

From: Wingo, Karen <Karen.Wingo@dss.sc.gov>
To: Adams, ChaneyChaneyAdams@gov.sc.gov
Symmes, BrianBrianSymmes@gov.sc.gov
Date: 8/10/2016 2:59:52 PM
Subject: Draft Email to Maya

Maya,
Thanks for reaching out to us regarding the story regarding overtime pay for caseworker assistants. As you know from your experience reporting on DSS, caseworker assistants are a relatively new position added to help address caseloads. Therefore, there is not a lot of historical data regarding caseworker assistants. Nevertheless, our compensation practices are consistent with both federal and state law. In particular, our policies make clear that staff are to record all hours worked and will receive compensatory (comp) time in lieu of overtime. The Department's overtime/comp time practices in Lexington County were reviewed by the Inspector General in the Fall of 2015. While noting the ongoing issues with caseloads, the Inspector General found no violation of federal or state law. Nevertheless, SCDSS sent out an email to all county and regional child welfare management staff in September 2015 reminding management that employee are to "document all time worked in the SCEIS system..."

A review of our data indicates that the Department routinely grants compensatory time to employees demonstrating compliance with our policies and law. In particular, the amount of compensatory time and on-call pay given to employees in state fiscal year 2016 was the equivalent of over \$805,000. This is a significant increase from the approximately equivalent of approximately \$300,000 granted both the two preceding state fiscal years. The increase is attributable largely to the Department's response to the historic flooding, but demonstrates that the Department appropriately awards employees compensatory time. A current snapshot of information regarding caseworker assistants shows eleven instances of compensatory time being accrued by caseworker assistants across multiple counties.

Please let me know if you have any further questions. Have a great day, Karen

Karen Luchka Wingo
Director of Communications and Legislative Affairs
South Carolina Department of Social Services
1535 Confederate Avenue
Columbia, South Carolina 29202

Office Phone: (803) 898-8030
Email: karen.wingo@dss.sc.gov
www.dss.sc.gov



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