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CC: John MagillJHM03@SCDMH.ORG  
Date: 3/7/2013 9:28:35 AM  
Subject: FYI

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Christian—

John Magill asked that I pass along this information, in the event the media pick up on it.

The State Human Resources Division (HRD) notified us that a reporter from the Associated Press had requested information about pay increases given to employees from a number of State agencies between August, 2012 and February, 2013, including DMH, and HRD provided the information.

Because the DMH list included over 900 employees, we think it's possible that there may be some publicity about the large number of DMH employees who received increases, and wanted to alert you, as well as provide some information, below, about the increases.

**614 of the 909** pay increases were the result of an across-the-board 5% increase for LPNs and Human Services Assistants/Specialists (the category used for Mental Health Specialists and Certified Nursing Assistants.) These are the employees who provide the bulk of the direct patient care in DMH hospitals and nursing homes.

Since 2006, the Department has raised its concerns that the rate of pay for many clinical positions is substantially below the market rate for those positions. A 2007 study conducted by the South Carolina Budget and Control Board found that the Department's rate of compensation for clinical positions was 13 - 20% below the market average for such critical positions as registered nurses, licensed practical nurses and human services assistants. The gap has only increased since then. The Department requested funds in FY2011 and FY2012 to increase the pay rates for LPNs, CNAs and Mental Health Specialists in its inpatient facilities, though it was not funded.

The compensation issue leads to the agency having a high turnover rate, and a significant vacancy rate, in these positions, which it must address by means of overtime pay and contract temporary staffing. The employees who received the 5% increase represent the Department's lowest paid clinical staff; yet having sufficient numbers are critical to providing good patient care, and to maintaining the licensure and accreditation of the Department's inpatient facilities. Turnover rates for these positions in FY 12 were higher than the Departmental average for all positions.

- LPN 15%
- Human Services Assistant 22% Behavioral Health Specialists A and B and CNAs
- Human Service Specialist I 16% Behavioral Health Specialists C

In FY 12, the Department spent \$6,426,785 in FY2012 pool and overtime to augment the lack of staff in these critical positions.

**87 of the 909** pay increases were the result of an across-the-board 2% increase for certified law enforcement officers in the DMH Office of Public Safety.

This is an additional breakdown of information about the increases:

Salary Range	Number
\$0-\$20,000	229
\$20,001-\$29,000	445
\$30,000-\$39,999	172
\$40,000-\$49,999	25
\$50,000+	38
Total Increases on Report	909

○ Total Clinical-	717
○ Total Law Enforcement-	99
○ Total Administrative-	86
○ Total Grounds/Custodial Increases -	7

Fifty employees received an increase of 10% or more, or 5.5% of the total.

§ 21 of those received increases to adjust their pay rates to the minimum of their pay grade;

§ 9 of those received increases due to promotions;

§ 8 of those received increases due to assuming additional duties;

§ 6 of those received increases due to upward reclassifications;

§ 6 received increases due to other salary events.

The annualized amount of the 909 pay increases is \$1,432,631.

--Mark

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