "SC Grown Certified" campaign seems to be very helpful for SC farmers. Keep up the good work.
15	May 16, 2016 12:07 PM	May 16, 2016 8:07 AM	

I find it appalling that when I call I get the run around. No one in the agency seems versed on what they actually do. The answer is always DHEc or Clemson does that. Well what does the department do besides collect state tax dollars and pesticides? Where do they find the money to repeatedly by PFG shirts for the events they attend? I was at the fair, both flower shows, and that BBQ festival. All employees had different PFGs at all events. Also who is in charge of these "events" at the farmers market? After attending severl BbQ fests it seems there are 3 or 4 employees standing around drinking during working hours. I find that appalling that A. They are allowed to not work and B that they were drinking. The farmers market is a great place for events, shaded, parking, and easily located. Seems like more "events" should happen there. Also who designed that ridiculous sign and how much money was earmarked for that? It looks like the state fair sign. It is nice to see SC brand of fruits and vegetables and massive amount of advertisement for it. Has there been a cost-benefit studied of this campaign by an external entity?

16

May 15, 2016 7:24 PM

May 15, 2016 3:24 PM

17

May 14, 2016 10:13 PM

May 14, 2016 6:13 PM

I have had several products tested by the Lab for my farm. I have stopped by to talk with those running the test or Phil (lab manager) to be told their hours are 7-3:30. Also on friday the only people who ever seem to be there after 3 are the girl at the front desk and maybe one or two others. Why have your hours be from 8:30-5 if the majority of the employees arent there from that time? I havent had dealings with other agencies so i am not sure how they gair, but this agency seems to allow certian personnel to work when they want and force others to cover their laziness. Never hear about them. They do a good job.

18 May 14, 2016 6:03 PM
19 May 13, 2016 8:44 PM
20 May 13, 2016 8:42 PM

May 14, 2016 2:03 PM
May 13, 2016 4:44 PM
May 13, 2016 4:42 PM

It has come to my attention that an individual that was hired for a "certified" position is actually not certified in his area. This makes me very concerned about the efficacy and legality of the work being done by the Dept of Ag. Second, I have also come to find out that hard-working individuals that have been performing duties outside of their area (as preparation for a new title) are being passed over after they have already completed the extra work with no compensation. This is a very poor choice for management and also a huge problem for the employees' commitment and morale, not to mention ethically wrong.

21 May 13, 2016 1:07 PM

May 13, 2016 9:07 AM

Great Job - Agribusiness is very important to SC. Keep up the great work!

22 May 9, 2016 2:57 AM

May 8, 2016 10:57 PM

SCDA touches more citizens in South Carolina daily more than most other agencies. SCDA not only inspects the fruits and vegetables we eat, but also ensures consumer protection in multiple ways. I wish SCDA would spend as much time informing citizens about their Consumer Protection Division and SCDA's many inspection services as they do about Certified SC and the farmers markets.

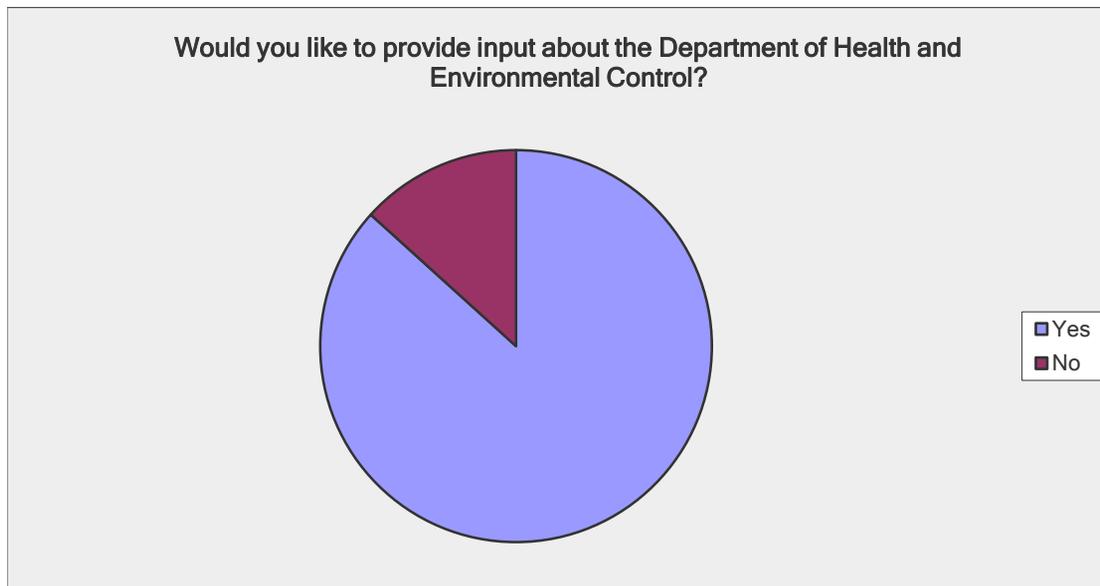
23 May 4, 2016 12:25 PM

May 4, 2016 8:25 AM

May 2016 - Provide Input to the South Carolina House of Representatives' Legislative Oversight Committee

Would you like to provide input about the Department of Health and Environmental Control?

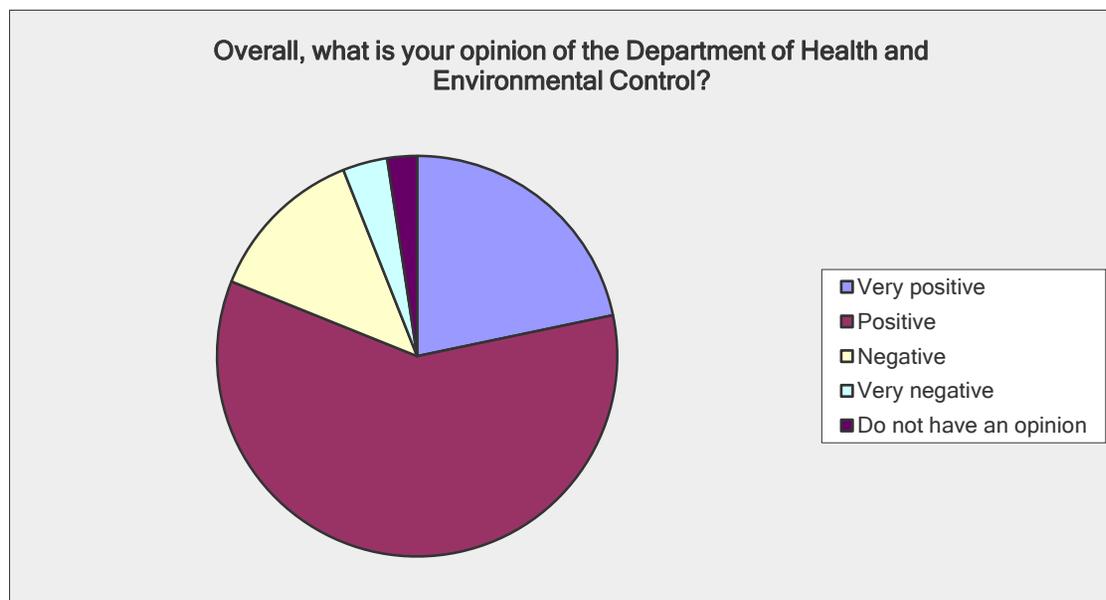
Answer Options	Response Percent	Response Count
Yes	86.7%	848
No	13.3%	130
<i>answered question</i>		978
<i>skipped question</i>		47



May 2016 - Provide Input to the South Carolina House of Representatives' Legislative Oversight Committee

Overall, what is your opinion of the Department of Health and Environmental Control?

Answer Options	Response Percent	Response Count
Very positive	21.7%	155
Positive	59.3%	423
Negative	12.9%	92
Very negative	3.6%	26
Do not have an opinion	2.4%	17
<i>answered question</i>		713
<i>skipped question</i>		312



May 2016 - Provide Input to the South Carolina House of Representatives' Legislative Oversight Committee

Which of the following has most influenced your opinion of the Department of Health and Environmental Control?

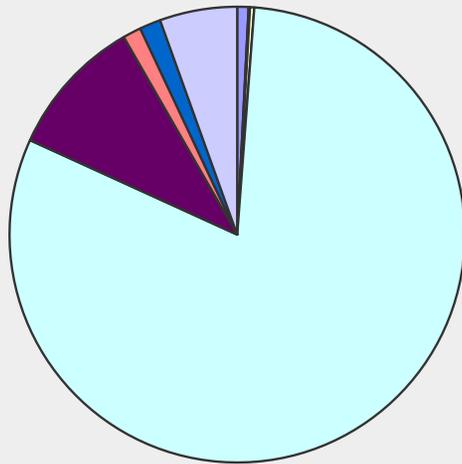
Answer Options	Response Percent	Response Count
Media coverage	0.8%	6
Social media	0.1%	1
Internet	0.3%	2
Personal experience with the agency	80.6%	572
Business experience with the agency	9.9%	70
Family member's experience with the agency	1.3%	9
Friend, neighbor or colleague's experience with the	1.5%	11
Other (please specify)	5.5%	39
<i>answered question</i>		710
<i>skipped question</i>		315

Number	Response Date	Eastern Standard Time	Other (please specify)
1	May 25, 2016 12:54 PM	May 25, 2016 8:54 AM	Employee with
2	May 25, 2016 12:26 PM	May 25, 2016 8:26 AM	Department
3	May 20, 2016 8:12 PM	May 20, 2016 4:12 PM	Employee
4	May 20, 2016 4:43 PM	May 20, 2016 12:43 PM	Employment
5	May 19, 2016 9:39 PM	May 19, 2016 5:39 PM	with the agency.
6	May 18, 2016 7:53 PM	May 18, 2016 3:53 PM	Division of WIC
7	May 18, 2016 1:13 PM	May 18, 2016 9:13 AM	Services
8	May 18, 2016 1:11 PM	May 18, 2016 9:11 AM	working with
9	May 17, 2016 3:04 PM	May 17, 2016 11:04 AM	DHEC
10	May 17, 2016 2:06 PM	May 17, 2016 10:06 AM	I am employed
11	May 17, 2016 1:27 PM	May 17, 2016 9:27 AM	here.
12	May 17, 2016 12:09 PM	May 17, 2016 8:09 AM	Employee
13	May 17, 2016 2:16 AM	May 16, 2016 10:16 PM	employee
14	May 16, 2016 8:12 PM	May 16, 2016 4:12 PM	Employee for

15	May 16, 2016 5:26 PM	May 16, 2016 1:26 PM	employee employment
16	May 16, 2016 4:18 PM	May 16, 2016 12:18 PM	duties
17	May 16, 2016 3:51 PM	May 16, 2016 11:51 AM	I work for DHEC
18	May 16, 2016 3:50 PM	May 16, 2016 11:50 AM	empolymnt
19	May 16, 2016 1:55 PM	May 16, 2016 9:55 AM	work their Working here, having a small part in all of the good the
20	May 16, 2016 1:52 PM	May 16, 2016 9:52 AM	Agency does
21	May 16, 2016 1:36 PM	May 16, 2016 9:36 AM	employee Work
22	May 16, 2016 1:32 PM	May 16, 2016 9:32 AM	experience Agency
23	May 16, 2016 1:03 PM	May 16, 2016 9:03 AM	Employee Working for the
24	May 16, 2016 12:43 PM	May 16, 2016 8:43 AM	agency 20 years of working at the
25	May 16, 2016 12:29 PM	May 16, 2016 8:29 AM	Agency Work for
26	May 16, 2016 12:27 PM	May 16, 2016 8:27 AM	SCDHEC Employee's opinion about the work
27	May 16, 2016 12:27 PM	May 16, 2016 8:27 AM	environment Current
28	May 16, 2016 12:22 PM	May 16, 2016 8:22 AM	employee as a part time
29	May 16, 2016 11:43 AM	May 16, 2016 7:43 AM	employee I am an
30	May 16, 2016 11:39 AM	May 16, 2016 7:39 AM	employee. Employment with the
31	May 14, 2016 1:01 AM	May 13, 2016 9:01 PM	agency

32	May 13, 2016 10:09 PM	May 13, 2016 6:09 PM	Personal experience, based on the Preventative Health side of the Agency. Everything that is done form this agency is very important to the state of South Carolina. I have been able to work with every program area in DHEC and find that it's one agency that really needs to stay on the cutting edge of technology to
33	May 13, 2016 9:07 PM	May 13, 2016 5:07 PM	keep all of her
34	May 13, 2016 9:02 PM	May 13, 2016 5:02 PM	Employee Employment
35	May 13, 2016 8:54 PM	May 13, 2016 4:54 PM	with the agency
36	May 13, 2016 8:45 PM	May 13, 2016 4:45 PM	Employee
37	May 13, 2016 8:44 PM	May 13, 2016 4:44 PM	employee Mission to protect public health and
38	May 13, 2016 8:42 PM	May 13, 2016 4:42 PM	environment All Choices
39	May 2, 2016 5:12 PM	May 2, 2016 1:12 PM	above

Which of the following has most influenced your opinion of the Department of Health and Environmental Control?



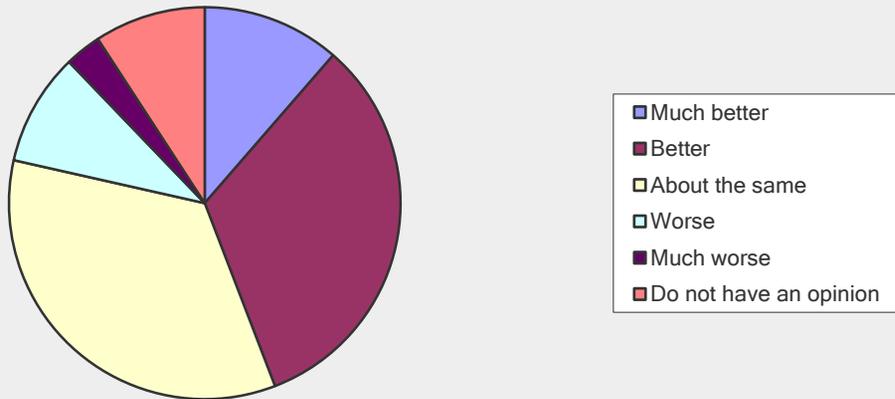
- Media coverage
- Social media
- Internet
- Personal experience with the agency
- Business experience with the agency
- Family member's experience with the agency
- Friend, neighbor or colleague's experience with the agency
- Other (please specify)

May 2016 - Provide Input to the South Carolina House of Representatives' Legislative Oversight Committee

How do you think the Department of Health and Environmental Control functions on an overall basis in comparison to other state agencies in South Carolina?

Answer Options	Response Percent	Response Count
Much better	11.4%	81
Better	32.8%	233
About the same	34.4%	244
Worse	9.3%	66
Much worse	3.0%	21
Do not have an opinion	9.2%	65
<i>answered question</i>		710
<i>skipped question</i>		315

How do you think the Department of Health and Environmental Control functions on an overall basis in comparison to other state agencies in South Carolina?



May 2016 - Provide Input to the South Carolina House of Representatives' Legislative Oversight Committee

Please list any comments, concerns, or suggestions you may have about the Department of Health and Environmental Control. Your response will be quoted verbatim and published online.

Answer Options	Response Count
	257
<i>answered question</i>	257
<i>skipped question</i>	768

Number	Response Date	Eastern Standard Time	Response Text
1	May 31, 2016 7:03 PM	May 31, 2016 3:03 PM	Most of the interview panels at the Bureau of Laboratories are not diverse.
2	May 31, 2016 5:57 PM	May 31, 2016 1:57 PM	The agency seems to recruit and hire persons with little or no training and skills for the job in which they are assigned. oppressive management style at the regional management level has a negative impact on client services to South
3	May 29, 2016 6:30 PM	May 29, 2016 2:30 PM	Caroilina residents
4	May 27, 2016 7:09 PM	May 27, 2016 3:09 PM	What is offered to employees to retain them, such as competitive pay, incentives, and appreciation.
5	May 27, 2016 12:47 PM	May 27, 2016 8:47 AM	knowledgeable and efficient staff; pleasant experience
6	May 26, 2016 6:57 PM	May 26, 2016 2:57 PM	Employees' hands are tied up in the process that it takes a long time to get anything accomplished.
7	May 26, 2016 2:38 PM	May 26, 2016 10:38 AM	Increasing workload; not organized/prepared with changes unfair to employees and pay stinks to put up with such crap from upper manangement
8	May 26, 2016 2:13 PM	May 26, 2016 10:13 AM	I wish the new Director would do something about the "good ol'e boy" system.
9	May 26, 2016 1:39 PM	May 26, 2016 9:39 AM	BOL management is disinterested at best and incompetent at worst. Management is slow to make decisions and uses incomplete and incorrect information. There is a serious lack of communication. DHEC upper management would do well to talk with employees below the division director level and find out the obstacles we face daily just trying to do our jobs. Employees should be able to give input into management evaluations. I have been with BOL over 20 years and morale and confidence in management is the worst I have even experienced. Cookouts and other "morale boosting activities" are not a substitute for competent, involved management. On a positive note, Ms. Heigel seems to be better than Ms. Templeton and it appears she has hired upper management that is actually qualified for their jobs. Thank you for this opportunity, though I do not expect anything to come of this survey and nothing will be done to address employee concerns.
10	May 26, 2016 12:14 PM	May 26, 2016 8:14 AM	

11	May 25, 2016 7:09 PM	May 25, 2016 3:09 PM	2600 Bull Street building needs work - dirty especially in the stair wells and restrooms. Pay equity (not on par with other agencies, and some parts of the agency are paid more than others).
12	May 25, 2016 12:54 PM	May 25, 2016 8:54 AM	The new Director is an asset to the agency unlike the previous. Main concern is the revolving door of employees. In my area alone we have 18 engineers compared to 30 to 40 8 years ago and have lost over 20 in 8 years and 2 last week. Lack of support from the legislature to improve employee retention.
13	May 25, 2016 12:26 PM	May 25, 2016 8:26 AM	Maintaining an experienced Staff. We have gone from 30 to 40 engineers to 20 and now 18 since 2 left lat Friday. The Department is on a much better path than it was 3 years ago. The department should be allowed to do their job without intervention from the outside and should have the support from the legislature to improve the department.
14	May 25, 2016 12:15 PM	May 25, 2016 8:15 AM	Agency appears to have become "top heavy" while clinics/service areas are shorthanded - especially administrative staff.
15	May 23, 2016 8:11 PM	May 23, 2016 4:11 PM	DHEC needs to update equipment, especially computer systems. Some buildings, those over 20 years old, need to be evaluated for safety and security. Employee salaries need to be competetive with other like services.
16	May 23, 2016 4:35 PM	May 23, 2016 12:35 PM	Turn over is high and positions are difficult to fill due to extremely low salaries as compared to private industry, non-profits, other states, and other agencies within South Carolina.
17	May 23, 2016 2:52 PM	May 23, 2016 10:52 AM	DHEC has so many environmental programs and regulations. Often times the programs overlap resulting in unjustified burdens on the regulated community. The DHEC staff has to be extremely knowledgeable of all programs so that the right hand knows what the other hand is doing, not only to prevent over regulation, but also the instances where no action is taken with the assumption that another program will intercede. While it only takes days to learn a regulation, it takes years to develop the technical expertise and understanding to be multi-media (air, land, and water) savvy. The DHEC employees that have multi-media experience need to be paid more for the knowledge that helps the agency be more efficient and can be applied with many more sectors of industry.
18	May 23, 2016 2:38 PM	May 23, 2016 10:38 AM	Answer to # 5 is based on we all have constraints due to budget, short staffed and underpaid. All goes back to the budget. As far as serving the public, The current employees working for all agencies are doing the best job we can with as little as we can. I know for sure the DHEC staff do an awesome job with the public!!!!

19	May 23, 2016 2:21 PM	May 23, 2016 10:21 AM	DHEC employees should know what records they have and don't have...they repeatedly refer customers to other agencies to obtain records that these other agencies (i.e. SCDAH) don't have or that they (DHEC) can provide I feel the agency is no longer concerned with client care, but with the numbers. Productivity and percentages, fewer staff means shorter time with clients and its all about how many of them can you see in a day? And the employees on the front lines are less important each day. Over
20	May 23, 2016 1:19 PM	May 23, 2016 9:19 AM	worked and way underpaid. 1. Communication within the agency is poor at best. 2. Turnover within the water lab at the Hayne Building is frequent. New employees come in to get trained and then leave for better paying jobs or to work in a better environment. Increasing chemist pay may help retain
21	May 23, 2016 12:47 PM	May 23, 2016 8:47 AM	employees.
22	May 23, 2016 11:49 AM	May 23, 2016 7:49 AM	Professional staff, particularly nurses, are very dedicated. The state office of vital records is severely understaffed and poorly supervised. The frustration that causes customers creates an unsettled environment. There are eight customer service windows with only 3 or 4 workers to
23	May 23, 2016 1:37 AM	May 22, 2016 9:37 PM	wait on a room full of people.
24	May 20, 2016 9:01 PM	May 20, 2016 5:01 PM	DHEC has a lot of opportunities to mobilize the community to live healthier lives! Overall, DHEC is a great organization. My only concern is that at times I am not sure as to whom I need to answer to in my department because my immediate supervisor has three assistants and I feel the need to answer to all four of them. I do think having so many people in leadership roles in one department is unnecessary and may cost the
25	May 20, 2016 7:56 PM	May 20, 2016 3:56 PM	agency too much money. There is little to no local DHEC representation in most counties since offices were consolidated under the previous director. In order to apply for permits, request inspections, report dog bites, etc., we now have to make long distance phone calls or travel 50-100 miles to the "central" office. This is both expensive and time consuming. Even then it may take several days after "scheduling" for results. The Beaufort office is a joke, upper management appears arrogant, hateful and spiteful with little regard for the public or the employees there. Hopefully this is not indicative of all "central offices". DHEC should seriously consider putting offices back in the individual counties. We
26	May 20, 2016 7:22 PM	May 20, 2016 3:22 PM	the public deserve more for our tax dollars than an out of date bloated bureaucracy.

27	May 20, 2016 4:43 PM	May 20, 2016 12:43 PM	I enjoy reading the DHEC Dashboard, the agency's employee information portal. The Dashboard is designed to make it easier to stay connected to the latest updates from the DHEC blog, news releases, events, employee spotlights, worksite wellness programs. Keeping South Carolina up-to-date with Healthy Living and the Control of our Environment.
28	May 20, 2016 4:42 PM	May 20, 2016 12:42 PM	The front line staff has always worked diligently to provide services to the citizens. The leadership (from the top to regional management) is recent years has made it difficult as the front line staff has felt abused. The treatment and attitude toward the worker bees of the agency has greatly improved with Director Catherine Heigel.
29	May 20, 2016 3:57 PM	May 20, 2016 11:57 AM	The Department will change their decision if you get your legislatures involved. The decision should not be political - it should be based on laws and regulations
30	May 20, 2016 3:46 PM	May 20, 2016 11:46 AM	We are working to improve how we do business but not there yet
31	May 19, 2016 9:04 PM	May 19, 2016 5:04 PM	DHEC protects our food and our environment.
32	May 19, 2016 8:41 PM	May 19, 2016 4:41 PM	Great agency doing great work for the citizens of SC!! reward and retain the folks who actually do the work, not the self serving incompetent management that is only concerned with justifying their position
33	May 19, 2016 8:30 PM	May 19, 2016 4:30 PM	state employees need comparable pay to other states.
34	May 19, 2016 8:27 PM	May 19, 2016 4:27 PM	DHEC needs to consider the reasons there is such high turnover among staff throughout the agency. Inexperience managers and leaderships expecting individuals to do more with less will drive away the good people needed to run the agency.
35	May 19, 2016 7:02 PM	May 19, 2016 3:02 PM	Salary disparities between African Americans and Caucasians
36	May 19, 2016 5:43 PM	May 19, 2016 1:43 PM	It is concerning that the agency has moved so far away from serving as a safety-net provider, and from developing or working in partnership with other organizations to provide public health programs. As the state's public health agency, DHEC has lost its focus on public health and that puts us all at jeopardy.
37	May 19, 2016 5:18 PM	May 19, 2016 1:18 PM	I am honored to be a DHEC employee and privileged to work for an agency that protects our individual citizens and the environment.
38	May 19, 2016 3:11 PM	May 19, 2016 11:11 AM	Its programs should be better funded, especially the nursing and health departments. This agency should not have to constantly beg for adequate funding.
39	May 19, 2016 2:40 PM	May 19, 2016 10:40 AM	The new regions are too large geographically
40	May 19, 2016 4:00 AM	May 19, 2016 12:00 AM	Really feel that there should be electronic records in the clinic areas.
41	May 18, 2016 7:43 PM	May 18, 2016 3:43 PM	

42	May 18, 2016 5:43 PM	May 18, 2016 1:43 PM	the agency have very low moral for their employees, agency do not value their employees refuse to firght to make sure employees receive yearly raises, would not match our retirement plan, the insureance premiums are very high versus private companies, the agency in Columbia have better pay than the surrounding agencies within DHeC, management need to be more concerning about employees and have some type of experience for their position, very high employment turn overs. there's no compensation for employees 20 plus years, have to wear many hats for your programs with getting better pay. 1. DHEC does not value the employees, NO raises , NO incentives new people are hired instead of the loyal ones promoted, New people are brought into the agency making the salary the old ones make You show no seniority between the two . The young people are leaving because the salary can't even pay there student loans. The state of SC DHEC pays less than other agencies and our supervisor, seem not to be able to give us a raise. I feel the agency has some very loyal employees and should recognize them because they are the keepers
43	May 18, 2016 5:15 PM	May 18, 2016 1:15 PM	I have concerns about the public's perception of DHEC employees. DHEC employees are hard working and dedicated people.
44	May 18, 2016 5:12 PM	May 18, 2016 1:12 PM	The Agency's buildings are in need of maintenance: cleaning the out side of the buildings of dirt, wasp nests, etc. The roofs of some of the buildings are leaking, with possible mold present. Laboratory staff salaries are lower and not competitive with other states or private laboratories. Suggest increasing the laboratory staff salaries to better recruit and maintain staff.
45	May 18, 2016 4:18 PM	May 18, 2016 12:18 PM	To provide the best customer service; the department is lacking a full staff,
46	May 18, 2016 2:55 PM	May 18, 2016 10:55 AM	The staff at DHEC cares about the duties that they perform to protect public health and the environment, they educate industry and the public as well as enforcing regulations.
47	May 18, 2016 2:22 PM	May 18, 2016 10:22 AM	Employees are underpaid for the responsibilities in the jobs they do.
48	May 18, 2016 2:18 PM	May 18, 2016 10:18 AM	Staff are concerned about the public's well-being overall; but must operate within regulatory boundaries.
49	May 18, 2016 1:36 PM	May 18, 2016 9:36 AM	Excellent leadership produces excellent customer service!
50	May 18, 2016 1:13 PM	May 18, 2016 9:13 AM	need better ways to compensate hard working employees
51	May 18, 2016 1:11 PM	May 18, 2016 9:11 AM	I think its employees should have more training
52	May 18, 2016 12:44 PM	May 18, 2016 8:44 AM	raises/ promotions based on experience and education; need to promote greater employee incentives and reward to recruit/ retain quality staff; needs to promote wellness programs, work-from-home opportunities, and training/ educational development to compete with corporate employers
53	May 17, 2016 9:56 PM	May 17, 2016 5:56 PM	

54	May 17, 2016 9:48 PM	May 17, 2016 5:48 PM	Need inspectors in every county like it used to be Needs neater, more professional offices- does not promote a good image; needs more public outreach/ promotion of DHEC services; needs greater frequency of restaurant inspections
55	May 17, 2016 9:44 PM	May 17, 2016 5:44 PM	As always we work hard for very little pay 26.5 yrs ,pay does not reflect my yrs. of service.
56	May 17, 2016 9:00 PM	May 17, 2016 5:00 PM	matter what program they work for. The "Hierarchy" of this agency does not seem to recognize this. When someone can be hired in at the same salary or higher as someone who has been working here for many many years in that same position with a wealth of experience, something is wrong with that. No matter how much we voice our opinions about that and other concerns it seems as though no one is listening or even concerned. We are always short staffed because of a constant high turn over with staff and that's anyone from Nurses to Admin and everybody in between. Is anyone up there concerned? It seems as though "Public Health Services" is a thing of the past. I suggest we get back to the business of serving clients with a lot less paper, electronic records, and incentives for deserving employees.
57	May 17, 2016 8:34 PM	May 17, 2016 4:34 PM	DHEC has improved in its customer service.
58	May 17, 2016 7:54 PM	May 17, 2016 3:54 PM	They seem to not care about there lower level employees. They do not get raises and there complaints seem to fall on death ears. Employees seem to be overworked due to lack of staff because staff are leaving because of moral. Valuable resource for our state. DHEC helps protect the citizens of South Carolina.
59	May 17, 2016 7:53 PM	May 17, 2016 3:53 PM	New employees that you train makes a larger salary than you.
60	May 17, 2016 6:30 PM	May 17, 2016 2:30 PM	1. As a citizen, I am concerned about the Certificate of Need process. What do other states do? 2. I am an hourly employee, and wondered whether a small raise is in my future, since I have been at the same rate for at least 10 years. I believe that hourly employees are very cost effective for the state, since we receive no benefits. 3. I am a WIC employee, and I believe that the WIC department is very well run, and that we are continuously improving the service that we are giving our clients.
61	May 17, 2016 5:03 PM	May 17, 2016 1:03 PM	
62	May 17, 2016 4:44 PM	May 17, 2016 12:44 PM	

			The agency was functioning well, both internally and externally, before Catherine Templeton took over the agency. Templeton basically destroyed the morale of the agency by her firings, her stern leadership, no one could speak against her and basically no communication from her office. During Templeton's tenure, the Information Technology Department basically took on the same manage style, causing people to leave and "NO" communication. Thank goodness, for Catherine Heigel. She had/has a tremendous job of rebuilding the agency, internally again. She's doing a great job. Communicating, filling vacancies with knowledgeable staff, showing a strong concern about the employees. Now, we don't find out about what's happening in the agency thru the news media, like we did with Templeton. The agency is becoming strong again.
63	May 17, 2016 3:04 PM	May 17, 2016 11:04 AM	
64	May 17, 2016 2:06 PM	May 17, 2016 10:06 AM	n/a
			Morale has been low for years. Employee performance evaluations are not completed by managers yearly so you never know how you perform in your job. No pay raises; which is possibly has a correlation to receiving no evaluation. Managers receive pay raises consistently. Little to no opportunities for advancement. Approval processes are not consistent and are changed on the fly; takes extremely long time for decisions to be made. Would like to see more diversity in the agency especially in management roles.
65	May 17, 2016 2:01 PM	May 17, 2016 10:01 AM	
66	May 17, 2016 1:38 PM	May 17, 2016 9:38 AM	Is truly community focused. previous director. She is trying to improve service delivery & support ideas to improve employee morale. However, internal communication remains a challenge at all levels within DHEC. I feel that I am often not included in decisions made that directly impact my staff/direct reports. It creates a level of frustration and a feeling that your opinion does not matter or that your voice is not important. Staff report feeling as if they are being dictated to rather than being given an opportunity to participate in the decision making process. I would love to see more opportunity for employee participation in decision making at all levels.
67	May 17, 2016 1:27 PM	May 17, 2016 9:27 AM	
68	May 17, 2016 1:19 PM	May 17, 2016 9:19 AM	Be firm and stern about being "One DHEC"

69	May 17, 2016 1:19 PM	May 17, 2016 9:19 AM	<p>Like the new director. Seems to really care about staff and fixing the agency. Morale is much better/less fear. Employees getting more info on what's going on at the agency from leadership with new director/better communication to employees. Not learning about things going on at work for the first time in the newspaper/TV anymore. Like most of the changes that have been made, especially the dashboard and employee appreciation efforts. Only suggestion is need to focus more on fixing IT because it has gotten really slow. Takes a long time to get a new computer/repairs done, internet is slow and tech support seems overwhelmed.</p> <p>I don't think the public is totally aware of the many different aspects of the Department of Health and Environmental Control, and it's impact on the general public. The staff are very caring people who are genuinely concerned about the health and well-being of the citizens of South Carolina. Many times the employees are not compensated, or recognized for their work or efforts, and are taken for granted.</p>
70	May 17, 2016 12:48 PM	May 17, 2016 8:48 AM	<p>DHEC has been plague with numerous problems across the board. The unfair hiring practices, management and staffing problems are just a few issues that have been noticed internal and externally. Perhaps, by fixing its internal problems to build a strong foundation can have a positive impact on the community's image of the agency. Public awareness to educate communities about the services they can expect from DHEC.</p>
71	May 17, 2016 12:15 PM	May 17, 2016 8:15 AM	
72	May 17, 2016 12:09 PM	May 17, 2016 8:09 AM	<p>DHEC IS AN AGENCY THAT REACTS TO PROBLEMS RATHER THAN USES SOUND PROACTIVE STEPS TO AVOID THINGS HAPPENING IN THE FIRST PLACE. MANAGEMENT MAKES DECISIONS WITHOUT INVOLVING STAFF THAT IT AFFECTS---ASK FOR INPUT FROM THE PEOPLE THAT ACTUALLY DO THE WORK!!!! STOP GIVING RAISES BASED ON CLICKS RATHER THAN PERFORMANCE. ONE OF THE BIGGEST MOTIVATORS, FOR MOST PEOPLE, IS MORE MONEY NOT A MUFFIN!!!! DHEC STOP WASTING TAX PAYERS MONEY BY ELIMINATING PROGRAMS THAT BLEED MONEY EVERY YEAR. LAST BUT NOT LEAST, START LETTING EMPLOYEES EVALUATE OR CRITIQUE THEIR SUPERIORS AND USE THAT AS A TOOL TO ADD TO THEIR EVALUATION EVERY YEAR----- THEY EVALUATE US WHY CAN'T WE EVALUATE THEM!!!!</p>
73	May 17, 2016 8:55 AM	May 17, 2016 4:55 AM	
74	May 17, 2016 6:58 AM	May 17, 2016 2:58 AM	<p>Sound management structure lacking.</p> <p>An agency of dedicated public servants who work extremely hard (very little pay) to protect all of our communities across the state.</p>
75	May 17, 2016 2:16 AM	May 16, 2016 10:16 PM	

76	May 16, 2016 9:32 PM	May 16, 2016 5:32 PM	DHEC has one responsibility: to protect the health of South Carolinians. The mission cannot be accomplished by separating the agency. The new leadership needs to be given the opportunity and resources to improve the agency. Need more professional and clean, presentable, uniform facilities to promote a positive image; Need more public outreach and promotion of DHEC services and goals; Need more staff to ensure adequate inspections of food facilities (at least once per year)
77	May 16, 2016 8:46 PM	May 16, 2016 4:46 PM	In my opinion, all the traveling for training, and covering for other sites..... that if we did training on line or by live tv and had extra people from closer sites to cover that we could save a lot of money.
78	May 16, 2016 8:12 PM	May 16, 2016 4:12 PM	Great employees, they are hard working and take their work seriously. They show concern about the health of the people of South Carolina and the Environment for our state. They are ALL under paid for what they do for us.State employees in this Agency deserve better pay. I feel with the new administration our voices are being
79	May 16, 2016 8:03 PM	May 16, 2016 4:03 PM	heard and changes are being implemented.
80	May 16, 2016 7:54 PM	May 16, 2016 3:54 PM	They have forgotten their mission statement.
81	May 16, 2016 7:24 PM	May 16, 2016 3:24 PM	Comments: Better salary adjustments reflective of staff with secondary degree(s), credentials and experience.
82	May 16, 2016 7:09 PM	May 16, 2016 3:09 PM	needs more from enforcement
83	May 16, 2016 7:02 PM	May 16, 2016 3:02 PM	The air quality in the SC DHEC buildings is unsafe to its employees and others. This should be corrected in the current buildings or other, safer work areas should be made available asap. Also, there should be additional amenities provided to the public in the lobby area of the first floor (such as a snack machine and water fountain) so that members of the public are not allowed unattended in areas where ID cards are necessary for entry (any place beyond the lobby and the Vital Records office).
84	May 16, 2016 6:52 PM	May 16, 2016 2:52 PM	The air quality in the SC DHEC buildings is unsafe to its employees.
85	May 16, 2016 6:47 PM	May 16, 2016 2:47 PM	Ms Temleton managed to take an agency that, while not perfect, strove to protect public health and assist the citizens of South Carolina and turn it into a beauricratic
86	May 16, 2016 6:36 PM	May 16, 2016 2:36 PM	black hole most people expect government agencies to be. Ms Temleton managed to take an agency that, while not perfect, strove to protect public health and assist the citizens of South Carolina and turn it into a beauricratic
87	May 16, 2016 6:35 PM	May 16, 2016 2:35 PM	black hole most people expect government agencies to be.
88	May 16, 2016 6:30 PM	May 16, 2016 2:30 PM	Technical staff should be appreciated for the expertise they bring to the table and compensated appropriately.

			At the Bureau of Labs some of the departments are working with out-dated instruments and have been told there is no money to upgrade. If we could get better equipment, I believe it would save the Agency money in the long run. We waste money on equipment that we have bought and have done the validation on and it sits because no one checks the results to get the instruments up and running. We are also wasting money on Specimen Gate, which is a new computer program for Newborn Screening. We have been paying money on it for a couple of years and are still not up and running.
89	May 16, 2016 6:25 PM	May 16, 2016 2:25 PM	The demand for more advanced technology is well over due.
90	May 16, 2016 6:16 PM	May 16, 2016 2:16 PM	Offer more ways to advance in career paths and then compensate appropriately. Also, support maternity leave without having to use all/some of one's annual/sick leave. Try to retain employees versus a constant revolving door of new employees.
91	May 16, 2016 5:56 PM	May 16, 2016 1:56 PM	DHEC is effective as it is now and should not be broken apart or placed under the control of another agency.
92	May 16, 2016 5:53 PM	May 16, 2016 1:53 PM	Although I believe good customer service provided to our clients is a great thing, I think though it would be better if the internal clients ie we the employees were treated with more incentive to work better and serve our clients better.
93	May 16, 2016 5:52 PM	May 16, 2016 1:52 PM	People are doing a lot of good with very little.
94	May 16, 2016 5:49 PM	May 16, 2016 1:49 PM	I feel that the agency has become to large to be handled under one umbrella. I feel the Dept of Health and the Dept of Environmental need to be two separate agencies so that all needs and concerns can be met. The needs of certain parts of the agency are not being met because there always seems to be other more pressing issues to be dealt with. Employee compensation is very low in comparison to other state governments. Some employees are required to work on weekends, holidays, and in inclement conditions with any additional compensation. Equipment is very old and when new equipment arrives it sits for years because management takes forever to complete clearance for its usage. Employee morale is low and a lot of quality employees are being lost because they no longer have the patience to wait out their concerns dealt with.
95	May 16, 2016 5:49 PM	May 16, 2016 1:49 PM	The housecleaning that has happened in the last few years has gotten rid of a lot of dead wood but having a new administration every year has done nothing to fix serious problems with recruiting and retaining a good workforce.
96	May 16, 2016 5:48 PM	May 16, 2016 1:48 PM	Treatment of employees, managers who cannot solve problems or are unwilling to solve problems. Leadership above frontline does not support employees and do not care about quality care of clients.
97	May 16, 2016 5:47 PM	May 16, 2016 1:47 PM	

98	May 16, 2016 5:46 PM	May 16, 2016 1:46 PM	I think that if we had better wages we would have more loyal employees willing to stay longer.
99	May 16, 2016 5:37 PM	May 16, 2016 1:37 PM	none
100	May 16, 2016 5:33 PM	May 16, 2016 1:33 PM	Everyone in Supervisory positions always make changes and not realize how this effects everyone. A professional Agency of qualified employees that strives to achieve consistency and proper scientific evaluations for the the citizens and business community in SC.given the enacted regulations buy the legislature.
101	May 16, 2016 5:26 PM	May 16, 2016 1:26 PM	No pay raises when requested (10 years), many turnovers,
102	May 16, 2016 5:25 PM	May 16, 2016 1:25 PM	and no morale The epitome of a bureaucracy-driven "top-down" governance, which is commendably effective at inhibiting agency efficiency and deterring employee initiative.
103	May 16, 2016 5:14 PM	May 16, 2016 1:14 PM	too many chiefs not enough indians
104	May 16, 2016 5:00 PM	May 16, 2016 1:00 PM	In the 3 years I have been employed with the agency, great changes were highly noticeable once the new Director of the Agency was appointed. She came in and immediately began addressing issues and concerns employees had. Our new Director has shed a positive light on the Agency, which helped boost a once diminishing morale. She not only cares about the concerns of employees, but also the concerns of the citizens and stakeholders.
105	May 16, 2016 4:43 PM	May 16, 2016 12:43 PM	DHEC should begin to be more creative with their employment opportunities for staff with regards to creating part time positions to keep young professionals and more veteran, skilled employees longer when they can't work full time.
106	May 16, 2016 4:18 PM	May 16, 2016 12:18 PM	most of the interiors for DHEC look like rats and roaches live there.
107	May 16, 2016 4:11 PM	May 16, 2016 12:11 PM	is a great leader and has a very good executive management team. Good leadership makes all the difference when it comes to managing and leading employees. Employees are now allowed to perform their job duties with ease and accountability. Everyone will not always be satisfied, but the agency is moving in a good direction.
108	May 16, 2016 4:06 PM	May 16, 2016 12:06 PM	I think the patients best interest has been forgotten and the agencies budget/ management whoas have taken priority. If it were not for the public, we would not be needed as an agency.
109	May 16, 2016 4:00 PM	May 16, 2016 12:00 PM	I tried to write some comments here but it kept saying invalid format.
110	May 16, 2016 3:56 PM	May 16, 2016 11:56 AM	DHEC is trying to move forward as an agency in pioneering the best solutions for protecting public health and the environment in a modern world
111	May 16, 2016 3:46 PM	May 16, 2016 11:46 AM	Poor Leadership and "Good Ole' Boy" Network still in full effect.
112	May 16, 2016 3:18 PM	May 16, 2016 11:18 AM	

113	May 16, 2016 3:16 PM	May 16, 2016 11:16 AM	<p>sc employees are not paid salaries that are comparable to georgia and north carolina</p> <p>At the DHEC BOL, I have witnessed favoritism and conflicts of interest during the hiring and promoting process. In upper management, there is little if no diversity. People who are in certain "groups" and positions will determine the extent of someone else's promotion, pay raise or career depending on their personal feelings. Because of these actions, very good, highly qualified techs are held back or even quit. There are great techs here, but the moral is very low because the of the current situation and because the future here looks bleak.</p>
114	May 16, 2016 3:14 PM	May 16, 2016 11:14 AM	<p>DHEC is moving in the right direction. The leadership is implementing great plans to advance the agency and its employees.</p>
115	May 16, 2016 3:03 PM	May 16, 2016 11:03 AM	<p>No agency in state government has the potential to impact the lives of the citizens of SC more than DHEC. Despite the wide array of services provided, DHEC is an efficiently run agency. The linkage between the health of our environment and our citizens is inseparable. DHEC staff are dedicated, highly qualified professionals who care about the people they serve.</p>
116	May 16, 2016 2:51 PM	May 16, 2016 10:51 AM	<p>DHEC needs better management that really know how the clinics operate and who are willing to help clinic staff give better customer service to our clients.</p>
117	May 16, 2016 2:49 PM	May 16, 2016 10:49 AM	<p>Staff seem to lack desire to excel</p> <p>DHEC and most other state agencies would be vastly improved by providing them funding to be able pay for enhancements and improvements to methodology, staff morale, and helping the public know exactly what is happening inside said agencies.</p>
118	May 16, 2016 2:38 PM	May 16, 2016 10:38 AM	
119	May 16, 2016 2:32 PM	May 16, 2016 10:32 AM	<p>I am extremely proud to be an employee of the Department of health and Environmental Control. We work very hard to sure the safety of our environment. We work as a team to achieve our goals.</p>
120	May 16, 2016 2:30 PM	May 16, 2016 10:30 AM	<p>Often, DHEC is the target of negative media attention, but in my experience, DHEC has dedicated and knowledgeable staff. The environmental part of the agency really struggles with a lack of funding and adequate staff to perform necessary duties. Outdated technology exacerbates the problem of slow turnaround and poor communication.</p>
121	May 16, 2016 2:12 PM	May 16, 2016 10:12 AM	<p>Improve customer service</p>
122	May 16, 2016 2:05 PM	May 16, 2016 10:05 AM	

123	May 16, 2016 2:02 PM	May 16, 2016 10:02 AM	Management on the regional level could be better as they still operate on the premise of friends helping friends and not about education and experience. Employees who are friends of management, have received promotions that were not other wise posted for others to apply and received raises when no one else received a raise which makes it difficult for moral around the agency. Turn over in employees is high and no changes are being done to address this. It is still who you know. Management establishes guidelines with out input from front line workers, which causes some RNs to not have lunch due to the over scheduled pts.
124	May 16, 2016 2:01 PM	May 16, 2016 10:01 AM	The programs that they offer need to be promoted more so that the community knows what great programs they have to offer. There are a great deal of resources-both financial and employee talent-misused and ultimately lost due to lack of leadership in supervisory and managerial positions. While the new strategic goals for this agency are well-defined, they are not making it "down the ladder" to support employees on the "front lines" be more effective in their service to the state. Our facilities, technologies, and policy procedures are grossly outdated, making it nearly impossible to stay competitive and effective in the services we provide.
125	May 16, 2016 2:01 PM	May 16, 2016 10:01 AM	The state is wasting alot of time and money not holding webinar trainings for the employees
126	May 16, 2016 2:00 PM	May 16, 2016 10:00 AM	All health departments need to have extended hours a couple days a week.
127	May 16, 2016 1:54 PM	May 16, 2016 9:54 AM	There's lack of morale in the workplace and recognition of staff.
128	May 16, 2016 1:54 PM	May 16, 2016 9:54 AM	SCDHEC is a great place to work because the Agency supports so many different programs, there is always something new to learn.
129	May 16, 2016 1:52 PM	May 16, 2016 9:52 AM	Better compensation and work environment with proper up to date equipment.
130	May 16, 2016 1:39 PM	May 16, 2016 9:39 AM	Lack of communication between CO and Regional Staff is a serious issue. Staff who actually perform the work on a daily basis are not given the opportunity to share their ideas/input. There is not a cohesive "team" feel but an "us vs. them" mentality. Salaries are inferior to the private sector as well as other state agencies, particularly for seasoned staff. Morale is low/turn-over is high.
131	May 16, 2016 1:29 PM	May 16, 2016 9:29 AM	State employee wages are lower than national and regional averages.
132	May 16, 2016 1:28 PM	May 16, 2016 9:28 AM	
133	May 16, 2016 1:27 PM	May 16, 2016 9:27 AM	Little to no leadership for over 2 years.

134	May 16, 2016 1:25 PM	May 16, 2016 9:25 AM	Public, legislature, other agencies,... don't understand DHEC's legal authorities. They assume DHEC can do anything that relates to their perception of their health or their environment. The employees work hard and try to do their jobs. They are not appreciated by the governor, legislature and much of the public. Appointing someone like Templeton, who thought any one with a DHEC badge could perform any task that DHEC had to, shows the ignorance or the lack of respect of our leadership.
135	May 16, 2016 1:24 PM	May 16, 2016 9:24 AM	Need to have more tech savvy (ie: electronic medical records)
136	May 16, 2016 1:20 PM	May 16, 2016 9:20 AM	Pay grade is not what it should be for employees
137	May 16, 2016 1:18 PM	May 16, 2016 9:18 AM	I think the DHEC has established a standard of care throughout the community and state.
138	May 16, 2016 1:18 PM	May 16, 2016 9:18 AM	I feel that this dept. needs to become more visible to the communities, and lead the way in promoting excellent healthcare for all SC communities.
139	May 16, 2016 1:17 PM	May 16, 2016 9:17 AM	DHEC should definitely promote its services to citizens. Some services are well known (ie: WIC, Food Inspections (thanks to TV)) other services not as much.
140	May 16, 2016 1:12 PM	May 16, 2016 9:12 AM	There are a lot of individuals that are knowledgeable, but not in the positions that suit their knowledge. I wish more people were put in positions that showed their full capabilities.
141	May 16, 2016 1:07 PM	May 16, 2016 9:07 AM	I suggest that the agency will reconsider doing TB skin testing again. We stopped about 5-6 years ago and to this day we get numerous calls from he public wanting to come for a test. It would generate funds for the agency and would certainly make it less complicated for the public to have access to this service.I know change takes place from time to time but something that has been instrumental for long time is not there anymore takes a bit getting use to.
142	May 16, 2016 1:06 PM	May 16, 2016 9:06 AM	Management little understands the mission and inner workings of the agency. Employees are underappreciated and underpaid. Promotions are seldom based upon experience and/or ability, but upon who has connections/friendships.
143	May 16, 2016 1:05 PM	May 16, 2016 9:05 AM	Very disappointed in the lack of any pay raise based on experience
144	May 16, 2016 1:00 PM	May 16, 2016 9:00 AM	The overall moral of this agency is mediocre at best because of the lack of integrity of the upper management, lack of trust of upper management by the average worker, and a severely low disconnect of upper managements value of individual employees concerning: salaries, diversity, & representation in management and upper-management levels. Upper management (in the bureau I'm employed in has basically taken the "If you don't like it, leave, but we appreciate you, not" approach.
145	May 16, 2016 1:00 PM	May 16, 2016 9:00 AM	

146	May 16, 2016 12:59 PM	May 16, 2016 8:59 AM	The agency in charge of protecting the air we breathe and the water we drink should not be on the bottom of the list of state employee salaries. It is bad enough that SC state employees are in the bottom 25% of the southeast salaries, but this agency should not be in the bottom 25% of the SC salaries.
147	May 16, 2016 12:57 PM	May 16, 2016 8:57 AM	Increase salaries Too many people have a title of Supervisor that is not necessary. There are many upper management positions in the WIC program that could really be consolidated.
148	May 16, 2016 12:57 PM	May 16, 2016 8:57 AM	The public is not served well because there is no representation from the agency in most counties since they were all centralized to 6 locations. The citizens of this state should not have to drive in some cases 50 miles to talk to a DHEC person face to face.
149	May 16, 2016 12:54 PM	May 16, 2016 8:54 AM	The Department of Health and Environmental Control regulates so much that people in SC are not even aware of. They do a great job of performing inspections, investigating complaints, and providing good customer service towards the public. No agency is perfect. However, DHEC has a lot of employees with heart who are passionate about what they do and they desire to serve the public well.
150	May 16, 2016 12:53 PM	May 16, 2016 8:53 AM	Employees are open, friendly and easy to work with.
151	May 16, 2016 12:51 PM	May 16, 2016 8:51 AM	DHEC has done a terrible job of retaining experienced professionals. The comparative low pay for employees even against other state agencies is a deterrent to career minded staff.
152	May 16, 2016 12:51 PM	May 16, 2016 8:51 AM	central office management's decisions in relation to the preventive health clinics. Management seems more interested in self-promotion and making a name for themselves than valuing other staff. Customer service and teamwork are preached, however, front line staff are usually the last to be consulted and the first to be reprimanded. The turn-over of staff statewide should be an alarming wake up call that the agency is run by fools. I believe Director Heigel wants to make DHEC a better place, and given the time and resources she could accomplish that.
153	May 16, 2016 12:51 PM	May 16, 2016 8:51 AM	Run down facilities - disconnect between the health and environmental side, as far as research and science initiatives
154	May 16, 2016 12:50 PM	May 16, 2016 8:50 AM	It would be nice if DHEC management included some medical doctors.
155	May 16, 2016 12:50 PM	May 16, 2016 8:50 AM	

156	May 16, 2016 12:50 PM	May 16, 2016 8:50 AM	DHEC is a great organization; filled great people who work very hard and try there best everyday to make South Carolina a better place. The only draw back I see is that often times they seem to lack some of the resources they may need to most effectively perform their wonderful jobs. But overall amazing interpersonal relationships between dhcc and the public is a normal sight in this agency. Great Agency full of Great People, only draw back is an overall lack of resources (and probably compensation) for these outstanding individuals.
157	May 16, 2016 12:48 PM	May 16, 2016 8:48 AM	I enjoy working at DHEC and feel like we provide an important contribution to the welfare of the state.
158	May 16, 2016 12:47 PM	May 16, 2016 8:47 AM	The department of health needs more front line staff admin Understaffed, no back up on analysis', underpaid, no room for advancement
159	May 16, 2016 12:46 PM	May 16, 2016 8:46 AM	New Administration is not much different then Templeton administration. Our HR dept continues to be weak. Jobs continue to be created to support those above who cannot do their job. Please take a loll at the leadership at the state lab as well as other Divisions
160	May 16, 2016 12:39 PM	May 16, 2016 8:39 AM	There has been a massive departure of experience and knowledge from the agency in the past several years. Pay increases based on merit should be provided to retain current technical staff. Way too many "assistant" management positions. More emphasis should be placed on maintaining an adequate level of technical staff.
161	May 16, 2016 12:39 PM	May 16, 2016 8:39 AM	I think DHEC is a great state agency to work for, we have our faults like all other state agencies but it still enjoy coming to work everyday. However, I would like to see information and directives from upper management be communicated better to all staff and follow up if necessary. It has gotten extremely better but there still seems to be a disconnect.
162	May 16, 2016 12:38 PM	May 16, 2016 8:38 AM	The Department is understaffed.
163	May 16, 2016 12:37 PM	May 16, 2016 8:37 AM	In my experience as far as dealing with any agency in the state the Department of Health and Environmental Control has been the best experience by far. Very professional and caring overall.
164	May 16, 2016 12:34 PM	May 16, 2016 8:34 AM	I really wish that we were still doing TB testing because for such a long time we were the staple for testing and then it was taken out of the health dept but we get 100's of calls from the public wanting to come and get a TB skin test and I have to tell them we no longer have that service. it would certainly generate revenue for the agency if were still doing them.
165	May 16, 2016 12:34 PM	May 16, 2016 8:34 AM	

166	May 16, 2016 12:34 PM	May 16, 2016 8:34 AM	Money has always been an issue for resources. The availability of resources(vehicles, equipment, etc.) were better 5-10 year ago then they are now. When EQC was placed with the Health Department, resources for EQC have been merged with Environmental Health and due to the lack of understanding of the Environmental side, it does not get priority as it once did. Also, the IT resources are lacking since Footprints came about and EQC no longer has it's own IT personnel.
167	May 16, 2016 12:33 PM	May 16, 2016 8:33 AM	Why does DHEC pay it's front line staff so little as compared to other agencies? Some African American managers and employees show preference to other African Americans
168	May 16, 2016 12:33 PM	May 16, 2016 8:33 AM	Excessive red-taping; I believe the agency and the public are disconnected; The lack of pay increases is also an issue. You can work for this agency for many years and because there is very little to no increases you have new hires that make the same or even more than someone who has been here with 3 or more years, prior experience, and master and/or PhD degrees. Leadership and their subordinates are disconnected. This agency can be great; however, more than surface changes need to take place. We are under-paid, no tuition assistance, no loan repayment, no pay raises, over-worked at times; some of us have several jobs pinned on us due to high turnover. I hope there is some revamping quick before we lose more great people.
169	May 16, 2016 12:33 PM	May 16, 2016 8:33 AM	DHEC is vital in serving the diversified population in our communities. Clients are seen in the Health Dept. when they can't afford patient care from a private source.
170	May 16, 2016 12:30 PM	May 16, 2016 8:30 AM	DHEC's staff are here to help the people of SC. The legislature needs to provide the resources for a well trained and educated staff
171	May 16, 2016 12:29 PM	May 16, 2016 8:29 AM	Not enough staffing, frequent staff turnover, poor staff retention, low salary for employees; all of which affect employees being able to provide excellent service to the public.
172	May 16, 2016 12:29 PM	May 16, 2016 8:29 AM	I feel like this agency plays a vital role in the health of our state, the environment, and it's citizens. More resources should be allocated to it's cause.
173	May 16, 2016 12:28 PM	May 16, 2016 8:28 AM	DHEC need to show their employee's they are cared about by providing a less stressful work environment. There should also be pay increases biased on fair employee work ethic.
174	May 16, 2016 12:27 PM	May 16, 2016 8:27 AM	Surveillance and clinical need to be able to communicate openly. There needs to be more control at each individual site. We need a raise.
175	May 16, 2016 12:26 PM	May 16, 2016 8:26 AM	

176	May 16, 2016 12:22 PM	May 16, 2016 8:22 AM	DHEC needs to place a greater emphasis on developing, funding, and staffing a comprehensive groundwater/surface water management program.
177	May 16, 2016 12:21 PM	May 16, 2016 8:21 AM	DHEC has been through many changes over the last few years. I can honestly say the morale continues to improve each day among staff, and that we have the right leadership in place to improve public perception.
178	May 16, 2016 12:16 PM	May 16, 2016 8:16 AM	Provide adequate funding for the agency.
179	May 16, 2016 12:14 PM	May 16, 2016 8:14 AM	I appreciate the new hierarchy trying to help improve the situation at the Agency.
180	May 16, 2016 12:09 PM	May 16, 2016 8:09 AM	The agency needs updates in its IT infrastructure. More funding should be provided for server capacity and functionality of DHEC applications and programs.
181	May 16, 2016 12:08 PM	May 16, 2016 8:08 AM	I think it is a very good agency that does not get credit where credit is due.
182	May 16, 2016 12:08 PM	May 16, 2016 8:08 AM	Overall I absolutely love my job. I have very good management to work with. Would like to see more done on employee retention and salaries.
183	May 16, 2016 12:07 PM	May 16, 2016 8:07 AM	Every citizen has contact with Environmental Health from Birth to Death. When you are born they handle birth cert., turn water on the morning, DHEC makes sure it is safe, sewer is controlled by DHEC, the food you buy to cook or already prepared is inspected by DHEC, when you die, your death cert. is handled. Without DHEC SC would not be a great place to live.
184	May 16, 2016 12:02 PM	May 16, 2016 8:02 AM	In the Bureau that I work, many current employees are reaching retirement age. I am concerned that their knowledge will not be adequately passed onto the next workforce in place. I am especially concerned that efforts to retain current employees, mostly due to insufficient pay compensation, will seriously hamper this agencies ability to conduct superior work.
185	May 16, 2016 11:47 AM	May 16, 2016 7:47 AM	The DHEC Director has been a wonderful addition to our TEAM. Catherine has address concerns and made all feel employees feel like a valued TEAM member. I love coming to work every day because the people that work at DEHEC are my extended family.
186	May 16, 2016 11:46 AM	May 16, 2016 7:46 AM	Employees are paid less than other agencies
187	May 16, 2016 11:43 AM	May 16, 2016 7:43 AM	missed opportunity for positive public health actions
188	May 16, 2016 11:39 AM	May 16, 2016 7:39 AM	As an employee of DHEC, I see first hand that we are in a constant state of interviewing, hiring and training of personnel. I think with the pay scale and lack of merit based pay raises individuals accept a job with DHEC but then move on to a better paying job when they have the opportunity. Too much time and too much money is invested in hiring and training people only to have them leave after a short while.
189	May 16, 2016 11:38 AM	May 16, 2016 7:38 AM	DHEC needs to continue with the ongoing efforts of internal and external communications.

190	May 16, 2016 11:38 AM	May 16, 2016 7:38 AM	From my experience of working with another state Department of Health, the SC HIV/STD division is more in tune with the training needs of grantees and offer an array of trainings. I would have former coworkers from another state come to the trainings offered by the SC HIV/STD Division.
191	May 16, 2016 11:18 AM	May 16, 2016 7:18 AM	It is hard to keep good employees within DHEC because the pay is not acceptable for highly productive individuals. Furthermore, the agency keeps employees who do not move the agency forward through their poor work ethic. The salary for the average employee is very low. Only certain employees have get raises and have a good income.
192	May 16, 2016 11:08 AM	May 16, 2016 7:08 AM	Very good agency to work for.
193	May 16, 2016 10:59 AM	May 16, 2016 6:59 AM	Environmental Affairs side has no accountability for supervisors and managers, causing good employees to leave
194	May 16, 2016 10:29 AM	May 16, 2016 6:29 AM	The current Agency administration is very professional and dedicated to the mission of the Agency.
195	May 16, 2016 10:21 AM	May 16, 2016 6:21 AM	It is difficult to staff this agency adequately when the salaries paid are not competitive, especially with administrative staff.
196	May 16, 2016 2:46 AM	May 15, 2016 10:46 PM	Cannot get service in my county. Must go to another county for service.
197	May 16, 2016 1:18 AM	May 15, 2016 9:18 PM	Pay raises for admins.
198	May 15, 2016 10:06 PM	May 15, 2016 6:06 PM	Does anyone know who does what at DHEC?
199	May 15, 2016 7:24 PM	May 15, 2016 3:24 PM	high employee turnover rate
200	May 15, 2016 4:50 PM	May 15, 2016 12:50 PM	Si tffort to heal the wounds created by the past administration: public opinion of staff intelligence, dedication and commitment. when an agency
201	May 15, 2016 4:30 PM	May 15, 2016 12:30 PM	Would like SC government, in general to start being more proactive. It not only saves money in the long run but it will increase the efficiency of operations and the Government's image to the public. DHEC has become increasingly better since the new Director has taken position. However, there are still areas that need improvement, specifically investing in employees - training and involvement in decision making for standard operating procedures, etc., increased salary to attract and keep higher quality employees, IT capabilities - reduction in redundancy, etc.. I would also like to see more outreach and community involvement from all departments within DHEC - workshops, information sessions, etc. for the public, industry, etc.
202	May 14, 2016 11:27 PM	May 14, 2016 7:27 PM	Treats employees poorly, poor management
203	May 14, 2016 11:12 PM	May 14, 2016 7:12 PM	So much money has been spent in the STI area yet our state's ranking has worsen year after year, particularly among African American population. Why?
204	May 14, 2016 10:28 PM	May 14, 2016 6:28 PM	The bosses get all the raises and bonuses. What about the front line employees?
205	May 14, 2016 8:47 PM	May 14, 2016 4:47 PM	

206	May 14, 2016 6:05 PM	It seems that DHEC never knows what thwy actually do or who in their department actually does it. Thw website is horrible and information is hard to find.
207	May 14, 2016 4:03 PM	More so than any other agency I've dealt with, their customer service is leaps and bounds better than I've experienced elsewhere.
208	May 14, 2016 2:29 PM	It appears that DHEC doesn't mind overworking their employees. Add more work without extra pay and when positions are vacated they are not filled. Also if they are filled, they are filled by individuals that do not have the experience or knowledge to lead.
209	May 14, 2016 12:44 PM	Since Catherine Heigel became director of the agency there has been a marked change in the work place atmosphere. She was an excellent choice to lead the agency.
210	May 14, 2016 11:47 AM	Loss of experienced,knowledgeable staff to retirement and during restructuring has left some areas dependent on new hires in key positions. Currently, it appears that the agency will continue to have difficulty retaining these new hires for the long term.
211	May 14, 2016 11:31 AM	They do not take care of their employees only the employees in higher positions they forget about taking care of the lower paid employees
212	May 14, 2016 7:15 AM	Too much nepotism and too much hiring of buddies. No one has a chance to grow.
213	May 14, 2016 7:13 AM	Too much nepotism and too much hiring of buddies. No one has a chance to grow.
214	May 14, 2016 2:01 AM	leave policy allows for advantage to be taken of the system. Large amounts of unscheduled leave is a major contributor of the agency struggling to meet community demands in the health departments. Please consider changing the policy to more closely mirror hospital absentee policies.
215	May 14, 2016 1:01 AM	DHEC functions well as a hybrid organizatonwith environmental and health "sides" collaborating on issues such as response to children w ith elevated blood lead levels. Such collaboration would be much more difficult between deparated health and environmental agencies.
216	May 14, 2016 12:21 AM	DHEC is responsible for too many programs. It is so difficult to hire and retain good employees as the pay is so low in comparison to the private sector. Training for new hires in Preventative Health needs great improvement as well.
217	May 13, 2016 10:09 PM	The restructure and previous leadership of DHEC has caused much damage and trauma to the agency. It has affected staff morale, services and public perception of this agency
218	May 13, 2016 9:37 PM	They have a long history of customer service.
219	May 13, 2016 9:30 PM	

220	May 13, 2016 9:29 PM	They do not value their staff. Promotions are not given equitably.
221	May 13, 2016 9:26 PM	There is a serious pay disparity between agency employees and private business employees with similar education, experience and backgrounds. DHEC has the responsible of surveying nursing homes. The surveyors are not being done timely. The department lacks professionalism or common respect for the facilities. Staff morale is at an all time low due to poor management.
222	May 13, 2016 9:24 PM	Worst of all racism is tolerated. spot trouble managers. Do a serious evaluation of salaries for the talent DHEC employ form the doctors and nurse practitioners to the scientist biologist and computer scientist.
223	May 13, 2016 9:07 PM	The agency's new leadership, strategic plan, and focus on its people is having a profound impact on the agency's performance for the public. Heading in the right direction!
224	May 13, 2016 9:06 PM	Adm. Support Staff should have privilege of AWS
225	May 13, 2016 9:03 PM	I think managers should be reviewed by their staff. I think management should be flattened, with more rights and responsibilities given to front-line managers.
226	May 13, 2016 9:03 PM	I know that most people think state employees are overpaid. For the vast majority of cases, it's just not true. Please look into pay equity between state employees and private industry, state employees across state agencies, and job classifications within DHEC. Some of our most technical and difficult to train people are not compensated appropriately.
227	May 13, 2016 9:03 PM	Programs do not appear to communicate with each other. Staff who work in all program areas are sometimes caught in the middle be cause the processes passed down to staff contradicts
228	May 13, 2016 9:02 PM	The employees are passionate, hardworking , dedicated, educated but aren't appreciated in regards to the pay they receive.
229	May 13, 2016 9:01 PM	It should be two separate agency's. One for Health and one for Environment. Almost all other states have two agency's. We should pick and choose the best practices and systems from those states to copy.
230	May 13, 2016 8:59 PM	POOR CUSTOMER SERVICE BECAUSE OF SHORT STAFF
231	May 13, 2016 8:57 PM	It is so many hats under DHEC. The pay is different in each one. Some make more than others. It would be great to just do a time card instead of PCAS.
232	May 13, 2016 8:54 PM	This Agency is not concerned about the welfare of its employees. We are placed in buildings with poor infrastructure, bad air quality, mold and unsafe conditions.
233	May 13, 2016 8:54 PM	The Agency's new strategic vision provides ample opportunity for significant improvements.
234	May 13, 2016 8:54 PM	

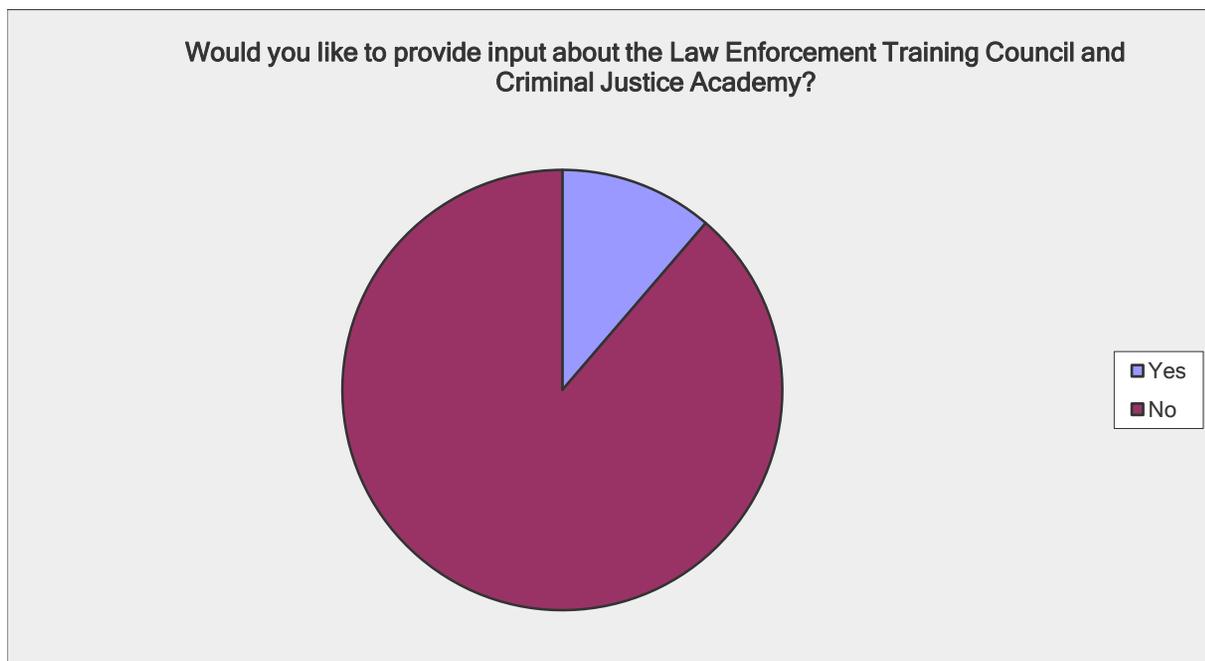
235	May 13, 2016 8:53 PM	I find it exceedingly difficult to do my job with regulations littered with more loopholes than words. I am proud of my job and our mission at DHEC but to be honest I feel many times that I am left short of being able to complete important tasks because the regulations are lacking.
236	May 13, 2016 8:50 PM	There is so much turnover that it is concerning the agency has employees who know and can adequately perform the technical nature of their jobs
237	May 13, 2016 8:49 PM	Employee Retention and Salaries need to be evaluated The Department of Health and Environmental Control serves a vital function to the state of South Carolina.
238	May 13, 2016 8:49 PM	Employees are competent and care about what they do in providing quality services to residents of South Carolina. It may serve the public better for the agent to be split. One agency focusing on Health. One agency focusing on Environmental. As is the standard for 48 other states.
239	May 13, 2016 8:49 PM	DHEC plays an active role in promoting and protecting the health of the community. It is impressive that they answer the call of duty in environmental emergencies and during disease outbreaks.
240	May 13, 2016 8:46 PM	While salaries don't need to be on par with those in the regulated community, they should at least be competitive if we are to maintain a competent workforce.
241	May 13, 2016 8:46 PM	I think that we provide excellent customer service and care to the public.
242	May 13, 2016 8:46 PM	We have a great captain at the helm.
243	May 13, 2016 8:45 PM	State Agencies. Staff members in the Public Health Division haven't had merit pay increases for over eight years, which is NOT the case in other state agencies. We have tremendous, dedicated staff who work tirelessly to serve the public health, and it is unfair that they don't have the same salaries or merit pay incentives as their counterparts in other DHEC divisions or sister state agencies.
244	May 13, 2016 8:45 PM	The agency has always had a laudable mission and vision, and day-to-day functions benefit a huge number of people living in SC. The agency has wanted for strong leadership for a long time, and it looks like the tide might finally be turning with Catherine Heigel at the helm.
245	May 13, 2016 8:44 PM	consistently understaffed
246	May 13, 2016 8:43 PM	Human Resources needs a complete overhaul
247	May 13, 2016 8:43 PM	N/A
248	May 13, 2016 8:42 PM	Need to limit amount of educational materials printed. Staff would benefit via merit raises. Travel system needs updating.
249	May 13, 2016 8:42 PM	Micromanaged and underpaid
250	May 13, 2016 8:42 PM	Highly professional and well intertwined organization albeit strapped for resources
251	May 13, 2016 8:42 PM	They do a very good job.
252	May 13, 2016 8:42 PM	

253	May 10, 2016 9:31 PM	I retired from DHEC six years ago this month. what concerns me most is how an abundance of valuable experience was lost during Mrs. Templeton's tenure.
254	May 10, 2016 4:54 PM	Inspectors that are out to make a name for themselves at the expense of public utilities
255	May 3, 2016 12:56 AM	There is great need for more training for those who work with the public.
256	May 2, 2016 3:34 PM	Too top heavy, not enough worker bees to enforce regulations
257	May 2, 2016 2:52 PM	Employees should be able to express suggestions without feeling they will be retaliated against.

May 2016 - Provide Input to the South Carolina House of Representatives' Legislative Oversight Committee

Would you like to provide input about the Law Enforcement Training Council and Criminal Justice Academy?

Answer Options	Response Percent	Response Count
Yes	11.3%	92
No	88.7%	719
<i>answered question</i>		811
<i>skipped question</i>		214

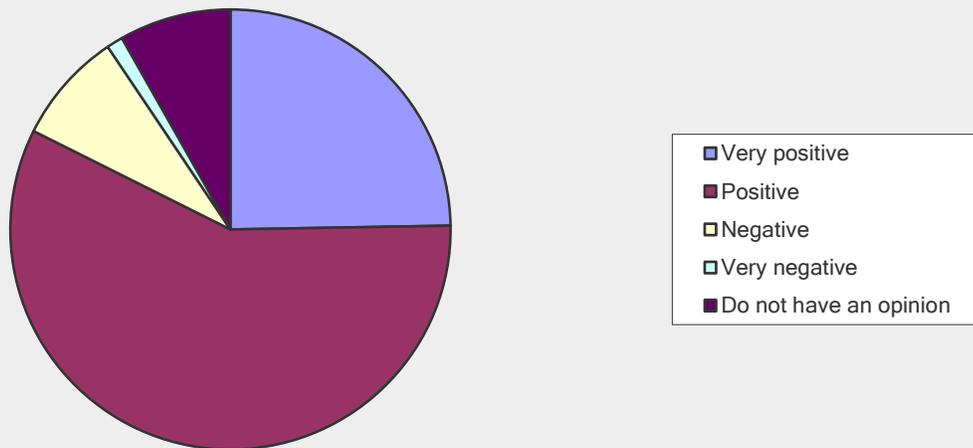


May 2016 - Provide Input to the South Carolina House of Representatives' Legislative Oversight Committee

Overall, what is your opinion of the Law Enforcement Training Council and Criminal Justice Academy?

Answer Options	Response Percent	Response Count
Very positive	24.7%	21
Positive	57.6%	49
Negative	8.2%	7
Very negative	1.2%	1
Do not have an opinion	8.2%	7
<i>answered question</i>		85
<i>skipped question</i>		940

Overall, what is your opinion of the Law Enforcement Training Council and Criminal Justice Academy?

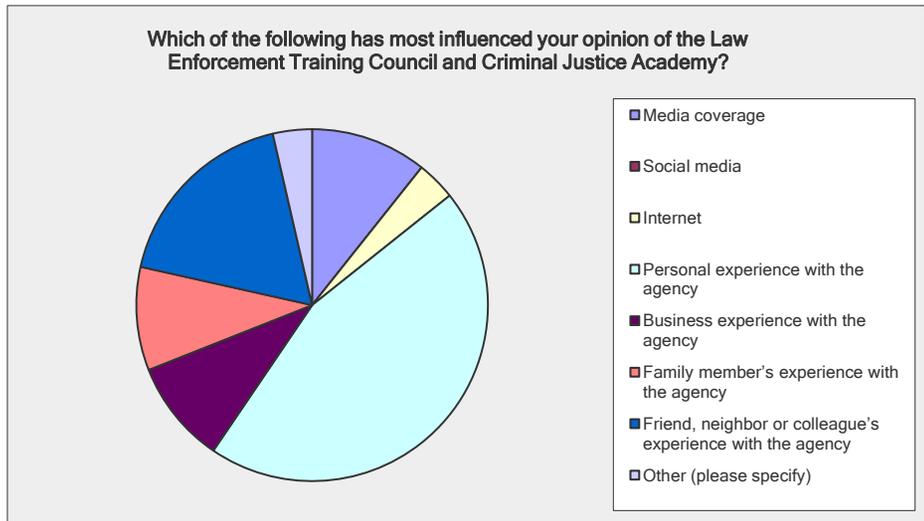


May 2016 - Provide Input to the South Carolina House of Representatives' Legislative Oversight Committee

Which of the following has most influenced your opinion of the Law Enforcement Training Council and Criminal Justice Academy?

Answer Options	Response Percent	Response Count
Media coverage	10.7%	9
Social media	0.0%	0
Internet	3.6%	3
Personal experience with the agency	45.2%	38
Business experience with the agency	9.5%	8
Family member's experience with the agency	9.5%	8
Friend, neighbor or colleague's experience with the agency	17.9%	15
Other (please specify)	3.6%	3
answered question		84
skipped question		941

Number	Response Date	Eastern Standard	Other (please specify)
1	May 19, 2016 2:43 PM	May 19, 2016 10:43 AM	family member with no experience
2	May 18, 2016 2:47 PM	May 18, 2016 10:47 AM	Employed at the agency
3	May 16, 2016 1:42 PM	May 16, 2016 9:42 AM	No opinion.

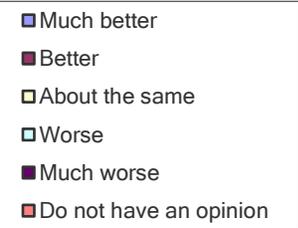
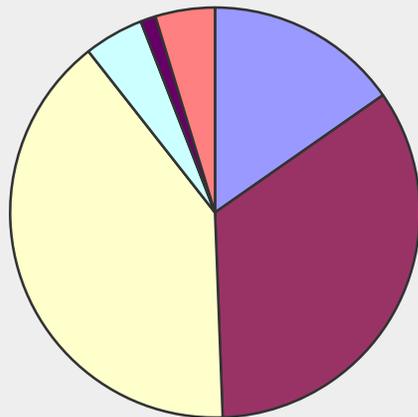


May 2016 - Provide Input to the South Carolina House of Representatives' Legislative Oversight Committee

How do you think the Law Enforcement Training Council and Criminal Justice Academy functions on an overall basis in comparison to state agencies in South Carolina?

Answer Options	Response Percent	Response Count
Much better	15.3%	13
Better	34.1%	29
About the same	40.0%	34
Worse	4.7%	4
Much worse	1.2%	1
Do not have an opinion	4.7%	4
<i>answered question</i>		85
<i>skipped question</i>		940

How do you think the Law Enforcement Training Council and Criminal Justice Academy functions on an overall basis in comparison to state agencies in South Carolina?



May 2016 - Provide Input to the South Carolina House of Representatives' Legislative Oversight Committee

Please list any comments, concerns, or suggestions you may have about the Law Enforcement Training Council and Criminal Justice Academy. Your response will be quoted verbatim and published online.

Answer Options	Response Count
	21
<i>answered question</i>	21
<i>skipped question</i>	1004

Number	Response Date	Eastern Standard	Response Text
1	May 31, 2016 6:40 PM	May 31, 2016 2:40 PM	Agency should establish a pay step increase program based on years of service. The Criminal Justice Academy needs to be able to fund more competitive salaries for instructors. Currently, starting pay for an instructor is equal to or slightly better than entry level pay for police officers at local agencies. The Academy should be recruiting the best officers from around the state to instruct our state's officers, but the average instructor-candidate with 6-10 years experience would probably not be able to afford the reduction in pay that comes with working at the Academy.
2	May 23, 2016 8:37 PM	May 23, 2016 4:37 PM	Very important agency concerning the past, present and future of our State.
3	May 18, 2016 2:47 PM	May 18, 2016 10:47 AM	The agency is underfunded. It cannot compete for qualified instructors or administrative staff. It is difficult to qualify for grants because the State has not declared it a State Law Enforcement Agency. Personnel are in fact over worked and underpaid. Given the circumstances the agency enjoys a much improved relationship with the Law Enforcement Community as well as the media and the legislature. The staff is hardworking and dedicated but woefully underpaid.
4	May 18, 2016 1:01 PM	May 18, 2016 9:01 AM	

5	May 16, 2016 12:35 PM	May 16, 2016 8:35 AM	The more training we can have for law enforcement officers the better for everyone involved: officers and community.
6	May 16, 2016 11:43 AM	May 16, 2016 7:43 AM	If someone doesn't pass a portion of the academy, the turnaround time is not standard for them to go back to pass the course. Some people from some agencies are quickly enrolled back in to pass portion of class failed while others may have to wait months. I believe the process should be standardized for all agencies.
7	May 13, 2016 9:26 PM	May 13, 2016 5:26 PM	It's a bad sign when law enforcement shot unarm citizens who are running away from them and claim they fear for their life.
8	May 13, 2016 8:43 PM	May 13, 2016 4:43 PM	They do a very good job. For the last eight years, the SCCJA has excelled in all areas, making great strides in law enforcement training. When you consider the minuscule budget afforded the Academy, the results achieved are truly amazing. The present Director is the best that the Academy has ever had....a man of vision and leadership.
9	May 12, 2016 10:46 AM	May 12, 2016 6:46 AM	SC police are the best. As a civilian, I can tell they have received top training.
10	May 9, 2016 2:59 AM	May 8, 2016 10:59 PM	The Training Council does not fully consider all aspects of an officer's career or the circumstances involved for a certification hearing. They did use proxy hearing officers to hear cases by non-council members and pretty much rubber stamped their recommendations. This proxy hearing officer procedure was found to be unlawful.
11	May 7, 2016 4:16 PM	May 7, 2016 12:16 PM	Employees, especially instructors, consistently leave work early on Fridays and do not take annual leave. This is costing the state thousands of dollars.
12	May 5, 2016 11:36 PM	May 5, 2016 7:36 PM	

13	May 5, 2016 8:27 PM	May 5, 2016 4:27 PM	<p>I am proud to be part of The Academy staff and make a difference towards our goal of training the law enforcement officers of the state and making sure they are equipped to protect the citizens. The staff here take their job serious and do their best to train the officers to be prepared. One of the main problems I see is that we do not have the funding to be able to pay highly qualified staff for specialized instructional programs and even to hire a highly experience IT Consultant. We are working within our budget to find the best employees we can to perform the job, but feel like we are not competitive with other Agencies and Law Enforcement Agencies in attracting highly trained staff.</p>
14	May 5, 2016 1:18 PM	May 5, 2016 9:18 AM	<p>They do a great job, When i was a student and heard that several of the staff and Teacher had two jobs. This told me the state doesnt pay them enough. They train us cops and the state should pay them more.</p>
15	May 5, 2016 1:14 PM	May 5, 2016 9:14 AM	<p>The academy does a great job, though they have to function with an unreasonable budget, and their employess are way under paid for what they do.</p>

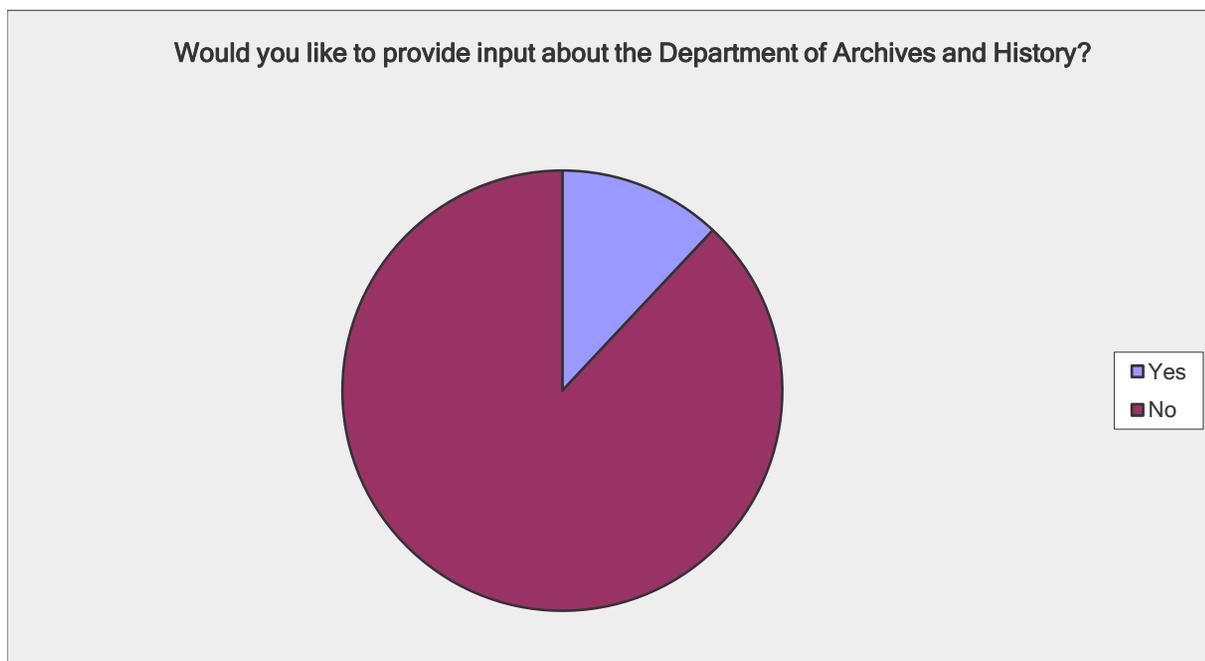
16	May 3, 2016 2:44 PM	May 3, 2016 10:44 AM	<p>The Academy is governed by the LETC, governed by SC Agency Heads, and SC Chiefs and Sheriffs. It has been felt by many that this group is biased when it comes to the Academy's primary responsibility of certification and decertification. These LEO's know each other and are often intimidated by a council member. There must be a change in the structure of the LETC to allow laymen to participate, not solely law enforcement. The LETC also has say who should take over when a Director resigns office. This can be heavily swayed by internal friendships on staff and not necessarily the best of the best. A more stringent and filtering process needs to be implemented in the selection of an Interim Director, appointed Director, and Deputy Director. History shows that LEO's don't make good managers, nor do attorneys. The SCCJA needs to have a manager with a past of fixing agencies and weeding out the problems.</p>
17	May 3, 2016 1:11 PM	May 3, 2016 9:11 AM	<p>The decrease in funding must be addressed in order to keep providing excellent training to the law enforcement community.</p>
18	May 3, 2016 1:39 AM	May 2, 2016 9:39 PM	<p>I suggest that the Law Enforcement Training Council be comprised of law persons. Having the Council comprised of Directors, Sheriffs, Chiefs result in an entity that is too political, and not a Council answerable to the concerns of the citizens of S.C. Police training and certification is a concern of all citizens.</p>

19	May 2, 2016 9:59 PM	May 2, 2016 5:59 PM	<p>Pay increases are used to pad the upper echelons retirement accounts at the expense of people who go 15 to 20 years without a pay raise. Law Enforcement personnel are favored over non-law enforcement personnel. Cronyism is rampant. Ethical behavior is a rarity not a norm. The entire executive staff needs to be replaced. There is a complete lack of understanding that the Academy is a school/training facility not a police department. Frequently, when employees are called in for counseling they are treated like criminals with law enforcement interrogation tactics. Many employees have been driven to nervous breakdowns. When employees are not being paid fairly it creates a climate of distrust and hostility that tears the place apart. The Academy needs to be funded to support the classes it teaches. Demanding instructors put together programs and not funding the staff and supplies needed to do the job is an everyday occurrence.</p>
20	May 2, 2016 5:14 PM	May 2, 2016 1:14 PM	<p>CJA operates about the same as other state agencies in that with government no one can use common sense. When suggestions are made, they are not considered. An open mind would be better in all state agencies. The Criminal Justice Academy has some of the most dedicated employees that have a true passion for the work they do. Training law enforcement throughout the state to serve and protect the citizens of this state as well as keeping themselves safe. It doesn't matter if it is the cafeteria staff, facility management, admin staff, instructors, or command staff, everyone has a stake in the students that come through.</p>
21	May 2, 2016 2:06 PM	May 2, 2016 10:06 AM	

May 2016 - Provide Input to the South Carolina House of Representatives' Legislative Oversight Committee

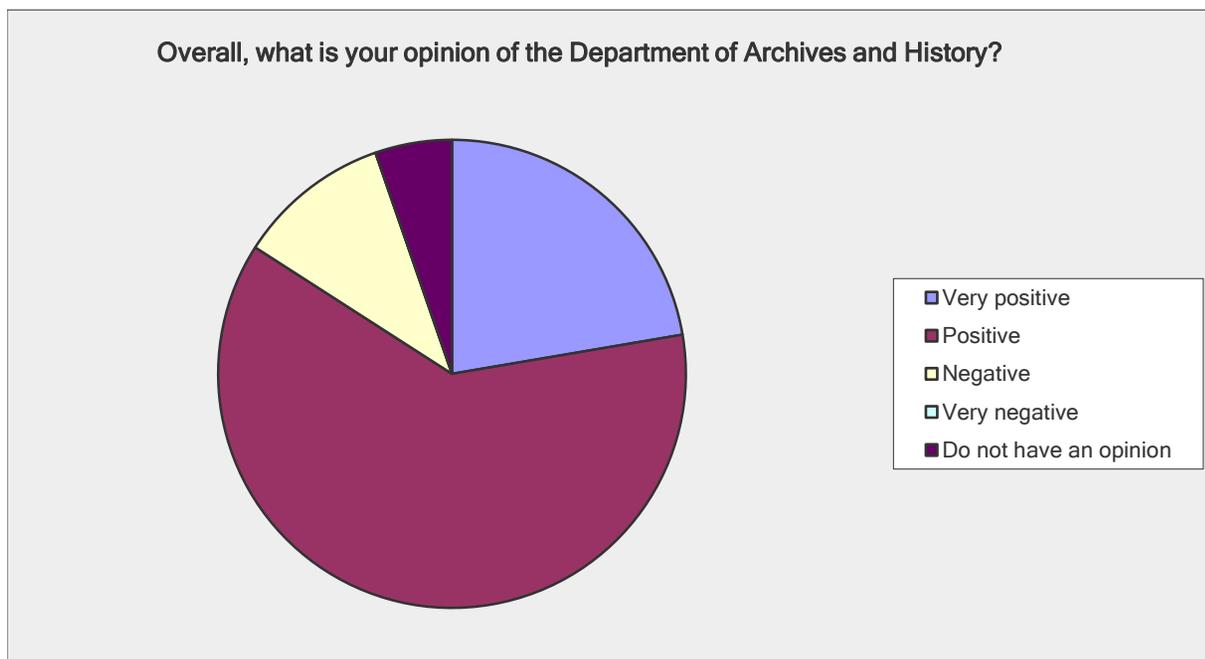
Would you like to provide input about the Department of Archives and History?

Answer Options	Response Percent	Response Count
Yes	12.0%	96
No	88.0%	704
<i>answered question</i>		800
<i>skipped question</i>		225



May 2016 - Provide Input to the South Carolina House of Representatives' Legislative Oversight Committee

Overall, what is your opinion of the Department of Archives and History?		
Answer Options	Response Percent	Response Count
Very positive	22.3%	21
Positive	61.7%	58
Negative	10.6%	10
Very negative	0.0%	0
Do not have an opinion	5.3%	5
<i>answered question</i>		94
<i>skipped question</i>		931



May 2016 - Provide Input to the South Carolina House of Representatives' Legislative Oversight Committee

Which of the following has most influenced your opinion of the Department of Archives and History?

Answer Options	Response Percent	Response Count
Media coverage	7.4%	7
Social media	3.2%	3
Internet	6.4%	6
Personal experience with the agency	53.2%	50
Business experience with the agency	19.1%	18
Family member's experience with the agency	2.1%	2
Friend, neighbor or colleague's experience with the	4.3%	4
Other (please specify)	4.3%	4
<i>answered question</i>		94
<i>skipped question</i>		931

Number	Response Date	Eastern Standard	Other (please specify)
1	May 20, 2016 1:25 PM	May 20, 2016 9:25 AM	Never heard of this agency Negative. We have been housing an abundance of archived records at our already crowded sites because this Department has not been able to make space to store them. Emails are not returned when inquiries are made as well.
2	May 13, 2016 10:12 PM	May 13, 2016 6:12 PM	

3

May 13, 2016 8:47 PM

May 13, 2016 4:47 PM

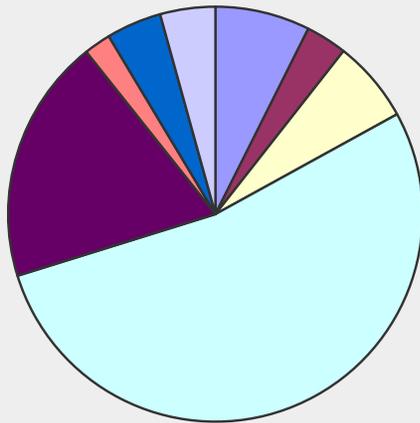
Employee at Sandel Elementary Career Day
Don't hear much about them

4

May 2, 2016 3:35 PM

May 2, 2016 11:35 AM

Which of the following has most influenced your opinion of the Department of Archives and History?



Media coverage

Social media

Internet

Personal experience with the agency

Business experience with the agency

Family member's experience with the agency

Friend, neighbor or colleague's experience with the agency

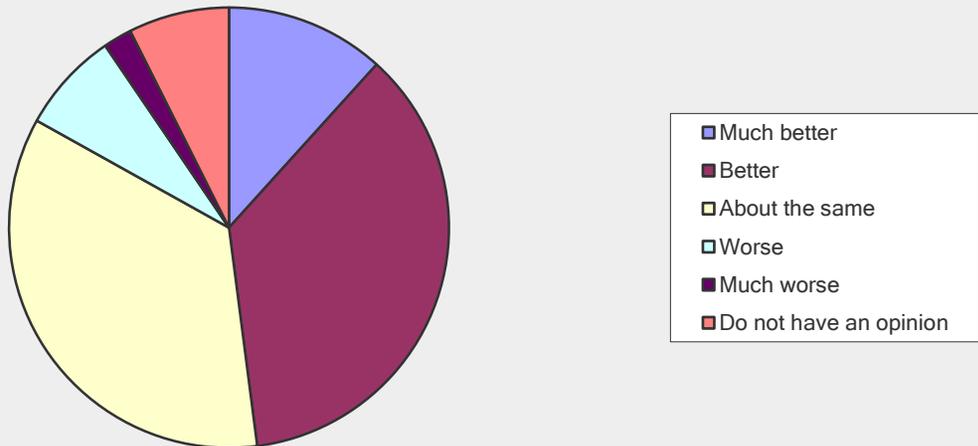
Other (please specify)

May 2016 - Provide Input to the South Carolina House of Representatives' Legislative Oversight Committee

How do you think the Department of Archives and History functions on an overall basis in comparison to other state agencies in South Carolina?

Answer Options	Response Percent	Response Count
Much better	11.7%	11
Better	36.2%	34
About the same	35.1%	33
Worse	7.4%	7
Much worse	2.1%	2
Do not have an opinion	7.4%	7
<i>answered question</i>		94
<i>skipped question</i>		931

How do you think the Department of Archives and History functions on an overall basis in comparison to other state agencies in South Carolina?



May 2016 - Provide Input to the South Carolina House of Representatives' Legislative Oversight Committee

Please list any comments, concerns, or suggestions you may have about the Department of Archives and History. Your response will be quoted verbatim and published online.

Answer Options	Response Count
	26
<i>answered question</i>	26
<i>skipped question</i>	999

Number	Response Date	Eastern Standard	Response Text
1	May 27, 2016 12:48 PM	May 27, 2016 8:48 AM	seem to do a great job with limited resources Would like them to work together with other agencies to ensure a smooth transitions to electronic records from other formats. The website for searching the electronic records they currently have, though few, could be improved.
2	May 25, 2016 6:31 PM	May 25, 2016 2:31 PM	Sounds like a waste of money
3	May 20, 2016 1:25 PM	May 20, 2016 9:25 AM	Why is it so difficult to get archives and history to schedule a date to receive documents from state agencies? It can take months and months during which agencies are required to secure documents while waiting for a response. Perhaps they don't have adequate resources to receive documents in a timely manner. This creates an undue burden on agencies who are trying to comply with archiving regulations.
4	May 20, 2016 2:21 AM	May 19, 2016 10:21 PM	Needs to work closely with other state agencies in its initiative to receive electronic records.
5	May 19, 2016 1:15 PM	May 19, 2016 9:15 AM	The Archives provides a great service to the people of SC.
6	May 19, 2016 1:03 AM	May 18, 2016 9:03 PM	The staff is very helpful and knowledgeable, they provide a service in protecting our heritage.
7	May 18, 2016 2:23 PM	May 18, 2016 10:23 AM	Needs more employees to provide services to our citizens and other state agencies.
8	May 17, 2016 6:32 PM	May 17, 2016 2:32 PM	

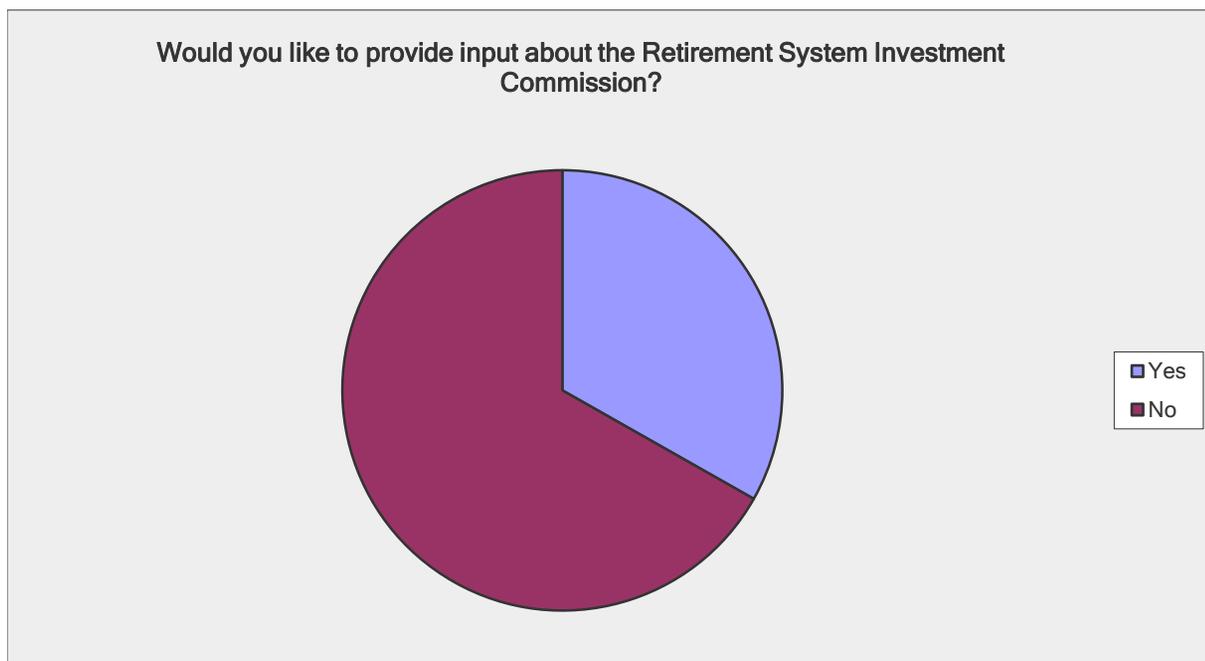
9	May 17, 2016 12:18 PM	May 17, 2016 8:18 AM	My experience with the agency has always been positive. My only concern has been with the limited after five and week-end hours that limits the working 9-5 individuals access to do research.
10	May 17, 2016 12:11 PM	May 17, 2016 8:11 AM	I was not sure of the function of this agency until we entered the debate of the confederate flag location. It would be helpful to know what the agency is tasked with doing.
11	May 16, 2016 6:18 PM	May 16, 2016 2:18 PM	They are very behind in picking up archived materials due to lack of resources.
12	May 16, 2016 5:04 PM	May 16, 2016 1:04 PM	papers and other items that are to be archived which contain PHI are piling up in DHEC with no space to store them
13	May 16, 2016 2:06 PM	May 16, 2016 10:06 AM	Better access
14	May 16, 2016 1:08 PM	May 16, 2016 9:08 AM	Can't really say because I do not know the schedule of the other agencies.
15	May 16, 2016 12:29 PM	May 16, 2016 8:29 AM	Again I feel like many of our agencies do good work and yet remain under funded and under staffed.
16	May 16, 2016 11:50 AM	May 16, 2016 7:50 AM	Great resource. Need to continue adding records for online research.
17	May 16, 2016 12:49 AM	May 15, 2016 8:49 PM	The information is readily available The Department of Archives and History does an excellent job in preserving the history of the state of SC. The value of this agency to the state has not been fully recognized by the legislature. The agency should receive more funding to do its work.
18	May 16, 2016 12:03 AM	May 15, 2016 8:03 PM	Records management website information is outdated.
19	May 15, 2016 7:48 PM	May 15, 2016 3:48 PM	up archived records in health departments on a consistent basis now for 3 years. Build up of boxes with records needing to be archived has been extremely challenging.
20	May 14, 2016 2:07 AM	May 13, 2016 10:07 PM	

21	May 13, 2016 8:57 PM	May 13, 2016 4:57 PM	At present not enough room for archive charts. These charts have to be pulled according to patient's last visit. They have no room so that means certain departments cannot pull per policy and have no space to store.
22	May 13, 2016 8:50 PM	May 13, 2016 4:50 PM	documents available for free online.
23	May 13, 2016 8:44 PM	May 13, 2016 4:44 PM	They do a very do job. extraordinary job of preserving the state's valuable public records and making them available to the public. I have used them frequently for my research as a doctoral candidate and now as a professor of history, and have found the staff unfailingly knowledgeable, professional, and helpful. While in the reading room, I have also had the opportunity to observe their interactions with other patrons, and see the valuable services they provide to a diverse population of South Carolinians. As an institution, too, I have found the SCDAH extremely collegial in my interactions with them through the South Carolina Historical Association.
24	May 4, 2016 9:09 PM	May 4, 2016 5:09 PM	There is a real need to improve the agency funding. The search room hours were cut around 2002 and should be restored. The budget for book purchases should be restored.
25	May 3, 2016 1:04 AM	May 2, 2016 9:04 PM	I think the Historic Preservation Office is understaffed and could use more reviewers to speed up the 106 review process
26	May 2, 2016 1:23 PM	May 2, 2016 9:23 AM	

May 2016 - Provide Input to the South Carolina House of Representatives' Legislative Oversight Committee

Would you like to provide input about the Retirement System Investment Commission?

Answer Options	Response Percent	Response Count
Yes	33.2%	262
No	66.8%	527
	<i>answered question</i>	789
	<i>skipped question</i>	236

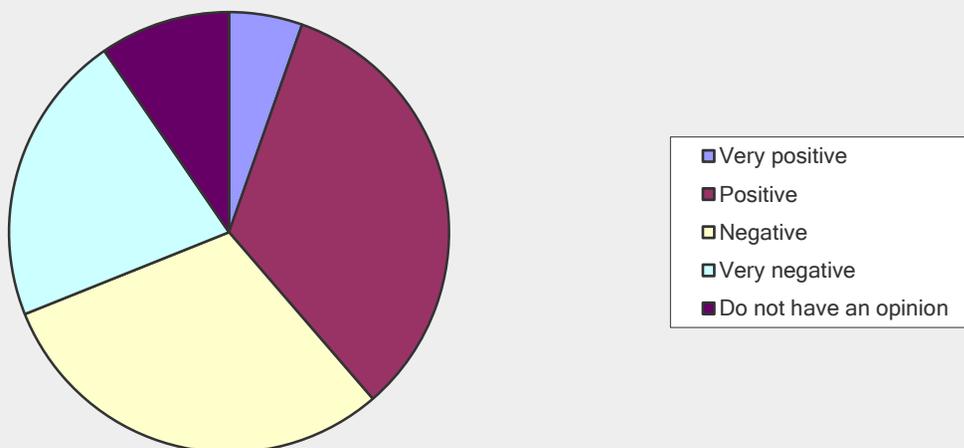


May 2016 - Provide Input to the South Carolina House of Representatives' Legislative Oversight Committee

Overall, what is your opinion of the Retirement System Investment Commission?

Answer Options	Response Percent	Response Count
Very positive	5.4%	14
Positive	33.3%	87
Negative	30.3%	79
Very negative	21.5%	56
Do not have an opinion	9.6%	25
<i>answered question</i>		261
<i>skipped question</i>		764

Overall, what is your opinion of the Retirement System Investment Commission?



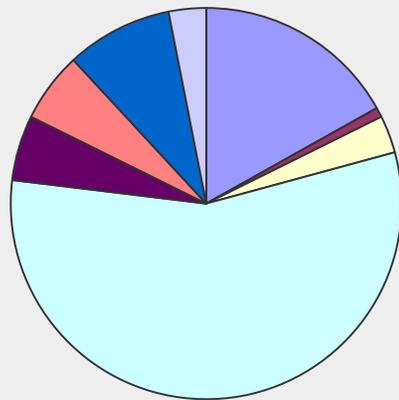
May 2016 - Provide Input to the South Carolina House of Representatives' Legislative Oversight Committee

Which of the following has most influenced your opinion of the Retirement System Investment Commission?

Answer Options	Response Percent	Response Count
Media coverage	16.9%	44
Social media	0.8%	2
Internet	3.1%	8
Personal experience with the agency	56.2%	146
Business experience with the agency	5.4%	14
Family member's experience with the agency	5.8%	15
Friend, neighbor or colleague's experience with the	8.8%	23
Other (please specify)	3.1%	8
	answered question	260
	skipped question	765

Number	Response Date	Eastern Standard	Other (please specify)
1	May 25, 2016 7:11 PM	May 25, 2016 3:11 PM	News reports about underperforming investments and extremely high fees paid, especially to NY firms.
2	May 25, 2016 12:59 PM	May 25, 2016 8:59 AM	I am a state employee
3	May 17, 2016 7:13 PM	May 17, 2016 3:13 PM	Senate Journal They made bad investments in the past and now the employees are having to pay for them.
4	May 16, 2016 6:27 PM	May 16, 2016 2:27 PM	employee
5	May 16, 2016 2:16 PM	May 16, 2016 10:16 AM	None.
6	May 16, 2016 1:13 PM	May 16, 2016 9:13 AM	Personal research
7	May 16, 2016 12:41 PM	May 16, 2016 8:41 AM	State employee
8	May 16, 2016 12:18 PM	May 16, 2016 8:18 AM	

Which of the following has most influenced your opinion of the Retirement System Investment Commission?



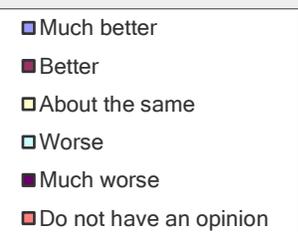
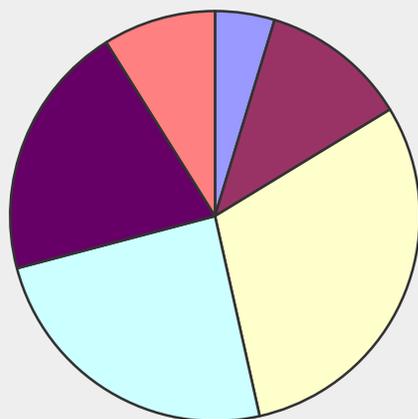
- Media coverage
- Social media
- Internet
- Personal experience with the agency
- Business experience with the agency
- Family member's experience with the agency
- Friend, neighbor or colleague's experience with the agency
- Other (please specify)

May 2016 - Provide Input to the South Carolina House of Representatives' Legislative Oversight Committee

How do you think the Retirement System Investment Commission functions on an overall basis in comparison to other state agencies in South Carolina?

Answer Options	Response Percent	Response Count
Much better	4.7%	12
Better	11.6%	30
About the same	30.2%	78
Worse	24.4%	63
Much worse	20.2%	52
Do not have an opinion	8.9%	23
<i>answered question</i>		258
<i>skipped question</i>		767

How do you think the Retirement System Investment Commission functions on an overall basis in comparison to other state agencies in South Carolina?



May 2016 - Provide Input to the South Carolina House of Representatives' Legislative Oversight Committee

Please list any comments, concerns, or suggestions you may have about the Retirement System Investment Commission. Your response will be quoted verbatim and published online.

Answer Options	Response Count
	101
<i>answered question</i>	101
<i>skipped question</i>	924

Number	Response Date	Eastern Standard	Response Text
1	May 27, 2016 6:08 PM	May 27, 2016 2:08 PM	Reynolds Williams has created an agency that has lost the state billions of dollars yet he still remains on the job. How much money would he have to lose to be kicked off the system is not being invested properly.
2	May 26, 2016 2:08 PM	May 26, 2016 10:08 AM	In-state investment firm with low fees and proven record should be handling investments, not political friends in NY.
3	May 25, 2016 7:11 PM	May 25, 2016 3:11 PM	The leaders of the agency need to be accountable for their decisions. A long term fix should be developed and stop sapping state employees to fix the problem. The governors fix of 11% would actually mean I will have less take home money than I did 8 years ago.
4	May 25, 2016 12:59 PM	May 25, 2016 8:59 AM	

The Commission's leadership is grossly overpaid in relation to their investment performance. The "CEO" (how can the director of a state agency be called a CEO--this is a sign of pure arrogance) lacks any real experience and is purley a political appointee, who focuses too much on Machiavellian political maneuvers than effectively running an agency. The agency has not undertaken a meaningful search for a permanent CIO. Given the poor performance of the investment returns (as compared to other states), it does not seem logical to keep the current leadership in place.

5

May 24, 2016 12:38 PM

May 24, 2016 8:38 AM

6	May 24, 2016 2:11 AM	May 23, 2016 10:11 PM	<p>It is troubling that the director of this agency refers to himself as the "CEO". Upper management is vastly under-qualified in relevant areas and are grossly over-compensated based on their experience. It is also troubling that returns are abysmal compared to other similarly-situated funds, yet upper management is not held accountable for their poor performance. Leadership seems too focused on playing politics than protecting our retirement. While I think there are hard working individuals at the Commission, they are overshadowed by the egos of upper management. I don't understand how South Carolina's return on investment is so low compared to similar programs in other states yet the cost for this commission is relatively high. Concerned in regards to the past investment strategy (loss of funds) which seemed to be a result of a public vote for stock investment (instead of preference of employed persons paying into the retirement system). The fees paid are exorbitant for the returns realized</p>
7	May 23, 2016 4:37 PM	May 23, 2016 12:37 PM	
8	May 23, 2016 1:03 PM	May 23, 2016 9:03 AM	
9	May 23, 2016 12:14 PM	May 23, 2016 8:14 AM	

10	May 20, 2016 2:18 AM	May 19, 2016 10:18 PM	<p>Please take a close look at fees associated with the Investment Commission and risk levels associated with investments. Returns are lowest in the country but state employees have the highest employee contribution rate in the southeast. Staff at this agency make huge salaries and receive performance bonuses (but call them something else so testify that they don't pay bonuses). How is it ok that the proposed solution to their poor and suspicious management of retirement funds is to penalize state employees and retirees by increasing employee contribution rates and decreasing or eliminating retiree cost of living increases. Please put accountability where it belongs... With the Investment Commission. Highest fees and lowest returns equals incompetence and threatens the long term solvency of the system. Replace the whole commission.</p>
11	May 19, 2016 8:32 PM	May 19, 2016 4:32 PM	

12	May 19, 2016 8:14 PM	May 19, 2016 4:14 PM	<p>The Investment Commission does a very poor job on informing retirees of specific reasons that the investment returns are the worse return of all states reviewed; yet it pays the highest fees and salaries compared to other states. In addition, the relationship between the Commission and the Retirees' Association is suspect. Any information the association provides to retirees looks like it was written for them by a staff member of the Commission. They normally blame someone else for any shortfalls in investments and fail to look at what they are doing or accepting constructive advise from outside sources.</p> <p>According to news reports the Investment Commission has lost millions of retiree funds in poor investments, paying high fees to investment firms, and paying exuberant bonuses to selected employees. The Oversight Committee needs to get a complete explanation of the relationship of Commission members and investment firms/individuals that the Commission invest with.</p>
13	May 19, 2016 7:55 PM	May 19, 2016 3:55 PM	

14	May 19, 2016 7:51 PM	May 19, 2016 3:51 PM	<p>Charles Appleby was a lawyer working for Collins and Lacy. Reynolds Williams (a commissioner on the SC Retirement Investment Commission), hired Collins and Lacy. Charles Appleby is a Legislative Oversight committee staffer on the subcommittee for the Investment Commission. This is a direct conflict of interest.</p>
15	May 19, 2016 7:48 PM	May 19, 2016 3:48 PM	<p>What has happened with the Investment Commission that they have not told the truth to the public why so much money was lost in investing retiree funds? It appears that the Commission has not properly invested funds. Representative Newton's wife has an immediate family member who is a law partner with Reynolds Williams (a commissioner of the SC Retirement Investment Commission. Representative Newton is on the subcommittee reviewing the Investment Commission. This is a direct conflict of interest.</p>
16	May 19, 2016 7:46 PM	May 19, 2016 3:46 PM	<p>Why is the Oversight Committee wasting time on issues that have long been resolved? Why are they being so neglectful and not focusing to resolve the problems of our roads - highways and the damage caused by the flood</p>
17	May 19, 2016 7:41 PM	May 19, 2016 3:41 PM	<p>caused by the flood</p>

18	May 19, 2016 7:40 PM	May 19, 2016 3:40 PM	Why haven't Mike Hitchcock and Geoff Burg been fired for loosing so much of Retirees and tax payers hard earned money?
19	May 19, 2016 5:20 PM	May 19, 2016 1:20 PM	Not sure state employees are getting the best deal from investment decisions. ridiculous amounts of fees paid and bonuses paid employees in the presence of terrible performance and returns on investments.....
20	May 19, 2016 1:27 PM	May 19, 2016 9:27 AM	no other agency doles out such high bonuses and no other agency is allowed continued terrible performance results
21	May 19, 2016 12:43 PM	May 19, 2016 8:43 AM	Investment strategy is not sound for the overall longterm health of the retirement system
22	May 19, 2016 1:12 AM	May 18, 2016 9:12 PM	The Investment Commission does a very poor job in investing retiree funds. It pays the highest fees for questionable investments and receives the lowest returns in the country.
23	May 18, 2016 5:59 PM	May 18, 2016 1:59 PM	Concerned about significant cost for fund management compared to return performance.

			The Investment Commission does not provide sufficient and honest information to retirees. It only provides information that is convenient for them to publish. They refuse to have open third party audits. Any reviews that are held, the Investment Commission blames the reviewers or the State Treasure for the
24	May 18, 2016 5:50 PM	May 18, 2016 1:50 PM	finding.
25	May 18, 2016 5:45 PM	May 18, 2016 1:45 PM	need to match our retirement funds
26	May 18, 2016 5:17 PM	May 18, 2016 1:17 PM	The retirement system should match every dollar we put in
27	May 18, 2016 4:21 PM	May 18, 2016 12:21 PM	I am concerned that the commission places the retirement funds into investments that are too high a risk.
28	May 18, 2016 2:50 PM	May 18, 2016 10:50 AM	there is something wrong when the retirement system continues to loose money. do not reward investors with bonus when their investment choices continually reveal a loss.

			Aside from the miserable investment strategy the so called "financial experts" at the RSIC have haphazardly managed, The option for new employees to opt out of the standard pension plan was a grave error on the part of the legislature and RSIC. While the number of current state employees that have opted out of the pension program for a 401k style plan is not available, the fact that fewer personnel are contributing to the plan is a serious issue that is never discussed. Given the absurdly poor performance of the pension plan, one would assume that this would sway future employees to opt for an alternative plan thereby exacerbating the problems the pension system currently faces.
29	May 18, 2016 2:36 PM	May 18, 2016 10:36 AM	
30	May 18, 2016 2:22 PM	May 18, 2016 10:22 AM	Concerned retirement coverage will be I am concerned with the fee system and what is paid to manage retirement
31	May 18, 2016 1:40 PM	May 18, 2016 9:40 AM	accounts. Media indicates that system is performing poorly with
32	May 18, 2016 1:14 PM	May 18, 2016 9:14 AM	investments

33	May 17, 2016 6:34 PM	May 17, 2016 2:34 PM	<p>Need to invest our money more wisely. Our retirement contributions keep going up on what the employee pays. The rate of return is not as successful as other states in the South and other states do not pay as much into that state's retirement system. The group is not competent to manage funds. At a time when the overall market has been trending higher, this group put our money into questionable investments with high fees that lost money. Our money could have been invested in ordinary no-load index funds and made a profit. In addition, the managers were awarded bonuses. Kick them out and get someone capable of doing the job.</p>
34	May 17, 2016 5:26 PM	May 17, 2016 1:26 PM	This group is terrible.
35	May 17, 2016 5:05 PM	May 17, 2016 1:05 PM	<p>Terri program need to continue</p>
36	May 17, 2016 3:42 PM	May 17, 2016 11:42 AM	<p>Question whether monies are invested in a responsible, nonpartisan way.</p> <p>I understand there have been numerous debates about the retirement system being underfunded. As a state employee this poses a serious concern. I am willing to contribute more to my state retirement to ensure I will be able to</p>
37	May 17, 2016 12:14 PM	May 17, 2016 8:14 AM	receive benefits.

38	May 17, 2016 6:59 AM	May 17, 2016 2:59 AM	Investment structuring
39	May 16, 2016 7:26 PM	May 16, 2016 3:26 PM	questionable contributing to increasing system liabilities.
40	May 16, 2016 7:13 PM	May 16, 2016 3:13 PM	Friendly, compassionate I would appreciate an overall review of the RSIC relative to the Teri Plan and the options available to new
41	May 16, 2016 6:45 PM	May 16, 2016 2:45 PM	Do away with it; they cost the state retirement system too much money. South Carolina employees earn the least but pay a higher percentage of their income into the retirement system compared to other states in the southeast. The investors in charge of funds have been making very risky investments and losing lots of money over the last few years. Its very frustrating to be underpaid and paying such a high percentage of your income into a system that squanders it away. I feel that actual experienced investors need to be brought
42	May 16, 2016 5:50 PM	May 16, 2016 1:50 PM	in to handle employee The person over the retirement makes a very large salary. The retirement of those already retired is more lucrative than those that are still working. This causes our deduction to be more than the retired ever contributed.
43	May 16, 2016 4:15 PM	May 16, 2016 12:15 PM	Need more accountability for fund management
44	May 16, 2016 3:36 PM	May 16, 2016 11:36 AM	As a state employee, I have concerns over the agency's investment strategies.
45	May 16, 2016 3:04 PM	May 16, 2016 11:04 AM	

46	May 16, 2016 2:07 PM	May 16, 2016 10:07 AM	Payment to groups managing funds way to high
47	May 16, 2016 1:57 PM	May 16, 2016 9:57 AM	The person I had, made my experience comfortable. Those idiots are way overpaid even if it was \$1. There is no excuse for the constant under performing and over paying. Someone should be in jail!!!
48	May 16, 2016 1:46 PM	May 16, 2016 9:46 AM	The Investment Commission should be more "visible" and interactive with State Employees.
49	May 16, 2016 1:39 PM	May 16, 2016 9:39 AM	What are they doing for state employees?
50	May 16, 2016 1:13 PM	May 16, 2016 9:13 AM	The Reirement System Investment Commission should be eliminated; they have grossly underperformed, and it appears that investments have been made based upon commissions paid and kick-backs rather than investment return. A simple investment strategy that invests 50% in a S&P 500 fund and 50% in government bonds would have been far more productive and would not
51	May 16, 2016 1:08 PM	May 16, 2016 9:08 AM	have needed the

52	May 16, 2016 1:02 PM	May 16, 2016 9:02 AM	<p>I don't believe that the taxpaying employees of the state should have to increasingly have to pay for the POOR investments and mismanagement of funds we contribute to make up for their mistakes. We need to live on what we make NOW, not what we may or may not receive in the future. We who are paying in to the system should not have to have our contribution rates increased because the investors are morons. Get people who know what they are doing before you fleece the current employees for more money. Our rates have already been raised once this year and that was supposed to solve the problem. Now we are hearing that we may have to have our rate increased AGAIN in the same calendar year! The problem is not the payouts to those who worked, the problem is the people who invested the money don't know crap from crab apples. Change the board or whatever is necessary to rectify the problem.</p>
53	May 16, 2016 1:00 PM	May 16, 2016 9:00 AM	<p>The Commission's poor decisions in relation to the investments should not be corrected on the backs of the underpaid state employees.</p>
54	May 16, 2016 12:59 PM	May 16, 2016 8:59 AM	

55	May 16, 2016 12:51 PM	May 16, 2016 8:51 AM	I appreciate the Retirement System Investment Commission's work investing to plan for state employee's pensions. I would like to see more transparency from this state agency, I don't understand why the mandatory rates continue to rise, it really hurts the low income state employees the most.
56	May 16, 2016 12:43 PM	May 16, 2016 8:43 AM	The investment of assets looks like it could be managed better. These funds should not be borrowed or otherwise removed by the general assembly. That money is not there's to take.
57	May 16, 2016 12:43 PM	May 16, 2016 8:43 AM	Save millions by reducing staff and investing strictly in index funds. Index funds consistently beat actively managed funds and are much cheaper in terms of fees. Hedge funds should not be a vehicle for retirement investments.
58	May 16, 2016 12:41 PM	May 16, 2016 8:41 AM	Has the state ever considered using a fixed investment rate as opposed to mutual funds and the TERI program needs to go
59	May 16, 2016 12:36 PM	May 16, 2016 8:36 AM	away.

			I am horrified about the unfunded debt issue. It to me indicates a lack of management, which goes all the way to the Governor. Basically the suggestion to have employees pay 11-12% of their pay is outrageous, and would result in a major paycut. Also, other surrounding states are able to run their retirement system with less contribution than our current level - why can't we? Stop investing in the market. It was a bad idea to start doing that.
60	May 16, 2016 12:18 PM	May 16, 2016 8:18 AM	
61	May 16, 2016 12:17 PM	May 16, 2016 8:17 AM	As a state employee who participates in the SCRS, I am very concerned about the ability of this Commission to make sound investments. The pension system (SCRS) should not be underfunded. It seems that this will cause future debt issues for the state. Need to find a better way to invest
62	May 16, 2016 12:13 PM	May 16, 2016 8:13 AM	
63	May 16, 2016 12:10 PM	May 16, 2016 8:10 AM	SC state employees pay higher rate for retirement than other states. There needs to be a retirement/investing training for employees once they are in state government on the importance of retirement planning early vs later in life.
64	May 16, 2016 11:48 AM	May 16, 2016 7:48 AM	

65

May 14, 2016 11:14 PM

May 14, 2016 7:14 PM

State Employees are being robbed by this group. They are puppets for NY bankers and investors. SC is a laughing stock as a result of this groups inability to make wise choices.

This 10-year experiment should come to an end. In the words of Trump to Mr. Hitchcock and Mr. Berg: "You're Fired!" Time to empower PEBA and STO and clean out the Executive and C-Level overcompensated bureaucrats. RSIC had an opportunity to course correct with a compensation study. The study only yield results for the worse producers and best connected.

Unfortunately, this is the new standard of SC state government.

66

May 14, 2016 10:13 PM

May 14, 2016 6:13 PM

67

May 14, 2016 4:44 PM

May 14, 2016 12:44 PM

Nepotism - The practice among those with power or influence of favoring relatives or friends, especially by giving them jobs. Executive management, with the keen oversight of human resources, often hires the children of politicians and other politicians as overcompensated interns in an attempt to further their careers. Here's some to name a few: The son of Gerald Malloy, the son of Eddie Fogler (Old USC basketball coach), and the son of a female staffer on SC Budget and Control Board.

All day, every day, the CEO is on a PERSONAL cell phone texting legislators. This happens blatantly during every meeting and in front of staffers. 1) This is not work commensurate of a \$250,000-\$300,000 salary; and 2) If you disagree and consider this "work", I would argue that your PERSONAL phone text messages, call log, and personal email is now FOIA-able. The House should FOIA this device, along with that sharp looking Apple watch.

68

May 14, 2016 2:23 PM

May 14, 2016 10:23 AM

Apple watch.

69	May 14, 2016 2:16 PM	May 14, 2016 10:16 AM	<p>Danny Varat is paid a six figure salary to pretend to be an elitist. This guy is seen more often at the Palmetto Club and running mid-day than at the office. Mr Varat, you may have senate ties, but I believe the House, the establishment closer to The People, does not support your government subsidized life of leisure. Bills started in both the Senate and House have not been successful and this year's budget issue in the House is hopefully just the beginning. Where is the value add to positions like this? I feel like Michael Hitchcock and Mr. Varat serve a redundant role as overpaid ceremonial heads of nonsense.</p> <p>Wow - I hope what ever staffer has been covering GTAA for the past three years steps down or is terminated that is awful performance. On second thought, I hope the staff covering global equities and mixed credit considers a career change. Peeler is right, "the eTrade baby could do a better job" than these jokers.</p> <p>State employees should not be punished because they chose a wrong investment and managed it poorly it is the state's responsibility not the employees to correct it</p>
70	May 14, 2016 1:55 PM	May 14, 2016 9:55 AM	
71	May 14, 2016 11:32 AM	May 14, 2016 7:32 AM	

72	May 14, 2016 7:19 AM	May 14, 2016 3:19 AM	<p>Compared to other states, it is very different and not doing enough to inform the employees of their benefits. More classes on the retirement system is needed for state employees. Several members of the House Oversight Committee that I have great respect for and believe are true leaders of South Carolina were informed of the Commission's shortcomings and the poor state of the pension plan. Now, you have the stage, you have the attention, and you should have the courage to make the necessary management changes to get the Commission on better</p>
73	May 13, 2016 11:58 PM	May 13, 2016 7:58 PM	<p>footing. This place is basically a cross between the Fourth Reich and cult. Drink the Kool-Aid and say "Yes Sir" and will make more money</p>
74	May 13, 2016 9:49 PM	May 13, 2016 5:49 PM	<p>than you are worth. Poor management like other state agencies. Top level people getting high salaries</p>
75	May 13, 2016 9:28 PM	May 13, 2016 5:28 PM	<p>for doing a poor job.</p>

			Commission investors should be paid according to gains made on investments. Paying them exorbitant salaries to fail provides no incentive for them to work toward improving the retirement system's ability to fund retirees. These investors walk out with fat pockets while retirement system considers doubling the contributions of current state employees to continue funding retirees. So not fair!
76	May 13, 2016 9:03 PM	May 13, 2016 5:03 PM	Help employees better understand the state retirement system and send quarterly statements out.
77	May 13, 2016 8:49 PM	May 13, 2016 4:49 PM	Media coverage paints the picture agency is not managing money well.
78	May 13, 2016 8:47 PM	May 13, 2016 4:47 PM	They do not do a good job.
79	May 13, 2016 8:44 PM	May 13, 2016 4:44 PM	Being paid too much for the return in investments.
80	May 13, 2016 8:43 PM	May 13, 2016 4:43 PM	The leader of the organization emails/texts his administrator to prepare and bring drinks in front of his entire staff during meetings. It is a strange and lazy sight to see. This is not a private company. This is a state agency and people should not be treated like servants or overpaid to perform degrading, meaningless tasks that do not drive the performance on the pension fund.
81	May 13, 2016 12:33 AM	May 12, 2016 8:33 PM	

82

May 13, 2016 12:27 AM

May 12, 2016 8:27 PM

Michael Hitchcock, bless his heart, at least he got the opportunity to be the Executive Director / CEO for two years. It is time to ask for his resignation and get leader at the helm of the ship. He should be proud that he got an opportunity, but realize that he has not contributed in any value added way. His recent salary increase along with the CIO's recent salary increase is just wrong. There has been ZERO value added during his tenure. There is a caste system that exists even at the Commission. There have been and will continue to be departures of key personnel who have institutionalized the Commission over the years. The Commission will be left with over paid bureaucrats. The first CIO was not the best and over diversified, but the Acting CIO and CEO are untested business leaders and the cracks are showing.

83

May 12, 2016 2:53 PM

May 12, 2016 10:53 AM

84	May 11, 2016 7:40 PM	May 11, 2016 3:40 PM	<p>the agency responsible for state employees retirements has mismanaged the funds that they were put in charge of. S.C. employees already pay more for their pensions than in any other Southeastern state and more than many private-sector employees. The burden of righting the retirement fund gap should not be put on the backs of state employees. plus the LOC needs to look at adjusting the bonus system for RSIC - the RSIC employees have been getting bonuses for managing an underperforming system. At one point in my work life I withdraw funds from the retirement system. Later I was able to put it back with interest, with money I had already paid taxes on. I was told that it would only give me a small discount due to federal law. This is South Carolina not the US government. So now I am paying taxes on that money again. This is not right. Also my last year at the medical university I had to pay retirement and got nothing in return for it and that is just stealing. Can you do anything about any of this? Overpaid, wasteful, out of touch, and disingenuous</p>
85	May 10, 2016 5:59 PM	May 10, 2016 1:59 PM	
86	May 10, 2016 2:38 AM	May 9, 2016 10:38 PM	

89
89
90

May 8, 2016 10:43 AM

May 8, 2016 6:43 AM

May 8, 2016 2:07 AM

May 7, 2016 10:07 PM

There has been a lot of coverage over the years regarding some of the negative aspects of "RSIC". As a tax payer, I am worried that "RSIC" still does not have the right leadership. Bob Borden looks like a genius compared to Michael Hitchcock. Why does a hand selected bureaucrat command such a hefty salary? Does he have the right qualifications? It is my understanding that he is simply a lawyer. I would rather have someone with some business experience, experience in a leadership role, and/or some kind of investment background. Would you let a business person litigate? No, you would hire a lawyer. Mr. Hitchcock has not added value from what I have read online. This guy looks like he is in over his head. I just do not understand why there are so many "Directors". The organizational charts look like an upside down pyramid. If one looks at LinkedIn profiles of Staffers, it is odd that there are so many Directors with vastly different levels of experience and credentials. Seems shady to me.

91	May 7, 2016 12:25 AM	May 6, 2016 8:25 PM	<p>A guy with 15 years experience as a Senate lawyer does not qualify to be an Executive Director, I mean CEO. The current CEO barely qualifies for Mr. Varat's Senate Liaison gig. This position should be filled with someone with experience not a Senate "yes man". South Carolina deserves to have someone with a business degree or MBA at the helm of its \$25 billion plan that affects 550,000 beneficiaries. I vote Darla Moore!</p> <p>Poor Human Resources Practices - This is the only state agency, hopefully, where an administrative assistant (secretary) earned \$76,000 per year. Per the state's salary database, the Human Resource Director went from making \$90,000 to \$135,000 per year in approximately three years. Tax payers and beneficiaries should feel absolutely insulted. Executive and Senior management needs to be terminated and PEBA/STO need to play a larger role. The SC House should FOIA every salary increase and promotion since inception of the Plan and cross reference such decisions with actual investments and their respective performance by each employee</p>
92	May 7, 2016 12:17 AM	May 6, 2016 8:17 PM	
93	May 5, 2016 4:30 PM	May 5, 2016 12:30 PM	

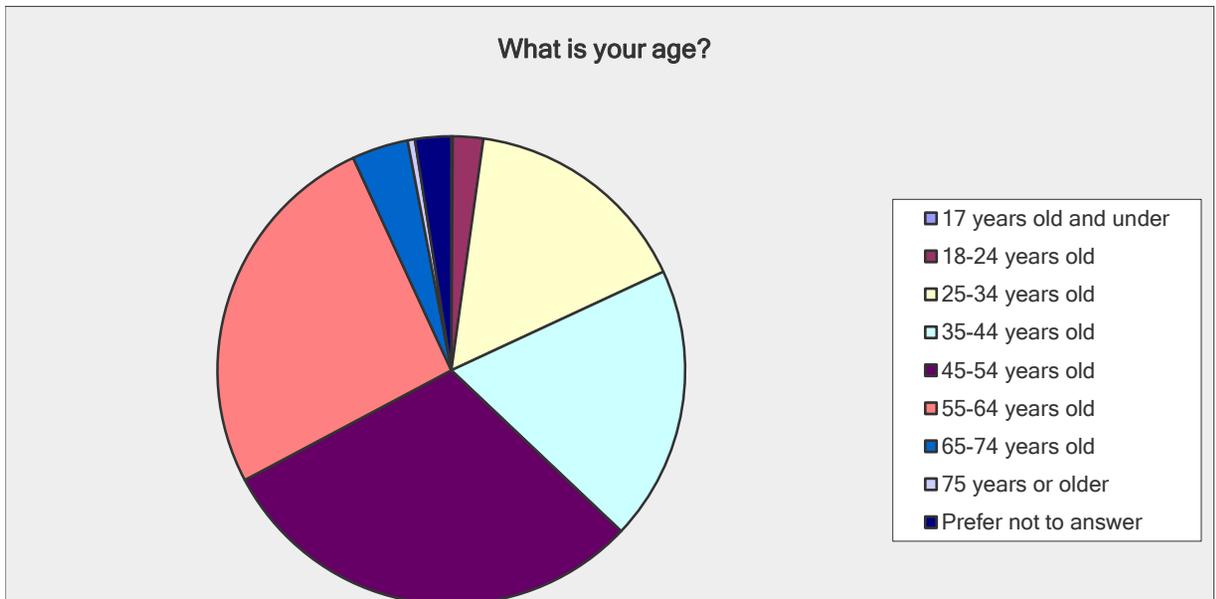
94	May 5, 2016 4:27 PM	May 5, 2016 12:27 PM	<p>Poor Executive and Senior Leadership with No Management Experience, Poor Asset Allocation with such Decision Makers Still Employed, Weak Compensation and Human Resources Capabilities</p> <p>It is very frustrating know family members who work for the state who are constantly being asked to pay more and more into a fund that is not being</p>
95	May 4, 2016 12:26 PM	May 4, 2016 8:26 AM	<p>invested wisely.</p> <p>Being retired I don't see why working retirees, with fixed retirement still pay into the system and yet get no benefit. As for the investment aspect, I've been told by knowledgeable people in upper banking positions that we have the worst options available to state employees allotted to us for investment options. Their words, "they stink."</p> <p>Are these people interested in the welfare of state employees? If given better investment options, you'd probably see retirees leaving sooner, opening the ranks for the younger generations to have jobs. It would be a win-win situation. This Commission</p>
96	May 3, 2016 3:09 PM	May 3, 2016 11:09 AM	<p>needs to be re-evaluated.</p>

97	May 3, 2016 1:43 AM	May 2, 2016 9:43 PM	<p>The stock market is up almost 4,000 points from its low in 2008. Why is the pension system losing money, when individual investors are making money?</p> <p>As a South Carolinian working in NYC as an investment analyst. I am disappointed in the lack of returns, portfolio structure and lack of attention to detail. The Investment commission needs new leadership or it will continue to fail. Commissioners like Reynolds Williams have proven to be failures and are incapable of creating an organization that can earn the money needed to secure the benefits promised. I have many friends and family members in SC and they deserve and plan that is not run by cronies and flimflam artist.</p>
98	May 2, 2016 4:25 PM	May 2, 2016 12:25 PM	

99	May 2, 2016 4:11 PM	May 2, 2016 12:11 PM	<p>How much money must be stolen from the taxpayers before SLED investigates this criminal enterprise. They have failed to make enough money to pay benefits without dipping into the retirement fund, they have given themselves lavish bonuses and made their friends and family wealthy. As a state employee I need and want my retirement checks and if these clowns are permitted to continue I want get a I am a retiree and have watched this agency perform baby for years. I cannot believe that men like Reynolds Williams are not in jail. There negligence has cost this state a fortune and they should be punished. If not, they poor performance will continue.</p>
100	May 2, 2016 4:03 PM	May 2, 2016 12:03 PM	<p>Bonuses, etc. should not be allowed when dealing with employees' contributions, especially when they are not performing well and we are losing money.</p>
101	May 2, 2016 2:54 PM	May 2, 2016 10:54 AM	

May 2016 - Provide Input to the South Carolina House of Representatives' Legislative Oversight Committee

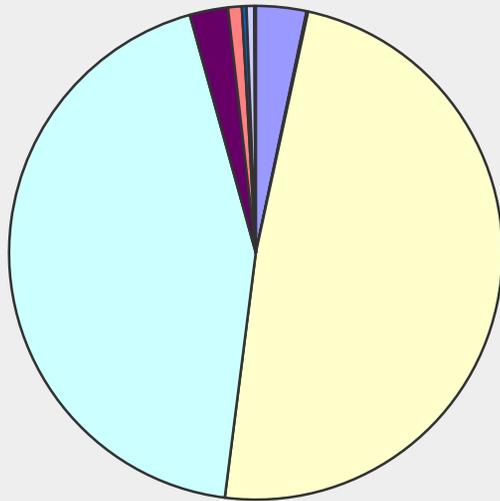
What is your age?		
Answer Options	Response Percent	Response Count
17 years old and under	0.1%	1
18-24 years old	2.1%	16
25-34 years old	15.9%	122
35-44 years old	19.0%	146
45-54 years old	30.2%	232
55-64 years old	25.9%	199
65-74 years old	3.9%	30
75 years or older	0.5%	4
Prefer not to answer	2.5%	19
<i>answered question</i>		769
<i>skipped question</i>		256



May 2016 - Provide Input to the South Carolina House of Representatives' Legislative Oversight Committee

Which best describes your current role?		
Answer Options	Response Percent	Response Count
South Carolina resident and do not fall into any of the	3.3%	25
State elected official	0.1%	1
State employee	48.5%	365
State employee of an agency under study	43.6%	328
Former State employee	2.5%	19
Former State employee of an agency under study	0.9%	7
Product or service provider or other partner to a State	0.3%	2
Product or service provider or other partner of an agency	0.5%	4
Not a South Carolina resident and do not fall into any of	0.1%	1
	<i>answered question</i>	752
	<i>skipped question</i>	273

Which best describes your current role



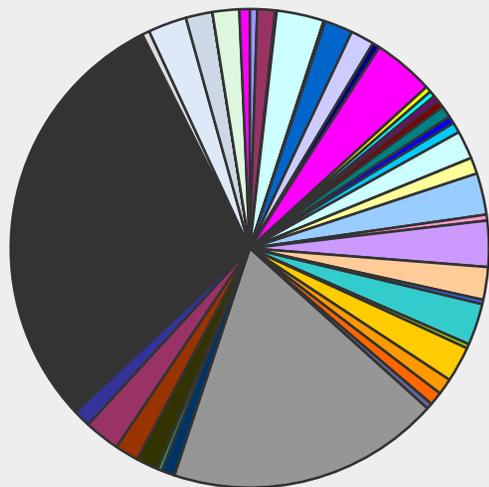
- South Carolina resident and do not fall into any of the categories below
- State elected official
- State employee
- State employee of an agency under study
- Former State employee
- Former State employee of an agency under study
- Product or service provider or other partner to a State agency
- Product or service provider or other partner of an agency under study
- Not a South Carolina resident and do not fall into any of the categories above

May 2016 - Provide Input to the South Carolina House of Representatives' Legislative Oversight Committee

In which county do you live?		
Answer Options	Response Percent	Response Count
Abbeville	0.5%	4
Aiken	1.2%	9
Allendale	0.1%	1
Anderson	3.2%	24
Bamberg	0.0%	0
Barnwell	0.1%	1
Beaufort	1.9%	14
Berkeley	1.6%	12
Calhoun	0.5%	4
Charleston	4.1%	30
Cherokee	0.4%	3
Chester	0.4%	3
Chesterfield	0.4%	3
Clarendon	0.5%	4
Colleton	0.8%	6
Darlington	0.5%	4
Dillon	0.7%	5
Dorchester	1.9%	14
Edgefield	0.0%	0
Fairfield	1.1%	8
Florence	2.8%	21
Georgetown	0.4%	3
Greenville	3.1%	23
Greenwood	2.2%	16
Hampton	0.3%	2
Horry	2.8%	21
Jasper	0.3%	2
Kershaw	2.4%	18
Lancaster	1.1%	8
Laurens	0.9%	7

Lee	0.4%	3
Lexington	18.4%	136
Marion	0.9%	7
Marlboro	0.3%	2
McCormick	0.0%	0
Newberry	1.5%	11
Oconee	1.6%	12
Orangeburg	2.4%	18
Pickens	1.2%	9
Richland	29.5%	218
Saluda	0.5%	4
Spartanburg	2.6%	19
Sumter	1.8%	13
Union	0.0%	0
Williamsburg	0.0%	0
York	1.8%	13
Do not live in South Carolina	0.7%	5
	<i>answered question</i>	740
	<i>skipped question</i>	285

In which county do you live?



- Abbeville
- Aiken
- Allendale
- Anderson
- Bamberg
- Barnwell
- Beaufort
- Berkeley
- Calhoun
- Charleston
- Cherokee
- Chester
- Chesterfield
- Clarendon
- Colleton
- Darlington
- Dillon
- Dorchester
- Edgefield
- Fairfield
- Florence
- Georgetown
- Greenville
- Greenwood
- Hampton
- Horry
- Jasper
- Kershaw
- Lancaster
- Laurens
- Lee
- Lexington
- Marion
- Marlboro
- McCormick
- Newberry
- Oconee
- Orangeburg
- Pickens
- Richland
- Saluda
- Spartanburg
- Sumter
- Union
- Williamsburg
- York
- Do not live in South Carolina