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Hugh Ryan, Executive Director
Hervey Young, Deputy Director and General Counsel
Lori Frost, Assistant Director

MEMORANDUM TO:

The Honorable Henry McMaster, Governor of South Carolina
The Honorable Harvey S. Peeler, Jr, Chm. Senate Finance Committee
The Honorable Bruce W. Bannister, Chm. House Ways and Means Committee

FROM: South Carolina Commission on Indigent Defense

DATE: 15 JULY 2023

RE: Proviso 117.170

The Commission on Indigent Defense provides the following information in accordance with Proviso 117.170 of the FY 23-24 General Appropriations Act (H 4300):

I. Distribution of Funds

The Commission will distribute funds to the circuits as established by Proviso 61.14:

61.14. (INDEF: Assistant Public Defender Personnel and Retention Funding) The \$11,200,733 appropriated shall be distributed as follows: \$5,746,944 shall be distributed in the amount of \$359,184 per circuit for 3.00 Public Defenders; and the remaining amount of \$5,453,789 shall be apportioned on a per capita basis and based upon the most current official decennial census of the United States.

The per capita breakdown of the \$5,453,789 per circuit is attached as Exhibit 1.

II. Steps to Retain Employees/New FTEs

With a Statewide turnover rate of 41% the Circuit Defenders understand it is critical they strategically and efficiently apply the retention portion of these funds. In attached exhibits 2-17 each circuit provides an outline regarding steps to retain current employees. For most circuits it is very straightforward that they must offer more competitive salaries. This is critical in what has been a challenging environment to hire and retain attorneys when competing against

other government entities and private firms that can often offer more lucrative salary and benefit packages.

The number of new FTEs that will be hired is established by Proviso 61.14 at a minimum of 3 per circuit for a total of 48 statewide. Circuit Defenders also understand if all the retention funding is not necessary to retain current employees, they can potentially utilize this funding to hire additional attorneys.

III. Measures For Reducing the Number of Warrants Pending

The Circuits, as reflected in the attached exhibits, have provided insight into measures, they believe will reduce the Circuit Court backlog. However, the Commission will use its Defender Data system (statewide database maintained by the Commission that collects data on numerous aspects of PD Office operations) to specifically measure each Circuit's monthly progress in reducing the number of pending warrants. (The Commission tracks data by both cases and warrants but reports data in terms of warrants, as that is the metric used by Court Administration). The Commission will identify any areas of concern and discuss possible solutions, needs etc. that may assist that Circuit.

Data, as required in this proviso, provides the following status of pending and disposed of Circuit Court warrants for cases handled by Public Defender Offices. (In addition to Circuit Court warrants, PD Offices also handle a significant number of warrants in Family Court (Juvenile cases), Magistrate and Municipal Court).

- Warrants pending/by aging categories as of July 1, 2022 (Exhibit 18)
- Warrants disposed of FY 22-23 (Exhibit 19)
- Warrants pending/by aging categories as of July 1, 2023 (Exhibit 20)

The Commission will also monitor the number of interactions between PD Offices and incarcerated clients. As reflected in the Supreme Court's General Sessions Docket Management Order (May 24, 2023) it is critical PD Offices have timely and consistent contact with incarcerated clients. Defender Data will allow the Agency to monitor the number of jail visits (whether in person and/or via video) and assess this measurable in conjunction with the role of other criminal justice system partners (prosecution, law enforcement, judicial, etc.) in resolving pending warrants.

Retention Funding Assistant Public Defenders
(New Funding)

CIRCUIT	COUNTY NAME	POPULATION 2020 CENSUS	Distribution	Circuit Totals
1	CALHOUN	14,119	\$ 15,044.10	
1	DORCHESTER	161,540	\$ 172,124.25	
1	ORANGEBURG	84,223	\$ 89,741.37	\$ 276,909.72
2	AIKEN	168,808	\$ 179,868.46	
2	BAMBERG	13,311	\$ 14,183.15	
2	BARNWELL	20,589	\$ 21,938.01	\$ 215,989.62
3	CLARENDON	31,144	\$ 33,184.58	
3	LEE	16,531	\$ 17,614.13	
3	SUMTER	105,556	\$ 112,472.13	
3	WILLIAMSBURG	31,026	\$ 33,058.85	\$ 196,329.69
4	CHESTERFIELD	43,273	\$ 46,108.29	
4	DARLINGTON	62,905	\$ 67,026.59	
4	DILLON	28,292	\$ 30,145.72	
4	MARLBORO	26,667	\$ 28,414.25	\$ 171,694.85
5	KERSHAW	65,403	\$ 69,688.27	
5	RICHLAND	416,147	\$ 443,413.33	\$ 513,101.60
6	CHESTER	32,294	\$ 34,409.93	
6	FAIRFIELD	20,948	\$ 22,320.53	
6	LANCASTER	96,016	\$ 102,307.06	\$ 159,037.52
7	CHEROKEE	56,216	\$ 59,899.32	
7	SPARTANBURG	327,997	\$ 349,487.68	\$ 409,387.00
8	ABBEVILLE	24,295	\$ 25,886.83	
8	GREENWOOD	69,351	\$ 73,894.95	
8	LAURENS	67,539	\$ 71,964.22	
8	NEWBERRY	37,719	\$ 40,190.38	\$ 211,936.38
9	BERKELEY	229,861	\$ 244,921.71	
9	CHARLESTON	408,235	\$ 434,982.93	\$ 679,904.64
10	ANDERSON	203,718	\$ 217,065.79	
10	OCONEE	78,607	\$ 83,757.42	\$ 300,823.21
11	EDGEFIELD	25,657	\$ 27,338.07	
11	LEXINGTON	293,991	\$ 313,253.56	
11	McCORMICK	9,526	\$ 10,150.15	
11	SALUDA	18,862	\$ 20,097.86	\$ 370,839.64
12	FLORENCE	137,059	\$ 146,039.23	
12	MARION	29,183	\$ 31,095.10	\$ 177,134.33
13	GREENVILLE	525,534	\$ 559,967.47	
13	PICKENS	131,404	\$ 140,013.71	\$ 699,981.18
14	ALLENDALE	8,039	\$ 8,565.73	
14	BEAUFORT	187,117	\$ 199,377.08	
14	COLLETON	38,604	\$ 41,133.37	
14	HAMPTON	18,561	\$ 19,777.13	
14	JASPER	28,791	\$ 30,677.42	\$ 299,530.73
15	GEORGETOWN	63,404	\$ 67,558.29	
15	HORRY	351,029	\$ 374,028.75	\$ 441,587.04
16	UNION	27,244	\$ 29,029.05	
16	YORK	282,090	\$ 300,572.80	\$ 329,601.85
TOTAL		5,118,425	\$ 5,453,789.00	\$ 5,453,789.00

To: First Circuit Chief Administrative Judge
Chairman of the Senate Finance Committee
Chairman of the House Ways and Means Committee
The Governor's Office

Date: June 28, 2023

RE: Use of Retention Funds and it's planned impact on the First Circuit Criminal Case Backlog

The First Circuit Public Defenders Offices will use the retention money provided by the Legislature in the Fiscal Year 2024 budget to increase the salaries of many of the most experienced attorneys working in our offices. This funding will hopefully allow us keep these attorneys employed with the Public Defender.

The experienced attorneys are handling most of the complicated and aged cases in our offices. Along with this funding helping us retain these attorneys we will use the additional funding to hire three new attorneys in the First Circuit over the next year.

The new attorneys will be concentrated on more recent cases and less complicated older cases. It is expected that they will relieve the pressure of new cases on the more experienced attorneys, allowing them to work in a more concentrated way to resolve these old cases, either by plea, dismissal, or trial.

Three new attorneys will increase the First Circuit General Sessions attorneys by thirty percent. This significant increase of attorney work on the docket should yield a substantial reduction in the backlog of cases. We will expect the newly hired attorneys to also evaluate the cases they are assigned to explore fast resolutions in those cases, such as dismissal or plea where appropriate.

The money for retentions, if not fully used this Fiscal Year will be retained to provide further economic incentive to newer attorneys and or new hires during Fiscal Year 2024 and beyond.

The First Circuit plans three Full-time employed attorneys to be added this year. The work of these three new Full-time employees, along with the current attorneys, should allow a significant reduction of the caseloads in the Circuit.

Very truly yours,



Mark A. Leindecker
Circuit Public Defender

MAL/mm

DE GRANT GIBBONS
CIRCUIT PUBLIC DEFENDER FOR THE SECOND JUDICIAL CIRCUIT
211 York St. NE
Post Office Drawer 2247
Aiken, South Carolina 29802

Dear Hugh,

Here are the plans for dispersing 2024 funding in my office:

New positions

We have had an open position posted for nearly 2 years and have been unable to find viable candidates. Our current plan is to hire 3-4 independent contractors to add to our public defender numbers. These individuals will be assigned cases, thus reducing the backlog. These attorneys will not be entitled to state or county benefits, and will not require additional office space. I have met with county officials and they have agreed to keep the new FTE positions in our budget so that we can convert the contract positions over when we are able to hire attorneys.

Retention funds

We will convert attorney positions for those who have been with our office over 10 years to “Career” attorneys, increasing their base salary and position range according to the County’s salary structure for similar professional positions.

In addition, for those attorneys who have served 5 or more years, we will move them to a higher salary range so that they will continue to stay with our office.

In the past, we have lost very good attorneys to the Solicitor’s office because we couldn’t pay them a competitive salary. This funding puts us on a more competitive level with other offices. We found ourselves having to supplement starting salaries to enable us to hire and retain our attorneys as the base salary was not competitive with not only the Solicitor’s office but private firms. Also, part of the retention funds will be used to offset these supplements.



D. Grant Gibbons
2nd Circuit Public Defender
P.O. Drawer 2247
Aiken, SC 29802

(803) 642-1732

Third Circuit Public Defender

141 North Main Street, Rm # 307, Sumter, SC 29150 ♦ Post Office Box 98 Sumter, SC 29151
(803) 774-6137 ♦ Fax (803) 774-6136

June 28, 2023

Mr. Hugh Ryan, Executive Director
South Carolina Commission on Indigent Defense
Post Office Box 11433
Columbia, South Carolina 29211-1433

Re: Third Circuit Public Defender, Proviso 117.170 Report

Director Ryan,

State Budget Proviso 117.170 requests that each Circuit Public Defender shall provide to the Commission on Indigent Defense Director a report of

1. **To be provided by the State Agency:** current warrants pending.
 - a. total number of warrants pending in Circuit Court on July 1st of the preceding year:
 - b. total number of warrants pending in Circuit Court on July 1st of the current fiscal year:
 - c. total number of warrants disposed of in the previous fiscal year.
2. **To be provided by the State Agency:** the aging categories for pending warrants:
 - a. Warrants pending 365 days or less:
 - b. Warrants pending 366 days to 544 days:
 - c. Warrants pending more than 545 days.
3. **To be provided by the State Agency:** In order to assist the Commission on Indigent Defense to report to the Chief Administrative Judge of the Third Judicial circuit handling the General Sessions docket, the Chairman of the Senate Finance Committee, the Chairman of the House Ways and Means Committee, and the Governor's Office, the manner in which the funds will be distributed among the circuits, and
 - a. The steps taken to retain current employees:

The Office has utilized the funds provided by the legislature to reward current employees by distributing the funds allocated to the respective circuits and then dividing the funds among the currently employed attorneys. The funds are then awarded to the individual attorney based on a percentage that reflects the amount of continuous time the attorney has been employed by the Office. This ensures that those attorneys with the longest continuous tenure are the most compensated for their continuous

employment, while retaining an amount of funds to increase by an appropriate percentage each subsequent year, for continued employment.

- b. The number of new FTEs that will be hired:

The Office anticipated that three additional FTE attorneys will be hired by the Circuit.

- c. These measures will go towards reducing both the number and aging warrants pending.

These measures will reduce the number and reduce ageing warrants by reducing the caseload per attorneys, which in turn, will allow more time to be spent, on average, on more case files. This will allow more work towards the resolution of a greater number of cases. The office also anticipates that the new FTE positions will provide sufficient personnel numbers in the Circuit to allow for more frequent, and more importantly, much earlier review of new Warrants, which will, in turn, allow for speedier resolution of cases, and reduce the average number of aging warrants.

If you have any questions, please do not hesitate to call me immediately

Very truly yours,

Edgar R. Donald, Jr.



**FOURTH JUDICIAL CIRCUIT
MATT RIVERS
PUBLIC DEFENDER**

TO: S.C. Commission on Indigent Defense
FROM: Matt Rivers, Public Defender
Fourth Judicial Circuit
DATE: June 27, 2023
RE: Funding Plan per Proviso 117.170

Upon the disbursement of increased funds as directed by the above budgetary proviso of the S.C. General Assembly, this office will implement same as follows;

- A. Retention of Employees: All monies apportioned for employee retention will be used as such with an emphasis placed upon performance especially as related to reducing the backlog of cases on General Sessions dockets of the Fourth Judicial Circuit. In anticipation of said fund disbursement, this office has already began such salary increases in order to comply with said proviso so as to retain as many current employees as possible prior to the upcoming fiscal year beginning July 1, 2023.
- B. Backlog Reduction: The increased funding appropriated for this circuit will allow us to hire new attorneys and maintain those currently employed. This will then permit us to attack the backlog of cases created by the pandemic of 2020 in a much more concentrated manner. It is anticipated that the increased funding will allow the development of goals, in concert with the Solicitor of the Fourth Judicial Circuit, and his staff, related to lowering both the age and number of pending General Sessions cases in our Circuit overall.

**OFFICE OF THE PUBLIC DEFENDER
FIFTH JUDICIAL CIRCUIT
RICHLAND COUNTY JUDICIAL CENTER**

1701 MAIN STREET
POST OFFICE BOX 192
COLUMBIA, SC 29202

PHONE (803) 929-6150
FAX (803) 748-5018

June 21, 2023

J. Hugh Ryan III
Executive Director
South Carolina Commission on Indigent Defense
1330 Lady Street, Suite 401
Columbia, SC 29201

Mr. Ryan-

The 5th Circuit will utilize the funds issued pursuant to Proviso 117.170 to retain current attorneys by increasing their salaries to a level that is competitive in the current market. This funding will also be utilized to recruit more experienced attorneys who can assist with the more serious cases. These attorneys who have years of experience demand higher salaries and are far more difficult to recruit than brand new attorneys. As a result, the attorneys handling the more serious cases are overwhelmed with extremely high caseloads and taxing trial schedules. This leads to burnout which leads to attorneys leaving for better paying jobs that are not as challenging. This will also reduce the backlog because it is typically the more serious cases that take the longest to resolve. Turnover and lack of staffing all contribute to this backlog and are inherently connected to the inadequate funding that we currently have to retain and recruit skilled attorneys.

With kind regards,



Fielding Pringle
Fifth Circuit Public Defender



OFFICE OF THE PUBLIC DEFENDER
SIXTH JUDICIAL CIRCUIT

PO BOX 1809
LANCASTER, SOUTH CAROLINA 29721
(803) 285-5585

June 30, 2023

RE: FY 2023-2024 Assistant Public Defender Personnel and Retention Funding

Over the past year, we determined that the salary scale we had in place for our attorneys had become uncompetitive. This resulted in having great difficulty in recruiting new attorneys to our office and losing experienced attorneys to other agencies such as the Attorney General, the Solicitor's Office, private practice, and other Public Defender offices. Beginning with fiscal year 2023-2024 we are implementing a new pay scale that will make our salaries more in line with the pay scale of attorneys for the State and neighboring Public Defender offices.

To implement this new pay scale, we will utilize the funds allocated in this years' State budget. Elevating the pay of our attorneys to be in line with the newly implemented pay scale will allow the pay for new hires to become competitive and allow us to increase the pay of current attorneys between 10%-15%.

We will focus the hiring of new lawyers in our Lancaster office. The population of Lancaster is one of the fastest growing in South Carolina. With this population growth naturally comes more clients for our office. Combine this growth with a backlog of cases due to the slowdown of courts during COVID and we have an overwhelming caseload for our current attorneys, with some attorneys having over 400 clients.

The increase in pay for our current attorneys will allow us to retain the experience and skills necessary to move cases in a timely manner. The combination of new attorneys and experienced attorneys in our office will aid in significantly reducing per attorney caseloads. Consequently, our attorneys will have greater flexibility, allowing them to properly address each client's case and reach resolutions more efficiently. This will allow us to have a significant effect on the existing backlog and manage the growth in cases due to the increasing population in our circuit.

We are tremendously grateful for these increased resources. These new resources will allow us to better serve our clients and help them reach the most favorable outcomes for their circumstances.

With kindest regards, I am,
Sincerely,

William P. Frick
Circuit Public Defender
Sixth Judicial Circuit

Exhibit 7

SEVENTH JUDICIAL CIRCUIT PUBLIC DEFENDER

MICHAEL D. MORIN
CIRCUIT PUBLIC DEFENDER

366 NORTH CHURCH STREET
SUITE 3000
SPARTANBURG, SC 29303



TELEPHONE (864) 596-2561
FAX (864) 596-2284
FAX (864) 562-4412

June 30, 2023

Memorandum

TO: Hugh Ryan, Executive Director S.C.I.D.
FROM: Michael D. Morin, Seventh Circuit Public Defender
RE: Plan for state retention money

Mr. Ryan,

My plan for the three new attorney positions involves the addition two full time attorneys in Spartanburg. The result of creating these new positions will be to lower the overall case load for each attorney in the office. Currently the average case load per attorney in the office is approaching 300 defendants. This number is currently double what the American Bar Association recommends to adequately represent defendants in circuit court. This number is causing stress on the system. The addition of two more full time attorneys will certainly reduce the backlog and age of pending cases.

During the last twelve months the Spartanburg County Public Defender Office has lost thirty percent of the staff. There are currently eight assistant public defenders and four vacancies. While three of the attorneys left the office primarily for left the office higher wages in the private sector, one left due to health-related issues due to stress caused by such a high case load. Therefore, in Spartanburg the use of retention and recruitment money will be two-fold. First, to bring up the salaries of the eight to properly compensate them for the remaining attorneys to a level that will make it attractive to remain with the office. Second, to bring up the starting salaries of new hires to make the office more competitive with other offers new lawyers are making in the private sector. The supply of attorneys looking for employment is as low as I have seen it in my thirty years of practicing law.

In Cherokee County, the situation is much more dire. In the last six months three of the four lawyers have left the office to be employed in the private sector for hire compensation.

The retention and recruitment money are the only way in the current economic climate to maintain a functioning Public Defender office. The money is being used to increase the salary of the one remaining attorney as well as increase the salary that can be offered to new hires. The fact that Cherokee County is a smaller county the cost of attracting young talent to the office is higher than it would be in a more populous urban area. It is hoped that the increased salary that can be offered will make the office more competitive and attractive to the young talent need to properly staff an adequate Public Defender's Office.

Sincerely,

Michael D. Morin
Circuit Public Defender
Seventh Judicial Circuit

PUBLIC DEFENDER

**Circuit Defender for the Eighth Judicial Circuit
Abbeville, Greenwood, Laurens, and Newberry Counties**

**Park Plaza Building
600 Monument St., Suite 208
Greenwood, South Carolina 29646
Phone: (864) 229-9505
Email: cmcneill@8thcircuitpublicdefender.org**

**Chelsea B. McNeill, Esquire
Circuit Public Defender
for the 8th Judicial Circuit**

June 28, 2023

RE: 117.170 (Employee Retention and Recruitment)

To Whom It May Concern:

As the Circuit Public Defender for 4 rural counties that make up the 8th Judicial Circuit, I am so pleased and grateful for the funding under proviso 117.170. Thank you to all who supported this funding.

Regarding the funding for employee retention purposes, I plan to increase my staffs' respective salaries to a pay scale that allows me to be competitive with other better-funded circuits as well as the 8th Circuit Solicitor's Office. This should help to reduce turnover in my office. Currently, the Deputy Solicitors in the 8th Circuit make well over what my own Deputy Defenders make. The retention money will allow me to have pay parity with the 8th Circuit's prosecutors AND with other neighboring circuits. Additionally, I am in a position where my more senior lawyers are inching closer to their 10-year anniversary in public service. Once those lawyers reach that 10-year mark for the public service loan forgiveness program, I fear that they will leave the public interest sector for a more lucrative opportunity in the private sector. Because I would be able to give these senior lawyers a substantial bump in pay, I can also likely retain them past their 10-year mark as the retirement system pays out at a figure that is the average of the respective employee's top three earning years. A pay raise may allow me to keep those senior lawyers approaching their 10-year service past that mark for maybe one or two additional years to increase their top three-year average salary pay.

Regarding the funding for hiring additional public defenders for my circuit, this is a HUGE benefit for my entire staff. Currently, I have public defenders who carry an average caseload that is well beyond the American Bar Association's standards for attorneys practicing criminal defense. Several of my current attorneys carry a caseload of over 400 clients. That is not warrants, that is actual human beings. Adding additional attorney positions would help to reduce my attorneys' current caseloads which helps to serve our indigent clients better in many aspects. First, the attorneys would have the ability to better serve their reduced caseload of clients, providing a better standard of representation. As well, adding more attorneys will help reduce the backlog of criminal cases. Currently, there are several more prosecutors than public defenders in each of the counties in my circuit which puts undue pressure on each of the public defenders, resulting in burnout. Adding more public defenders to even the scales with how many

prosecutors there are will help to reduce the current pressure and strain that the backlog is placing on the current public defenders as we handle the majority of the pending criminal cases.

With kindest regards, I am

Yours very truly,

Chelsea B. McNeill

Berkeley County
219 N. Hwy. 52, Suite E
P.O. Box 1687
Moncks Corner, SC 29461
(843) 899-2777
(843) 899-2701 Fax
David P. Schwacke
Berkeley County Public Defender

Ninth Circuit Public Defender
Berkeley & Charleston Counties

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(843) 958-1860 Fax
Megan S. Ehrlich
Charleston County Public Defender

July 13, 2023

Hugh Ryan
Executive Director
SC Commission on Indigent Defense
Columbia, SC 29211

via email

Re: Use of newly appropriated funds

Dear Hugh:

Thank you for all of the work you did with all of the stakeholders and our legislature to ensure that indigent defense offices around the state will be adequately funded in the coming year to redouble our efforts to reduce the state's criminal backlog.

While many factors have contributed to and continue to affect the backlog, this legislation provides us a key tool in reducing the backlog: the ability to attract and retain the lawyers necessary to effectively represent the huge numbers of indigent people whose cases make up the bulk of the criminal backlog.

In keeping with Proviso 117.170, our circuit is already actively recruiting in order to file the three new positions budgeted. In addition to posted job listings on recruitment sites, we are planning to attend numerous on-campus interviews with law schools in South Carolina, North Carolina, and Georgia in the Fall of 2023. Further, we will be deploying the remaining funds to ensure that we can retain the experienced lawyers who are the backbone of our office. In particular, I am mindful of the need to upwardly adjust salaries of mid-tier lawyers—those with 6-10 years of experience—to ensure that we are able to retain them past the 10-year mark when many of them will have earned student loan forgiveness. Secondly, our most experienced lawyer staff—those most able to be agile in the face of recent changes in the docketing system—will be targeted for adjustment in order to obtain parity with their solicitor counterparts. The smallest adjustments will be made to less experienced lawyers, as that is the one area in which I feel our office is already competitive, thanks to significant contributions toward salaries from our administering county. I am in the process of conducting a circuit-wide salary assessment to determine the specifics of which lawyers are most in need of

adjustment. I anticipate being prepared to make those adjustments as soon as the funds are released to the circuits.

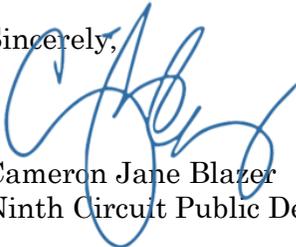
Our office has taken a multi-pronged approach to reducing the backlog. Working collaboratively with our Circuit Solicitor and with other stakeholders, including jail administrators and state mental health officials, to identify cases that are a high priority to resolve—whether we can resolve a very old case or a very new case, every time we are able to work in this way to clear another case from the docket, we are reducing the backlog. Although we have encountered numerous difficulties in the jails in both the counties we serve, we continue to seek creative solutions to ensure visitation is adequate and frequent for all in-custody defendants; cases are always easier to resolve with clients who are satisfied that they are able to see their lawyers regularly. Lawyers in both counties have the ability to visit clients via video and in-person. While in-person visits are the gold standard for developing relationships and reviewing cases, video visits provide us with the opportunity to quickly check in on folks and make sure they have an opportunity to communicate concerns and questions and receive case updates with appropriate frequency.

Since the publication of the new General Sessions Docketing Order several weeks ago, the Solicitor and I held meetings with our chief administrative judge and representatives of the private criminal bar to establish plans for implementation of the order. While differences will always exist, the Solicitor and I continue to bring the leadership of our two offices together to work diligently to implement the order in a way that most effectively serves its purpose and our shared goal: the reduction and elimination of the backlog in criminal cases.

I understand that this new funding will require additional reporting from our offices. Through our participation in the Charleston Criminal Justice Coordinating Council (CJCC), our office is already well-acquainted with making data-driven decisions about best practices. We would be happy to share with you the kinds of data we receive regularly from the CJCC, which is aggregated from several sources. Although not every community has a CJCC, the data should exist in every county, and understanding what the data tells us can be a first step in making changes that benefit communities and clients alike.

With kind regards, I remain,

Sincerely,


Cameron Jane Blazer
Ninth Circuit Public Defender

10TH CIRCUIT PUBLIC DEFENDER OFFICE

Anderson County Office
500 S. McDuffie Street
Anderson, SC 29624
Tel. 864.260.4048
Fax 864.260.4134



Oconee County Office
415 S. Pine Street
Walhalla, SC 29691
Tel. 864.638.3133
Fax 864.638.0228

JENNIFER L. JOHNSON
CIRCUIT PUBLIC DEFENDER

July 13, 2023

Mr. James Hugh Ryan, III
Executive Director
SC Commission on Indigent Defense
PO Box 11433
Columbia, SC 29211
Via email only to: hryan@sccid.sc.gov

Re: 117.170 (Employee Retention and Recruitment)

Dear Hugh:

I write to outline the disbursement plan for Retention and Recruitment funding for the 10th Judicial Circuit. Our Judicial Circuit includes Anderson (pop. 209,581)* and Oconee (pop. 80,180)* Counties. * US Census Bureau estimates as of July 1, 2022.

Retention: in consultation with the Anderson County administration and County attorney, all 10th Circuit employees will be awarded a one-time retention incentive pay by the end of August. This measure is meant to immediately address retention concerns while permitting me to work with County administrators to realign salaries by January 1, 2024. I have two primary salary goals: (1) to ensure that public defender salaries are competitive with the 10th Circuit Solicitor's Office; and (2) to ensure that 10th Circuit salaries are competitive with neighboring counties (namely, Greenville). Anderson County engaged a wage and compensation study analysis in 2017; that is the last time the positions and pay grades for my office have been evaluated. It is likely that attorney positions will need pay grade adjustments. Also, the last time I did comprehensive parity raises with the Solicitor's Office was in 2019. This new funding will permit me to work with my County administration to evaluate pay grades and parity pay to meet the stated salary goals.

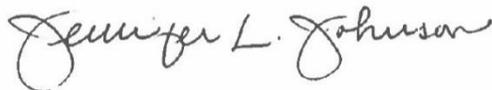
Recruitment: I have already begun the recruitment of attorneys to our Circuit. Through outreach with my local bar associations, the SC Bar and the law school chapters of the SC Association of

Criminal Defense Lawyers, I am encouraging new admittees and those soon-to-sit for the Bar exam to consider practicing in our small communities. I am also actively recruiting attorneys in private practice who are nearing retirement and who remain interested in practicing law, but without the burden of managing a law practice. While it can be challenging to recruit attorneys – especially younger ones – to practice in more rural environments, I have found highlighting the congeniality of our local Bars and emphasizing lower cost of living and housing expenses to be good marketing strategies. Most importantly, the new funding will permit me to recruit at competitive salaries.

Finally, it is through retaining experienced, skilled attorneys and recruitment of new attorneys that our Circuit will continue to be able to fairly, effectively and efficiently move cases through the General Sessions docket. The backlog contract attorney program that was funded for fiscal years 2022 and 2023 will effectively be continued and expanded in scope with new attorney positions. I structured three backlog attorney contracts in the 10th Circuit; two in Anderson and one in Oconee. Each of these attorneys agreed to accept ten (10) cases per month, which effectively reduced the caseloads of our full-time attorneys, allowing them the time and resources to devote to resolution of older, more complex litigation.

I cannot express my gratitude sufficiently for the support our legislators have shown to public defense, and the criminal justice system more broadly. I believe this new funding will have an immediate, profound, and lasting impact on the delivery of justice to the citizens of South Carolina.

Sincerely,

A handwritten signature in cursive script that reads "Jennifer L. Johnson". The signature is written in black ink and is positioned above the typed name.

Jennifer L. Johnson
Circuit Public Defender

ELEVENTH CIRCUIT PUBLIC DEFENDER

LEXINGTON, SALUDA, EDGEFIELD & McCORMICK COUNTIES

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LEXINGTON, SC 29072
(803) 785-8873

SARAH H. MAULDIN
CIRCUIT PUBLIC DEFENDER

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JASON S. CHEHOSKI
CHIEF PUBLIC DEFENDER

ATTORNEY RETENTION PLAN ELEVENTH CIRCUIT PUBLIC DEFENDER'S OFFICE

The Eleventh Circuit Public Defender's Office has been hit hard by inadequate funding for public defenders, partially due to stagnant county contributions. Retaining lawyers has become difficult over the past few years, but the problem worsened drastically over the last year. Seven lawyers left the office; five of them left for more lucrative jobs. Currently, the office employs only twelve attorneys out of its twenty-three attorney positions.

These staffing shortages have caused already heavy caseloads for the remaining lawyers to increase exponentially. Despite the size of their caseloads, the attorneys in the Eleventh Circuit have worked tirelessly to resolve cases for their clients. Their work has helped the Eleventh Circuit maintain its position as one of the top circuits in the state at resolving cases quickly.

The state funding, in conjunction with increased county funding, for the 2023-2024 fiscal year will allow the Eleventh Circuit Public Defender's Office to hire new attorneys, retain our current attorneys, and ultimately to provide better representation to our clients.

In order to provide immediate relief, the Eleventh Circuit will enter short-term contracts with experienced local criminal defense attorneys who will handle cases in General Sessions and Magistrate's Court in all four of the Eleventh Circuit's counties. By contracting with attorneys who already practice criminal law in these courts in our circuit, we can quickly begin to reduce the backlog.

Over the long term, the new funding will allow us to attract qualified and experienced lawyers in order to fill our vacant positions with full time public defenders. In recent years, our office has hired several young lawyers fresh out of law school who have left after a short time. Training these inexperienced lawyers for one or two years consumes considerable time and resources, which are wasted when the lawyers leave for jobs with higher salaries. Additionally, it takes more time for new lawyers to resolve cases than it does for more experienced lawyers.

The long term plan for retention is to increase the length of time that attorneys stay in our office, which will improve the quality of representation and help us retain attorneys who are able to resolve cases quickly. In order to encourage them to stay longer, the Eleventh Circuit will apply raises for the attorneys currently working in the office.

The Eleventh Circuit Public Defender's Office prioritizes resolving cases quickly when doing so is beneficial to our clients. One of the factors we consider in promoting attorneys is whether they are able to find and implement solutions. By rewarding attorneys who are able to resolve cases quickly, we will continue to reduce the backlog.

**OFFICE OF
12th CIRCUIT PUBLIC DEFENDER**

SCOTT P. FLOYD
CHIEF CIRCUIT DEFENDER
TWELFTH JUDICIAL CIRCUIT
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180 NORTH IRBY STREET, MSC-N
FLORENCE, SOUTH CAROLINA 29501



June 29, 2023

Hugh Ryan, Esquire
Executive Director
SC Commission on Indigent Defense
Columbia, SC 29211

Re: Use of Employee Retention and Recruitment Funds (Proviso 117.170)

Dear Hugh:

Pursuant to your request I am setting forth below the plan for the use of the Employee Retention and Recruitment Funds in the 12th Circuit Public Defenders Office:

USE OF RETENTION FUNDS

The six (6) most senior attorneys in my office have been employed in the 12th Circuit ranging from about seven (7) to twenty (20) plus years. I plan to use a majority of the retention money to provide these attorneys with raises since they have all proven to be excellent attorneys and loyal to this office over the years that I have served in this position. I know that some of these attorneys have received other offers of employment in the past and have chosen to remain employed here because of their dedication to our profession. I plan to use the remainder of the retention funds to grant less substantial raises to other attorneys in our Circuit who have been employed for less time but that need to be granted raises to bring their pay in line with other nearby Circuits.

REDUCTION OF THE BACKLOG

With the retention of our current staff and the addition of the new attorneys to our office we will be able to devote more attorney time at the Detention Centers in our Circuit. It has been my experience that more person to person contact with the clients leads to a swifter resolution of the clients' cases. With the expansion of our staff we will be able to shift to a "teams" approach with our caseload which we have not had the luxury of before now. I plan to have six (6) teams of at least two (2) attorneys, each of whom can be familiar with their team's cases. This will allow for one attorney to focus on the jail for a period while the other attorney on the team can focus on the out on bond clients during that time. During the time that a team

might have a case being prepared for trial, it will allow for the lead attorney to focus all of his or her energies on trial preparation while the second chair attorney can also tend to the other clients during that time which should contribute to an overall faster resolution time for our cases.

Please let me know if you need anything further.

Yours Truly,


Scott Floyd

MEMORANDUM

13TH CIRCUIT RETENTION / BACKLOG FUNDING PLAN

TO: HUGH RYAN
FROM: MINDY HERVEY LIPINSKI
DATE: JUNE 29, 2023
RE: RETENTION & BACKLOG FUNDING PLAN

Attorney Positions:

The 13th Circuit will add one new lawyer in Pickens and two new attorneys in Greenville County.

An experienced attorney was identified in Pickens and carry forward money was used to hire this attorney in Pickens starting in May. She has already allowed us to reduce the caseload of the current five attorneys by 20%, thus allowing them to bring their respective caseloads down considerably. This extra bandwidth will allow them to work to more expeditiously resolve older cases while absorbing the increasing warrant load in Pickens County.

Two additional attorneys have been identified, job offers extended, and positions accepted with one law clerk and one 3L attorney. One starts 7/10 and one will start 8/16 as a law clerk pending her passing the bar. These two attorneys will allow us to reduce the caseload of Senior Attorneys (853 warrants, 802 warrants, 931 warrants, 867 warrants) to more manageable numbers. This will allow those Senior Attorneys with 5-9 years of experience to target more serious backlog cases without having to simultaneously manage large influxes of new low level cases.

Retention Funding:

The 13th Circuit has lost 2 of 3 attorneys with 10+ years of experience. We risk losing every experienced attorney due to lack in competitive pay. As indicated by the pay band salary attachments – while there is pay parity amongst Assistant Public Defender and Assistant Solicitor tiered positions, the Solicitor's Office has a 4th tier – highlighted as Career Solicitor and 5th tier for their two Deputy Solicitor Positions. The 13th Circuit will use the retention funding to elevate our top attorneys with 8+ years of experience to Career Public Defender positions and our Deputy (in name only) attorney to funded Deputy Public Defender Position.

Any remaining funding will be used to provide modest boosts to mid-level attorneys who have consistently demonstrated exemplary ability to move cases and represent clients in trial.

2022
JOB CLASSIFICATION

Classification Title	Pay Grade	FLSA Status	Pay Range Minimum (Hourly)	Pay Range Maximum (Hourly)	Salary Range (1950)		Salary Range (2080)	
					Minimum	Maximum	Minimum	Maximum
ABSENTEE VOTING COORDINATOR	7	N	20.9036	34.4910	40,762.07	67,257.41	43,479.54	71,741.24
ACCOUNTING TECHNICIAN I	4	N	15.1650	25.0222	29,571.74	48,793.37	31,543.19	52,046.27
ACCOUNTING TECHNICIAN II	5	N	17.0779	28.1785	33,301.85	54,948.05	35,521.97	58,611.26
ACCOUNTS PAYABLE COORDINATOR	10	E	26.6423	43.9597	51,952.39	85,721.45	55,415.88	91,436.21
ADMINISTRATIVE COORDINATOR	8	N	22.6209	37.3245	44,110.81	72,782.84	47,051.53	77,635.03
ADMINISTRATIVE MANAGER	9	E	24.7294	40.8035	48,222.28	79,566.77	51,437.10	84,871.22
ADMINISTRATIVE SPECIALIST I	4	N	15.1650	25.0222	29,571.74	48,793.37	31,543.19	52,046.27
ADMINISTRATIVE SPECIALIST II	5	N	17.0779	28.1785	33,301.85	54,948.05	35,521.97	58,611.26
ADMINISTRATIVE SPECIALIST III	7	N	20.9036	34.4910	40,762.07	67,257.41	43,479.54	71,741.24
ADMINISTRATOR, FLOOD PLAIN MANAGEMENT	12	E	30.4680	50.2722	59,412.61	98,030.80	63,373.45	104,566.19
ADOPTION COUNSELOR	4	N	15.1650	25.0222	29,571.74	48,793.37	31,543.19	52,046.27
AFTERSCHOOL COORDINATOR	6	E	18.9907	31.3347	37,031.96	61,102.73	39,500.76	65,176.25
ANIMAL BEHAVIOR COORDINATOR	5	N	17.0779	28.1785	33,301.85	54,948.05	35,521.97	58,611.26
ANIMAL BEHAVIOR TRAINER (TE)	5	N	17.0779	28.1785	33,301.85	54,948.05	35,521.97	58,611.26
ANIMAL CARE TECHNICIAN	5	N	17.0779	28.1785	33,301.85	54,948.05	35,521.97	58,611.26
ANIMAL CONTROL OFFICER	5	N	17.0779	28.1785	33,301.85	54,948.05	35,521.97	58,611.26
ANIMAL RESCUE COORDINATOR	5	N	17.0779	28.1785	33,301.85	54,948.05	35,521.97	58,611.26
APPLICATIONS DEVELOPER I	11	E	28.5551	47.1160	55,682.50	91,876.12	59,394.67	98,001.20
APPLICATIONS DEVELOPER II	12	E	30.4680	50.2722	59,412.61	98,030.80	63,373.45	104,566.19
ASSISTANT CLERK OF COURT	17	E	40.0325	66.0536	78,063.36	128,804.54	83,267.58	137,391.51
ASSISTANT COUNTY ADMINISTRATOR, ADMINISTRATION	21	E	54.3791	89.7254	106,039.17	174,964.63	113,108.44	186,628.93
ASSISTANT COUNTY ADMINISTRATOR, PLANNING & DEVELOPMENT	22	E	58.2048	96.0379	113,499.38	187,273.98	121,066.01	199,758.91
ASSISTANT COUNTY ADMINISTRATOR, PRT	21	E	54.3791	89.7254	106,039.17	174,964.63	113,108.44	186,628.93
ASSISTANT COUNTY ADMINISTRATOR, PUBLIC SAFETY	22	E	58.2048	96.0379	113,499.38	187,273.98	121,066.01	199,758.91
ASSISTANT COUNTY ADMINISTRATOR, PUBLIC WORKS	22	E	58.2048	96.0379	113,499.38	187,273.98	121,066.01	199,758.91
ASSISTANT COUNTY ADMINISTRATOR, STRATEGIC ADVANCEMENT	22	E	58.2048	96.0379	113,499.38	187,273.98	121,066.01	199,758.91
ASSISTANT COUNTY ATTORNEY	18	E	42.9018	70.7880	83,658.52	138,036.55	89,235.75	147,238.99
ASSISTANT DIRECTOR, EMERGENCY MANAGEMENT	13	E	32.3809	53.4285	63,142.72	104,185.48	67,352.23	111,131.18
ASSISTANT DIRECTOR, FINANCIAL OPERATIONS	17	E	40.0325	66.0536	78,063.36	128,804.54	83,267.58	137,391.51
ASSISTANT DIRECTOR, INFORMATION SYSTEMS	17	E	40.0325	66.0536	78,063.36	128,804.54	83,267.58	137,391.51
ASSISTANT MANAGER, AQUATICS	9	E	24.7294	40.8035	48,222.28	79,566.77	51,437.10	84,871.22
ASSISTANT MANAGER, COMMUNITY CENTER	7	N	20.9036	34.4910	40,762.07	67,257.41	43,479.54	71,741.24
ASSISTANT MANAGER, E-911	13	E	32.3809	53.4285	63,142.72	104,185.48	67,352.23	111,131.18
ASSISTANT MANAGER, PAVILION	9	E	24.7294	40.8035	48,222.28	79,566.77	51,437.10	84,871.22
ASSISTANT PUBLIC DEFENDER	13	E	32.3809	53.4285	63,142.72	104,185.48	67,352.23	111,131.18
ASSISTANT PUBLIC DEFENDER I	14	E	34.2938	56.5847	66,872.82	110,340.16	71,331.01	117,696.17
ASSISTANT PUBLIC DEFENDER II	15	E	36.2066	59.7409	70,602.93	116,494.84	75,309.79	124,261.16
ASSISTANT SOLICITOR	13	E	32.3809	53.4285	63,142.72	104,185.48	67,352.23	111,131.18
ASSISTANT SOLICITOR I	14	E	34.2938	56.5847	66,872.82	110,340.16	71,331.01	117,696.17
ASSISTANT SOLICITOR II	15	E	36.2066	59.7409	70,602.93	116,494.84	75,309.79	124,261.16
ASSISTANT SUBDIVISION ADMINISTRATOR	10	E	26.6423	43.9597	51,952.39	85,721.45	55,415.88	91,436.21
ASSISTANT SUPERINTENDENT, FLOOD PLAIN MANAGEMENT	11	E	28.5551	47.1160	55,682.50	91,876.12	59,394.67	98,001.20
ASSISTANT SUPERINTENDENT, PUBLIC WORKS	11	E	28.5551	47.1160	55,682.50	91,876.12	59,394.67	98,001.20
ASSISTANT TO COUNTY ADMINISTRATOR	16	E	38.1195	62.8972	74,333.04	122,649.52	79,288.58	130,826.15
ASSISTANT VETERANS SERVICES OFFICER	9	E	24.7294	40.8035	48,222.28	79,566.77	51,437.10	84,871.22
ASSISTANT WORKFORCE DEVELOPMENT ADMINISTRATOR	10	E	26.6423	43.9597	51,952.39	85,721.45	55,415.88	91,436.21
ASSOCIATE PLANNER	9	E	24.7294	40.8035	48,222.28	79,566.77	51,437.10	84,871.22
ASSOCIATE PROBATE JUDGE	18	E	42.9018	70.7880	83,658.52	138,036.55	89,235.75	147,238.99
ATHLETICS COORDINATOR	7	E	20.9036	34.4910	40,762.07	67,257.41	43,479.54	71,741.24
ATHLETICS PROGRAM MANAGER	9	E	24.7294	40.8035	48,222.28	79,566.77	51,437.10	84,871.22
ATTORNEY-SHERIFF	16	E	38.1195	62.8972	74,333.04	122,649.52	79,288.58	130,826.15
BAILIFF	4	N	15.1650	25.0222	29,571.74	48,793.37	31,543.19	52,046.27
BENEFITS SPECIALIST	7	N	20.9036	34.4910	40,762.07	67,257.41	43,479.54	71,741.24
BUILDING INSPECTOR	8	N	22.6209	37.3245	44,110.81	72,782.84	47,051.53	77,635.03
BUILDING MAINTENANCE TECHNICIAN	5	N	17.0779	28.1785	33,301.85	54,948.05	35,521.97	58,611.26
BUILDING OFFICIAL	16	E	38.1195	62.8972	74,333.04	122,649.52	79,288.58	130,826.15

EFFECTIVE 07/01/2022

2022
JOB CLASSIFICATION

Classification Title	Pay Grade	FLSA Status	Pay Range Minimum (Hourly)	Pay Range Maximum (Hourly)	Salary Range (1950)		Salary Range (2080)	
					Minimum	Maximum	Minimum	Maximum
BUILDING SECURITY COORDINATOR	13	E	32.3809	53.4285	63,142.72	104,185.48	67,352.23	111,131.18
BUYER	8	N	22.6209	37.3245	44,110.81	72,782.84	47,051.53	77,635.03
BWC IN CAR CAM COORD	11	E	28.5551	47.1160	55,682.50	91,876.12	59,394.67	98,001.20
CAPITAL PROJECTS COORDINATOR	13	E	32.3809	53.4285	63,142.72	104,185.48	67,352.23	111,131.18
CAPTAIN - DETENTION	13	E	32.3809	53.4285	63,142.72	104,185.48	67,352.23	111,131.18
CAPTAIN - FORENSICS	13	E	32.3809	53.4285	63,142.72	104,185.48	67,352.23	111,131.18
CAPTAIN - SHERIFF	13	E	32.3809	53.4285	63,142.72	104,185.48	67,352.23	111,131.18
CAPTAIN-DETENTION	13	E	32.3809	53.4285	63,142.72	104,185.48	67,352.23	111,131.18
CAPTAIN-FORENSICS	13	E	32.3809	53.4285	63,142.72	104,185.48	67,352.23	111,131.18
CAPTAIN-RECORDS	13	E	32.3809	53.4285	63,142.72	104,185.48	67,352.23	111,131.18
CAPTAIN-SHERIFF	13	E	32.3809	53.4285	63,142.72	104,185.48	67,352.23	111,131.18
CAREER CRIMINAL PROSECUTOR	17	E	40.0325	66.0536	78,063.36	128,804.54	83,267.58	137,391.51
CASE MANAGER/COUNSELOR I	7	N	20.9036	34.4910	40,762.07	67,257.41	43,479.54	71,741.24
CASE MANAGER/COUNSELOR II	8	E	22.6209	37.3245	44,110.81	72,782.84	47,051.53	77,635.03
CASE MANAGER/PET SUPPORT SERVICES	6	N	18.9907	31.3347	37,031.96	61,102.73	39,500.76	65,176.25
CERTIFIED GENERAL APPRAISER	10	N	26.6423	43.9597	51,952.39	85,721.45	55,415.88	91,436.21
CERTIFIED MEDICAL ASSISTANT	6	N	18.9907	31.3347	37,031.96	61,102.73	39,500.76	65,176.25
CERTIFIED RESIDENTIAL APPRAISER I	8	N	22.6209	37.3245	44,110.81	72,782.84	47,051.53	77,635.03
CERTIFIED RESIDENTIAL APPRAISER II	9	N	24.7294	40.8035	48,222.28	79,566.77	51,437.10	84,871.22
CHIEF BAILIFF	6	N	18.9907	31.3347	37,031.96	61,102.73	39,500.76	65,176.25
CHIEF DEPUTY CORONER	14	E	34.2938	56.5847	66,872.82	110,340.16	71,331.01	117,696.17
CHIEF DEPUTY/ASSISTANT SHERIFF	20	E	50.5533	83.4130	98,578.95	162,655.27	105,150.88	173,498.95
CHIEF PILOT	11	E	28.5551	47.1160	55,682.50	91,876.12	59,394.67	98,001.20
CHILD SUPPORT SPECIALIST	7	N	20.9036	34.4910	40,762.07	67,257.41	43,479.54	71,741.24
CIRCUIT COURT BOND COORDINATOR	10	E	26.6423	43.9597	51,952.39	85,721.45	55,415.88	91,436.21
CIVIL ENGINEER I (BS)	14	E	34.2938	56.5847	66,872.82	110,340.16	71,331.01	117,696.17
CIVIL ENGINEER II (EIT)	15	E	36.2066	59.7409	70,602.93	116,494.84	75,309.79	124,261.16
CIVIL ENGINEER III (PE)	16	E	38.1195	62.8972	74,333.04	122,649.52	79,288.58	130,826.15
CLERK TO COUNCIL	13	E	32.3809	53.4285	63,142.72	104,185.48	67,352.23	111,131.18
CLINICAL EDUCATION COORDINATOR	5	N	17.0779	28.1785	33,301.85	54,948.05	35,521.97	58,611.26
CLINICAL EDUCATION SPECIALIST	9	E	24.7294	40.8035	48,222.28	79,566.77	51,437.10	84,871.22
CODE COMPLIANCE INSPECTOR	7	N	20.9036	34.4910	40,762.07	67,257.41	43,479.54	71,741.24
CODE ENFORCEMENT OFFICER	7	N	20.9036	34.4910	40,762.07	67,257.41	43,479.54	71,741.24
COMMANDER (GCMDEU)	17	E	40.0325	66.0536	78,063.36	128,804.54	83,267.58	137,391.51
COMMUNICATIONS MANAGER - SHERIFF	12	E	30.4680	50.2722	59,412.61	98,030.80	63,373.45	104,566.19
COMMUNICATIONS SPECIALIST - ANIMAL CARE	5	N	17.0779	28.1785	33,301.85	54,948.05	35,521.97	58,611.26
COMMUNICATIONS SPECIALIST I - SHERIFF	4	N	15.1650	25.0223	29,571.75	48,793.37	31,543.20	52,046.27
COMMUNICATIONS SPECIALIST II - EMS	7	N	20.9036	34.4910	40,762.07	67,257.41	43,479.54	71,741.24
COMMUNICATIONS SPECIALIST II - SHERIFF	6	N	18.9907	31.3347	37,031.96	61,102.73	39,500.76	65,176.25
COMMUNITY CENTER DISTRICT MANAGER	12	E	30.4680	50.2722	59,412.61	98,030.80	63,373.45	104,566.19
COMMUNITY PARAMEDIC *	8	N	22.6209	37.3245	44,110.81	72,782.84	47,051.53	77,635.03
COMMUNITY RELATIONS COORDINATOR	8	E	22.6209	37.3245	44,110.81	72,782.84	47,051.53	77,635.03
COMMUNITY RESOURCE COORDINATOR	7	E	20.9036	34.4910	40,762.07	67,257.41	43,479.54	71,741.24
COMPUTER OPERATOR I	6	N	18.9907	31.3347	37,031.96	61,102.73	39,500.76	65,176.25
COMPUTER OPERATOR II	7	N	20.9036	34.4910	40,762.07	67,257.41	43,479.54	71,741.24
CONSERVATION DISTRICT COORDINATOR	10	E	26.6423	43.9597	51,952.39	85,721.45	55,415.88	91,436.21
CONSTABLE MAGISTRATE	6	N	18.9907	31.3347	37,031.96	61,102.73	39,500.76	65,176.25
CONTRACTS ADMINISTRATOR	10	E	26.6423	43.9597	51,952.39	85,721.45	55,415.88	91,436.21
CONVENIENCE CENTER OPERATOR	4	N	15.1650	25.0222	29,571.74	48,793.37	31,543.19	52,046.27
COUNTY ENGINEER	19	E	46.7276	77.1005	91,118.73	150,345.91	97,193.32	160,368.97
COURT ACCOUNTING SPECIALIST	6	N	18.9907	31.3347	37,031.96	61,102.73	39,500.76	65,176.25
COURT ADMINISTRATOR	6	N	18.9907	31.3347	37,031.96	61,102.73	39,500.76	65,176.25
COURT COORDINATOR I, CLERK OF COURT	7	N	20.9036	34.4910	40,762.07	67,257.41	43,479.54	71,741.24
COURT COORDINATOR II, CLERK OF COURT	8	N	22.6209	37.3245	44,110.81	72,782.84	47,051.53	77,635.03
COURT COORDINATOR, PROBATE COURT	7	N	20.9036	34.4910	40,762.07	67,257.41	43,479.54	71,741.24
COURT INFORMATION SPECIALIST	5	N	17.0779	28.1785	33,301.85	54,948.05	35,521.97	58,611.26
COURT INVESTIGATOR	6	N	18.9907	31.3347	37,031.96	61,102.73	39,500.76	65,176.25

EFFECTIVE 07/01/2022

2022
JOB CLASSIFICATION

Classification Title	Pay Grade	FLSA Status	Pay Range Minimum (Hourly)	Pay Range Maximum (Hourly)	Salary Range (1950)		Salary Range (2080)	
					Minimum	Maximum	Minimum	Maximum
COURT REPORTER	7	N	20.9036	34.4910	40,762.07	67,257.41	43,479.54	71,741.24
CRIMINAL INVESTIGATOR	9	N	24.7294	40.8035	48,222.28	79,566.77	51,437.10	84,871.22
CRIMINALIST	9	N	24.7294	40.8035	48,222.28	79,566.77	51,437.10	84,871.22
CROSSING GUARD COORDINATOR	8	N	22.6209	37.3245	44,110.81	72,782.84	47,051.53	77,635.03
CUSTOMER SERVICE COORDINATOR	7	E	20.9036	34.4910	40,762.07	67,257.41	43,479.54	71,741.24
DATA ANALYST	6	N	18.9907	31.3347	37,031.96	61,102.73	39,500.76	65,176.25
DEPUTY	7	N	20.9036	34.4910	40,762.07	67,257.41	43,479.54	71,741.24
DEPUTY ASSESSOR	16	E	38.1195	62.8972	74,333.04	122,649.52	79,288.58	130,826.15
DEPUTY AUDITOR	17	E	40.0325	66.0536	78,063.36	128,804.54	83,267.58	137,391.51
DEPUTY BUILDING OFFICIAL	13	E	32.3809	53.4285	63,142.72	104,185.48	67,352.23	111,131.18
DEPUTY CLASS III	6	N	18.9907	31.3347	37,031.96	61,102.73	39,500.76	65,176.25
DEPUTY CLERK TO COUNCIL	9	N	24.7294	40.8035	48,222.28	79,566.77	51,437.10	84,871.22
DEPUTY CORONER	8	N	22.6209	37.3245	44,110.81	72,782.84	47,051.53	77,635.03
DEPUTY COUNTY ADMINISTRATOR	24	E	65.8563	108.6629	128,419.82	211,892.70	136,981.14	226,018.88
DEPUTY COUNTY ATTORNEY	21	E	54.3791	89.7254	106,039.17	174,964.63	113,108.44	186,628.93
DEPUTY DIRECTOR, PUBLIC SAFETY	17	E	40.0325	66.0536	78,063.36	128,804.54	83,267.58	137,391.51
DEPUTY PROBATE JUDGE	10	E	26.6423	43.9597	51,952.39	85,721.45	55,415.88	91,436.21
DEPUTY REGISTER OF DEEDS	17	E	40.0325	66.0536	78,063.36	128,804.54	83,267.58	137,391.51
DEPUTY SOLICITOR	21	E	54.3791	89.7254	106,039.17	174,964.63	113,108.44	186,628.93
DEPUTY TREASURER	16	E	38.1195	62.8972	74,333.04	122,649.52	79,288.58	130,826.15
DEPUTY-PARAMEDIC	7	N	20.9036	34.4910	40,762.07	67,257.41	43,479.54	71,741.24
DETENTION OFFICER	6	N	18.9907	31.3347	37,031.96	61,102.73	39,500.76	65,176.25
DETENTION VOLUNTEER PROGRAM COORDINATOR	10	E	26.6423	43.9597	51,952.39	85,721.45	55,415.88	91,436.21
DIRECTOR, ANIMAL CARE SERVICES	18	E	42.9018	70.7880	83,658.52	138,036.55	89,235.75	147,238.99
DIRECTOR, CODE COMPLIANCE	17	E	40.0325	66.0536	78,063.36	128,804.54	83,267.58	137,391.51
DIRECTOR, EMERGENCY MANAGEMENT	18	E	42.9018	70.7880	83,658.52	138,036.55	89,235.75	147,238.99
DIRECTOR, EMS	17	E	40.0325	66.0536	78,063.36	128,804.54	83,267.58	137,391.51
DIRECTOR, FINANCIAL OPERATIONS	20	E	50.5533	83.4130	98,578.95	162,655.27	105,150.88	173,498.95
DIRECTOR, FLEET MANAGEMENT	18	E	42.9018	70.7880	83,658.52	138,036.55	89,235.75	147,238.99
DIRECTOR, HUMAN RELATIONS COMMISSION	17	E	40.0325	66.0536	78,063.36	128,804.54	83,267.58	137,391.51
DIRECTOR, HUMAN RESOURCES AND RISK MANAGEMENT	20	E	50.5533	83.4130	98,578.95	162,655.27	105,150.88	173,498.95
DIRECTOR, INFORMATION SYSTEMS	20	E	50.5533	83.4130	98,578.95	162,655.27	105,150.88	173,498.95
DIRECTOR, LAND DEVELOPMENT ENGINEERING SERVICES	19	E	46.7276	77.1005	91,118.73	150,345.91	97,193.32	160,368.97
DIRECTOR, PLANNING AND ZONING	17	E	40.0325	66.0536	78,063.36	128,804.54	83,267.58	137,391.51
DIRECTOR, PROCUREMENT	18	E	42.9018	70.7880	83,658.52	138,036.55	89,235.75	147,238.99
DIRECTOR, PROPERTY MANAGEMENT	18	E	42.9018	70.7880	83,658.52	138,036.55	89,235.75	147,238.99
DIRECTOR, REAL PROPERTY	18	E	42.9018	70.7880	83,658.52	138,036.55	89,235.75	147,238.99
DIRECTOR, REGISTRATION AND ELECTIONS	17	E	40.0325	66.0536	78,063.36	128,804.54	83,267.58	137,391.51
DIRECTOR, SOLID WASTE	18	E	42.9018	70.7880	83,658.52	138,036.55	89,235.75	147,238.99
DIVISION DIRECTOR, ADMINISTRATIVE	16	E	38.1195	62.8972	74,333.04	122,649.52	79,288.58	130,826.15
DIVISION DIRECTOR, PARKS	16	E	38.1195	62.8972	74,333.04	122,649.52	79,288.58	130,826.15
DIVISION DIRECTOR, RECREATION	16	E	38.1195	62.8972	74,333.04	122,649.52	79,288.58	130,826.15
DIVISION DIRECTOR, SPECIAL USE FACILITIES	16	E	38.1195	62.8972	74,333.04	122,649.52	79,288.58	130,826.15
DNA TECHNICAL LEADER	15	E	36.2066	59.7409	70,602.93	116,494.84	75,309.79	124,261.16
DOMESTIC VIOLENCE COORDINATOR	8	N	22.6209	37.3245	44,110.81	72,782.84	47,051.53	77,635.03
DRIVER-TRACTOR TRAILER	6	N	18.9907	31.3347	37,031.96	61,102.73	39,500.76	65,176.25
E-911 CAD TECHNICIAN	8	N	22.6209	37.3245	44,110.81	72,782.84	47,051.53	77,635.03
E-911 EQUIPMENT TECHNICIAN I	9	N	24.7294	40.8035	48,222.28	79,566.77	51,437.10	84,871.22
E-911 EQUIPMENT TECHNICIAN II	11	E	28.5551	47.1160	55,682.50	91,876.12	59,394.67	98,001.20
E-911 LEAD COMMUNICATIONS SPECIALIST *	6	N	18.9907	31.3347	37,031.96	61,102.73	39,500.76	65,176.25
ELECTION SYSTEM COORDINATOR	9	E	24.7294	40.8035	48,222.28	79,566.77	51,437.10	84,871.22
EMERGENCY MANAGEMENT COMMUNICATIONS SPECIALIST	11	E	28.5551	47.1160	55,682.50	91,876.12	59,394.67	98,001.20
EMERGENCY MEDICAL TECHNICIAN-ADVANCED *	6	N	18.9907	31.3347	37,031.96	61,102.73	39,500.76	65,176.25
EMERGENCY MEDICAL TECHNICIAN-BASIC *	4	N	15.1650	25.0222	29,571.74	48,793.37	31,543.19	52,046.27
EMERGENCY PLANNING COORDINATOR	10	E	26.6423	43.9597	51,952.39	85,721.45	55,415.88	91,436.21
EMPLOYEE SERVICES GENERALIST	9	E	24.7294	40.8035	48,222.28	79,566.77	51,437.10	84,871.22
EMS ADMIN COORDINATOR	9	E	24.7294	40.8035	48,222.28	79,566.77	51,437.10	84,871.22

EFFECTIVE 07/01/2022

Office of the Public Defender
Fourteenth Judicial Circuit
Stephanie Smart-Gittings, Circuit Defender

BEAUFORT COUNTY
Human Services Building
1905 Duke Street, Room 210
Post Office Box 525
Beaufort, SC 29902
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(843) 255-9494 (Fax)

ALLENDALE, HAMPTON & JASPER COUNTIES
1 Courthouse Square
80 Elm Street, Room 133
Post Office Box 506
Hampton, SC 29924
(803) 914-2240 (Phone)

COLLETON COUNTY
319 N. Lucas Street
Walterboro, SC 29488
(843) 549-1633 (Phone)
(843) 549-2912 (Fax)

June 28, 2023

Hugh Ryan
SC Commission on Indigent Defense

Dear Hugh,

The Fourteenth Judicial Circuit is very appreciative of the new appropriations for retention and hiring. Our plan to utilize the \$299,530.72 retention funding from the State will be to increase the salaries of our two most senior attorneys from \$90,000.00 to \$110,000.00. One attorney has been in the Colleton office for over a decade while the other has worked in Allendale, Hampton, and Jasper Counties for over 30 years. Allendale County has never increased its contribution to the public defender's office therefore this attorney has not received a raise in over 10 years. The new money will finally provide an opportunity to increase the salaries of the Assistant Public Defenders for Allendale, Hampton, and Jasper. Beaufort County's attorneys are in court two weeks per month for trial as well as demanding non-jury terms. The new appropriations will be used to increase the salaries of the General Sessions lawyers who have worked tirelessly in General Sessions and for the Juvenile Court attorneys who have seen an increase in violent crimes. If there are more funds remaining, they will be used to supplement the Magistrate Court and Municipal Court attorneys. In conclusion, all the \$299,530.72 will be used for paying increases to retain all the attorneys who have worked hard while they were underpaid.

Solicitor Stone and I have agreed to create two teams to handle General Sessions cases in Beaufort and Colleton Counties. I will use the new appropriations to hire one full time assistant Public Defender for Beaufort County to complete the two teams of three lawyers that will rotate court weeks. It has been increasingly difficult to hire attorneys for the more rural impoverished counties in the Circuit. The back log attorneys who have successfully contracted with my office have agreed to continue to work with our office to decrease the backlog. I will continue to contract with those attorneys for up to \$55,000.00 a year to handle cases in Allendale, Hampton, Colleton, and Jasper Counties.



Office of the Public Defender

Fourteenth Judicial Circuit

Stephanie Smart-Gittings, Circuit Defender

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The implementation of the teams and the new case management system will greatly impact the current backlog of cases. The two months that the General Sessions attorneys will preparing cases for trial allows them time to triage the new cases that are appointed and prepare their cases for trial.

With kindest regards,

Stephanie Smart-Gittings
14th Circuit Public Defender

**LAW OFFICES OF THE
FIFTEENTH CIRCUIT PUBLIC DEFENDER**

RONALD W. HAZZARD
CIRCUIT PUBLIC DEFENDER
HORRY AND GEORGETOWN COUNTIES

J. ERIC FOX
CHIEF PUBLIC DEFENDER
HORRY COUNTY

June 26, 2023

James Hugh Ryan III, Esq.
Executive Director
South Carolina Commission on Indigent Defense
Post Office Box 11433
Columbia, SC 29211-1433

Mr. Ryan,

Please accept this letter as conformance with the information requirements set forth in budget proviso 117.170 contained in the Fiscal Year 2023-2024 state budget. The distribution to the 15th Circuit will be used to retain the current attorneys and to recruit at least three (3) new attorneys with the circuit.

RETENTION

There are currently fourteen attorneys employed by the Fifteenth Circuit Public Defender office. These attorneys possess an average of over sixteen years of criminal defense experience. The distribution of retention funding will be used to provide salary increases that will (1) make their salaries competitive with their counterparts in the solicitor's office and attorneys in private practice with comparable experience and, (2) will make their public service work less of a financial sacrifice. A number of factors will be considered to determine the increase for each attorney. These factors will include, (1) the attorney's years of experience, (2) the attorney's past performance and (3) the base pay schedule of Horry County as our administrative county for financial matters, subject to modifications to maximize the purpose of the funding.

RECRUITMENT

To aid in reducing the current case backlog it is my intention to hire three new attorneys as full-time employees with the funding received. These new hires will

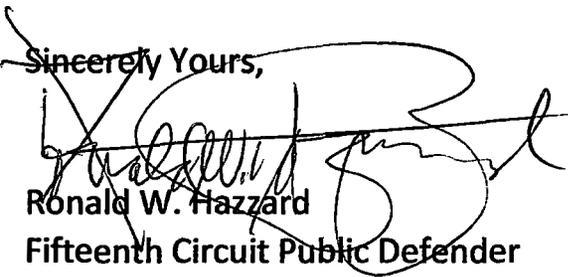
203 LAUREL STREET P.O. BOX 1666 CONWAY, SC 29528
PHONE: 843-915-5385 FAX: 843-915-6385

help reduce our attorney caseload, which currently averages 220 cases per attorney with several having a caseload well in excess of 300 active cases. In Georgetown County where we currently only have two full-time attorneys, I plan to add a third attorney who I hope can be embedded at the county detention center for the purpose of handling daily bond hearings and acting as a liaison between detainees and staff attorneys for ease and quickness in transmitting information and answering basic legal questions that arise. We have an attorney in that position in Horry County which has resulted in faster recognition of small matters that can be disposed of quickly as well as almost immediate recognition of detainees who may have mental health issues, allowing the issue of competency to be addressed more quickly. This attorney would also be responsible for handling preliminary hearings, which will allow the General Sessions attorneys to spend more time conducting client interviews, negotiating case resolutions with prosecutors and preparing for trial.

The remaining two new attorneys would be assigned to the Horry County office to bolster the ten General Sessions attorneys we currently have (this number does not include the attorney assigned to the detention center or our juvenile court attorney). In addition to handling General Sessions cases one of the new attorneys will be assigned to handle all magistrates court appointments as we have seen a distinct uptick in those appointments over the past 12 months. This will allow the other General Sessions attorneys to focus solely on GS cases which should aid in more efficiency in case disposition.

I thank you for your attention to this matter. Please do not hesitate to contact me if you have any additional questions or concerns. I remain,

Sincerely Yours,



Ronald W. Hazzard
Fifteenth Circuit Public Defender

**Sixteenth Circuit
Public Defender
Office**

**Moss Justice Center
1675 York Highway
P.O. Box 691
York, S.C. 29745**



**BJ Barrowclough
Sixteenth Circuit Defender**

**Philip L. Smith
Melissa A. Inzerillo
Deputy Public Defenders**

Assistant Public Defenders
Mark T. McKinnon
Ryan R. Newkirk
J. Christopher Bonds
D. Tyler Bratton
Frederick C. Davis
Stroud F. Baker
Melissa G. Rogers
Shawana Burris
Ugonna Udogwu
Devon R. Nielson

Memorandum

To: Hugh Ryan, Executive Director S.C.C.I.D.
From: BJ Barrowclough, 16th Circuit Public Defender
Re: Proposed expenditure plan for state retention money
Date: June 21, 2023

The plan for the utilization of the retention money from the State is to first add money to the proposed salaries of two of the new positions created with the state recruitment money. It is my intention to create a new attorney position to handle jail cases at the Union County jail. I want to set that position as a Tier 4 attorney position under the current York County pay scale. This will require a small amount of supplementation. I also want to make one of the other two new positions in York County a Senior Assistant Public Defender position which will require greater supplementation of the salary from retention money. I want to make one position a senior position to be able to target a different pool of candidates as well as to bring a more experienced and capable person on board to help assess and move cases more quickly.

The second part of the plan for the retention money involves two other attorneys that I know I am in danger of losing. Both are eligible to be elevated to Senior Public Defender status. It is my intention to (with the County's permission) move them up to Senior status. This will involve a pay grade change and both of their salaries being increased dramatically.

The final part of the plan for the retention money will be to add to the salaries of the seven attorneys on staff who are more experienced than the two being made Senior so that there is still a proportional, albeit smaller, gap in pay amongst all of them reflective of their respective levels of experience and responsibility.

I believe the implementation of this plan will greatly contribute to the reduction of the backlog in the 16th Circuit. First having a jail attorney in Union County will be invaluable. A jail attorney will both be able to more quickly move new cases out of the jail thereby preventing them from becoming old as well as facilitate the negotiating, scheduling and pleading the older cases out

of the jail with the two attorneys we already have in Union who have already been representing these older clients. Further by handling so many of the newer jail cases there will be a trickle up effect freeing the other two attorneys in Union to have more time to prepare the other older non-jail cases for final disposition.

Having two new attorney positions in York will have a tremendous impact on the backlog there. First a senior attorney will be able to immediately assume part of the backlog caseload and have the ability to quickly prepare those cases for final disposition, plea or trial. The entry level attorney will be assigned a magistrate court caseload but there again the trickle up effect will be to free up a somewhat more experienced attorney from doing magistrate court work and be able to also focus on bringing older cases to final disposition. Finally, being able to supplement the salaries of my nine most experienced attorneys and thereby insure that they do not leave will allow this Circuit to continue to be one of the leaders in reducing the backlog. The two attorneys mentioned earlier that I wish to move to "senior" status have both talked with me about leaving the office in the last six months and I have been able to retain them thus far in large part by asking them to wait and see if this retention money would become a reality. Losing two experienced attorneys at about the same time would undoubtedly undo the progress that we have been making in the 16th Circuit.

Public Defender Pending General Sessions Warrants
as of 7/1/2022

Circuits	Totals	Total Pending Warrants	Pending Warrants 0-365 Days	Pending Warrants 366-544 Days	Pending Warrants 545 Days or More
1st Circuit					
	Total	4,892	2,157	1,004	1,731
2nd Circuit					
	Total	3,992	1,823	711	1,458
3rd Circuit					
	Total	3,668	1,657	693	1,318
4th Circuit					
	Total	5,850	1,807	1,069	2,974
5th Circuit					
	Total	12,325	5,334	2,317	4,674
6th Circuit					
	Total	4,496	1,930	960	1,606
7th Circuit					
	Total	8,100	4,076	1,422	2,602
8th Circuit					
	Total	9,027	3,534	1,566	3,927
9th Circuit					
	Total	15,060	6,757	2,983	5,320
10th Circuit					
	Total	4,729	2,593	932	1,204
11th Circuit					
	Total	5,684	3,069	936	1,679
12th Circuit					
	Total	5,513	2,532	1,161	1,820
13th Circuit					
	Total	11,497	6,907	2,034	2,556
14th Circuit					
	Total	6,844	2,896	1,240	2,708
15th Circuit					
	Total	8,207	3,839	1,494	2,874
16th Circuit					
	Total	5,381	2,862	1,023	1,496
	Statewide Total	115,265	53,773	21,545	39,947

Total Public Defender General Sessions Warrants Disposed of by Circuit FY 2023

Circuits	Totals	Warrants Disposed
1st Circuit		
	Total	4,086
2nd Circuit		
	Total	3,301
3rd Circuit		
	Total	2,524
4th Circuit		
	Total	3,272
5th Circuit		
	Total	8,008
6th Circuit		
	Total	2,883
7th Circuit		
	Total	6,663
8th Circuit		
	Total	5,799
9th Circuit		
	Total	8,183
10th Circuit		
	Total	5,973
11th Circuit		
	Total	5,196
12th Circuit		
	Total	4,569
13th Circuit		
	Total	13,287
14th Circuit		
	Total	2,995
15th Circuit		
	Total	7,911
16th Circuit		
	Total	7,321
	Statewide Total	91,971

Total Public Defender General Sessions Warrants Disposed of by Circuit and County FY 2023

Circuits	County	Warrants Disposed
1st Circuit		
	Calhoun	329
	Dorchester	1,920
	Orangeburg	1,837
Total		4,086
2nd Circuit		
	Aiken	2,660
	Bamberg	216
	Barnwell	425
Total		3,301
3rd Circuit		
	Clarendon	407
	Lee	211
	Sumter	1,653
	Williamsburg	253
Total		2,524
4th Circuit		
	Chesterfield	1,487
	Darlington	1,254
	Dillon	221
	Marlboro	310
Total		3,272
5th Circuit		
	Kershaw	1,073
	Richland	6,935
Total		8,008
6th Circuit		
	Chester	599
	Fairfield	304
	Lancaster	1,980
Total		2,883
7th Circuit		
	Cherokee	1,495
	Spartanburg	5,168
Total		6,663
8th Circuit		
	Abbeville	552
	Greenwood	2,395
	Laurens	2,115
	Newberry	737
Total		5,799

Total Public Defender General Sessions Warrants Disposed of by Circuit and County FY 2023

Circuits	County	Warrants Disposed
9th Circuit		
	Berkeley	2,992
	Charleston	5,191
Total		8,183
10th Circuit		
	Anderson	3,748
	Oconee	2,225
Total		5,973
11th Circuit		
	Edgefield	556
	Lexington	4,145
	McCormick	233
	Saluda	262
Total		5,196
12th Circuit		
	Florence	3,828
	Marion	741
Total		4,569
13th Circuit		
	Greenville	10,333
	Pickens	2,954
Total		13,287
14th Circuit		
	Allendale	70
	Beaufort	1,193
	Colleton	976
	Hampton	226
	Jasper	530
Total		2,995
15th Circuit		
	Georgetown	969
	Horry	6,942
Total		7,911
16th Circuit		
	Union	928
	York	6,393
Total		7,321
Statewide Total		91,971

Public Defender Pending General Sessions Warrants
as of 7/1/2023

Circuits	Totals	Total Pending Warrants	Pending Warrants 0-365 Days	Pending Warrants 366-544 Days	Pending Warrants 545 Days or More
1st Circuit					
	Total	4,477	2,096	871	1,510
2nd Circuit					
	Total	3,973	1,942	760	1,271
3rd Circuit					
	Total	4,235	1,857	844	1,534
4th Circuit					
	Total	6,119	2,014	1,324	2,781
5th Circuit					
	Total	12,348	6,166	2,240	3,942
6th Circuit					
	Total	4,369	1,935	738	1,696
7th Circuit					
	Total	7,589	3,486	1,765	2,338
8th Circuit					
	Total	7,498	2,841	1,385	3,272
9th Circuit					
	Total	15,990	6,510	2,939	6,541
10th Circuit					
	Total	3,575	2,275	572	728
11th Circuit					
	Total	5,267	2,764	814	1,689
12th Circuit					
	Total	4,735	2,593	784	1,358
13th Circuit					
	Total	11,210	6,645	1,842	2,723
14th Circuit					
	Total	6,906	2,550	1,393	2,963
15th Circuit					
	Total	7,277	3,526	1,294	2,457
16th Circuit					
	Total	4,676	2,940	615	1,121
	Statewide Total	110,244	52,140	20,180	37,924