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**Nikki R. Haley**  
Governor

**Abraham J. Turner**  
Executive Director

February 14, 2013

VIA EMAIL  
Senator Shane R. Martin  
501 Gressette Building  
Columbia, South Carolina 29201

RE: Information Request

Dear Senator Martin:

Please find enclosed with this letter a copy of the press release and slides that were presented to DEW staff regarding the restructuring plans announced in October.

I am the Legislative Liaison for DEW. If I can ever be of any assistance to you, please do not hesitate to contact me at (803) 737-0233 or [MDawson@dew.sc.gov](mailto:MDawson@dew.sc.gov).

Sincerely,

Maura Dawson  
Assistant General Counsel

cc: Abraham J. Turner, Executive Director, SCDEW  
Whitney Moon  
Office of the Governor

Enclosures



## SC Department of Employment and Workforce

### Media Contact:

Adrienne Fairwell  
803-737-2623  
[afairwell@dew.sc.gov](mailto:afairwell@dew.sc.gov)

**For Immediate Release  
October 15, 2012**

### **DEW Announces Restructuring Plans**

*Will impact approximately 136 employees and take place in two phases beginning in October*

In a move to align its personnel to better reflect workforce service needs due to the elimination of federal funding for the Emergency Unemployment Compensation (EUC) and Extended Benefits (EB) programs, the SC Department of Employment and Workforce (DEW) today announced that it will make adjustments to agency staffing levels across the state.

Over the next few months, DEW will implement a downsizing plan that will impact an estimated 136 employees by June 2013. This plan will take place in two phases beginning in October and will include various approaches.

Agency officials remain hopeful that phase two of the program will be managed through the natural attrition that occurs within any agency when employees retire and/or resign.

"Today's announcement is the result of difficult decisions. We have to align our workforce according to current and future projected funding streams," said DEW Executive Director Abraham J. Turner. "Like most other states throughout the country, we are affected by a number of economic events including the reduction of federal funding due to the elimination of both the EUC and the EB programs."

DEW is working hard to minimize the impact of decreased federal funding, and is making every effort to ensure that this transition is as seamless as possible for employees and customers.

"As we move forward, I am confident that despite this difficult time, there will be no loss of services offered to fellow citizens and businesses across the state. Our commitment to reemployment efforts, good customer service and small businesses continues to be a high priority for our agency," said Turner.

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# **AGENCY REORGANIZATION- THE WAY AHEAD**

- **DUE TO LOSS OF EMERGENCY UNEMPLOYMENT COMPENSATION AND EXTENDED BENEFITS FUNDING**
- **CAREFUL REVIEW OF FUNDING/STAFFING LEVELS BY EXECUTIVE STAFF**
- **MUST MINIMIZE THE AGENCY'S WORKFORCE**
- **WILL ACCOMPLISH THIS THROUGH**
  - RIF/LAYOFF**
  - ATTRITION**
  - VOLUNTARY SEPARATION PROGRAM/RETIREMENT INCENTIVE PROGRAM**



# **REDUCTION IN FORCE/ LAYOFF**

- **IMPACTED AREAS SPAN ACROSS ALL FUNCTIONS OF THE AGENCY**
- **VARIOUS TYPES OF EMPLOYEES WILL BE AFFECTED (TERI, TEMP GRANT, RETIREE, FTE, PROBATIONARY)**
- **WILL TAKE PLACE THE WEEK OF OCTOBER 15**
- **IF YOU ARE IMPACTED YOU WILL BE NOTIFIED VIA LETTER NO LATER THAN WEDNESDAY, OCTOBER 17**
- **EVERY EFFORT WILL BE MADE TO MAKE THIS TRANSITION SEAMLESS FOR EMPLOYEES**



# **VOLUNTARY SEPARATION PROGRAM**

- **15 INCENTIVES AVAILABLE (FIRST COME, FIRST SERVE)**
- **WILL BE AVAILABLE TO COVERED FTE EMPLOYEES IN THE FOLLOWING DIVISIONS/DEPARTMENTS**
  - **UNEMPLOYMENT INSURANCE**
  - **ADMINISTRATION, SUPPORT & OPERATIONS**
  - **GENERAL COUNSEL**
  - **HUMAN RESOURCES**
  - **PUBLIC INFORMATION**
  - **DoIT (EXCEPT DATA CENTER OPERATIONS)**



# **VOLUNTARY SEPARATION PROGRAM**

- **BASED ON YEARS OF STATE SERVICE**
  - **MORE THAN 20 YEARS STATE SERVICE:  
\$25,000**
  - **MORE THAN 15 YEARS TO 20 YEARS  
STATE SERVICE: \$21,250**
  - **MORE THAN 10 YEARS TO 15 YEARS:  
\$18,750**
  - **MORE THAN 5 YEARS TO 10 YEARS.:  
\$16,250**
  - **ONE YEAR TO 5 YEARS: \$12,500**



# **RETIREMENT INCENTIVE PLAN**

- **5 INCENTIVES AVAILABLE**
- **WILL BE AVAILABLE TO COVERED FTE  
EMPLOYEES IN THE FOLLOWING  
DIVISIONS/DEPARTMENTS**
  - **UNEMPLOYMENT INSURANCE**
  - **ADMINISTRATION, SUPPORT & OPERATIONS**
  - **GENERAL COUNSEL**
  - **HUMAN RESOURCES**
  - **PUBLIC INFORMATION**
  - **DoIT (EXCEPT DATA CENTER OPERATIONS)**



## **RETIREMENT INCENTIVE PLAN**

- **DEW WILL PROVIDE \$25,000 TO PURCHASE TIME TOWARDS RETIREMENT.**
- **EMPLOYEE MUST BE RETIREMENT ELIGIBLE AFTER COMPLETION OF SERVICE PURCHASE.**



# QUESTIONS

- **ADDITIONAL QUESTIONS AND/OR CONCERNS:**

**CONTACT HUMAN RESOURCES DEPT.:  
803-737-2550 OR [HR@DEW.SC.GOV](mailto:HR@DEW.SC.GOV)**