

MINUTES OF
Budget and
Control Board
Meeting

August 18, 1980

MINUTES OF BUDGET AND CONTROL BOARD MEETING

AUGUST 18, 1980

The Budget and Control Board met on Monday, August 18, 1980 at 1:30 p.m. for the purpose of opening the budgetary review process.

The meeting was attended by the following members:

Governor Richard W. Riley
Mr. Grady L. Patterson, Jr.
Mr. Earle E. Morris, Jr.
Representative Tom G. Mangum

The meeting consisted of an opening statement by Governor Riley, a review of background and procedures for the budgetary process as presented by the State Auditor Edgar A. Vaughn, Jr., and his staff and a review of the State's financial outlook by Dr. James A. Morris and other members of the Board of Economic Advisors.

After the presentation by Dr. Morris, the Budget and Control Board, upon a motion by Mr. Grady Patterson, which was seconded by Mr. Earle Morris, adopted the revised revenue estimates for fiscal years 1980-81 and 1981-82. The revised General Fund estimates amounted to \$1.727 billion and \$1.899 billion, respectively.

Data pertaining to the revised revenue projections has been retained in these files and is identified as Exhibit 1.

EXHIBIT

GENERAL FUND REVENUES

AUG 18 1980

NO. 1

Actual 1979-1980 and Forecast 1980-81 and 1981-82
(In Millions of Dollars)

STATE BUDGET & CONTROL BOARD

	<u>1979-1980</u>	<u>Revised* 1980-81</u>	<u>1981-82</u>
Total General Fund	1,598.05	1,727.0	1,899.0
Total Regular Sources	1,529.6	1,684.6	1,865.0
Sales Tax	576.5	633.1	705.0
Individual Income	494.7	577.5	665.0
Corporation Income	148.8	149.0	157.0
All Other	309.6	325.0	338.0
Total Miscellaneous Sources	37.95	34.9	34.0
Total Revenue Sharing	30.5	7.5	---

GENERAL FUND REVENUES

Rates of Change

	<u>1979-80/ 1980-81</u>	<u>1980-81/ 1981-82</u>
Total General Fund	8.1%	10.0%
Total Regular Sources	10.1	10.7
Sales Tax	9.8	11.4
Individual Income	16.7	15.2
Corporation Income	0.1	5.4
All Other	5.0	4.0
Total Miscellaneous Sources	-8.0	-2.6
Total Revenue Sharing	-75.4	-100.0

*Revised August 18, 1980

Board of Economic Advisors
August 18, 1980

2000

ECONOMIC AND REVENUE OUTLOOK
FISCAL YEAR 1981-82

The current economic situation shows mixed movements although it is clear that the nation is experiencing a severe recession with sharp declines in production and real GNP and accompanying rises in unemployment. The most seriously affected sectors are automobiles, housing and steel, so that the effects of declining activity have so far been lesser in South Carolina than in some other areas. The outlook is for recovery to be under way by early 1981 and well-developed by the beginning of the new fiscal year.

Total output should decline at a slower rate in this quarter as compared with the last one and it should drop only slightly in the fourth quarter of 1980. Overall real GNP is expected to decline by 1.6 percent in 1980 over 1979, but it should rise overall in 1981 by almost 1 percent and by 3.5-4 percent in 1982. Inflation has eased somewhat, but it will continue to be in the 9-11 percent range overall, reflecting a core rate of 8-9 percent based on the relationship between wage increases and lagging productivity. Unemployment will likely continue to rise through much of 1981, although employment should pick up early in the year.

As for the South Carolina economy, the effect of national recession is being felt, but unlike the period of 1973-75, at a smaller rate of decline. The basic textile segment is holding up relatively well, especially compared to the last recession, but continued stability hinges on improvement in housing and domestic automobile production and growth in exports. Industrial development and tourism are continuing to provide growth in incomes, but the agricultural sector has been adversely affected by cost-price pressures and weather problems. Overall, the State's economy should reflect national trends but should decline less than the average.

EXHIBIT

AUG 18 1980

NO. 1

STATE BUDGET & CONTROL BOARD

2001

It should be emphasized that these projections are based on certain assumptions, to include: a federal tax cut of about \$30 billions effective early 1981, with emphasis on supply-side business cuts, to offset in part some \$50 billions of scheduled tax increases next year; continued moderate monetary restraint by the Federal Reserve; no unusual escalation of oil prices by OPEC; and no major international crises.

Reflecting these economic trends General Fund Revenues should continue to increase in current dollar terms with reduction in the rate of increase during this fiscal year (already projected). There are some negatives in the picture: relatively low rates of increase in sales tax because of declining real incomes and the need to liquidate old credit; declines in corporate taxes because of reduced profit levels; the loss of federal revenue - sharing funds; changes in tax laws (indexation, cut in energy tax, etc) which reduce revenues; and the effects of lower employment levels on individual income tax revenues. As reflected in the accompanying table the forecast for the 1980-81 fiscal year, despite the anticipated loss of some \$22.5' millions of revenue sharing funds, should be achieved. The 1981-82 planning forecast is for an increase in revenues of more than 10 percent based on the projection of an improving economic environment. It should be noted that real revenues (adjusted for inflation) tend to move slowly.

Board of Economic Advisors
August 18, 1980

JAM/lc

EXHIBIT

AUG 18 1980 NO. 1

STATE BUDGET & CONTROL BOARD

2002

EXHIBIT

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GENERAL FUND REVENUES

STATE BUDGET & CONTROL BOARD

Actual 1979-1980 and Forecast 1980-81 and 1981-82
(In Millions of Dollars)

	<u>1979-1980</u>	<u>Revised* 1980-81</u>	<u>1981-82</u>
Total General Fund	1,598.1	1,727.0	1,903.3
Total Regular Sources	1,529.6	1,684.6	1,863.7
Sales Tax	576.5	633.1	705.0
Individual Income	494.7	577.5	665.0
Corporation Income	148.8	149.0	157.0
All Other	309.6	325.0	336.7
Total Miscellaneous Sources	38.0	34.9	39.5
Total Revenue Sharing	30.5	7.5	---

GENERAL FUND REVENUES

Rates of Change

	<u>1979-80/ 1980-81</u>	<u>1980-81/ 1981-82</u>
Total General Fund	8.1	10.2
Total Regular Sources	10.1	10.6
Sales Tax	9.8	11.4
Individual Income	16.7	15.2
Corporation Income	0.1	5.4
All Other	5.0	3.6
Total Miscellaneous Sources	-8.1	13.3
Total Revenue Sharing	-75.4	-100.0

*Revised August 18, 1980

Board of Economic Advisors
November 5, 1980

2003

EXHIBIT

AUG 18 1980 NO. 1

STATE PERSONNEL DIVISION PRESENTATION
BEFORE THE
SOUTH CAROLINA BUDGET AND CONTROL BOARD,
SENATE FINANCE COMMITTEE, AND THE
HOUSE WAYS AND MEANS COMMITTEE
August 18, 1980

STATE BUDGET & CONTROL BOARD

GOVERNOR RILEY, MEMBERS OF THE BUDGET AND CONTROL BOARD,
AND MEMBERS OF THE FINANCE AND WAYS AND MEANS COMMITTEES, I
APPRECIATE THIS OPPORTUNITY TO DISCUSS WITH YOU SOME OF THE
MAJOR PERSONNEL ISSUES AS THEY RELATE TO BUDGETING AND FUNDING.

THE FOREMOST ISSUE IN MANY PERSONS' OPINION IS THAT OF
GROWTH IN THE NUMBER OF STATE EMPLOYEES.

1 THERE ARE APPROXIMATELY 58,360 STATE EMPLOYEES. OF
THESE, NEARLY 8,200---OR 14% OF THE TOTAL, ARE UNCLASSIFIED.
THE REMAINING 86%---OR NEARLY 50,200---ARE CLASSIFIED EMPLOYEES.
THE UNCLASSIFIED EMPLOYEES ARE PRIMARILY FACULTY IN THE COLLEGES,
UNIVERSITIES, AND TEC CENTERS.

2 A POSITION MAY BE FILLED OR VACANT, THUS THE NUMBER OF
POSITIONS ALWAYS EXCEEDS THE NUMBER OF EMPLOYEES. AS WE LOOK
AT THIS NEXT CHART TO SEE WHERE THE GROWTH HAS OCCURRED, LET US
REMEMBER THAT PERCENTAGES OF INCREASE CAN BE VERY MISLEADING,
PARTICULARLY WHERE THERE WAS A LOW BASE TO START WITH.

THE LARGEST NUMBER OF NEW EMPLOYEES WERE ADDED IN THE
EDUCATIONAL FUNCTIONAL GROUP---2,570. THE HEALTH GROUP FOLLOWED,
WITH 2,477 ADDITIONAL EMPLOYEES. THE THIRD GREATEST NUMERICAL
GROWTH OCCURRED IN THE CORRECTIONAL GROUP WITH 671 NEW EMPLOYEES,
AND THE EXECUTIVE AND ADMINISTRATIVE GROUP WAS FOURTH, WITH 516.

2004

OF THE NINE GROUPS, JUDICIAL WAS SEVENTH, WITH 275 ADDITIONAL EMPLOYEES BUT THE LARGEST PERCENTAGE GROWTH.

7 AS WE LOOK AT THE AGENCIES, WE SEE THAT 47 OF THE 116 AGENCIES ON OUR DATA SYSTEM CONTAIN ABOUT $\frac{1}{2}$ OF 1% OF THE TOTAL STATE EMPLOYEES, BUT THE 13 LARGEST AGENCIES CONTAIN OVER 79% OF THE TOTAL.

NEARLY 42% OF ALL STATE EMPLOYEES ARE LOCATED IN RICHLAND COUNTY, FOLLOWED BY CHARLESTON COUNTY WITH NEARLY 14%. TRAILING FAR BEHIND ARE PICKENS COUNTY, CONTAINING CLEMSON UNIVERSITY, LAURENS COUNTY, WITH WHITTEN CENTER, AND FLORENCE COUNTY.

GROWTH IS VERY EVIDENT ALSO IN THE SIZE OF THE ANNUAL PAYROLL.

14 SINCE 1976, THERE HAS BEEN A 59.2% GROWTH IN THE PAYROLL FOR ALL SOURCES OF FUNDING FOR CLASSIFIED EMPLOYEES, AND A 66.1% GROWTH FOR UNCLASSIFIED EMPLOYEES. TOTAL PAYROLL HAS INCREASED DURING THE FIVE-YEAR PERIOD FROM \$476 MILLION TO NEARLY \$765 MILLION.

15 AN ANALYSIS OF THE SOURCES OF FUNDING IS VERY INTERESTING. IF WE LOOK AT THE CLASSIFIED SALARIES, WE SEE A RELATIVE DECLINE IN FEDERAL FUNDING AND A SIGNIFICANT INCREASE IN "OTHER" FUNDING. FOR UNCLASSIFIED SALARIES, THERE HAS BEEN A SLIGHT RELATIVE INCREASE IN FEDERAL FUNDING, PERHAPS LARGELY ACCOUNTED FOR BY THE NEW MEDICAL SCHOOL, AND A WHOPPING BIG INCREASE IN "OTHER" FUNDING. A 182% INCREASE IN OTHER FUNDING FOR UNCLASSIFIED SALARIES INDICATES DRAMATIC INCREASES IN COLLEGE TUITION OR FEES OR OTHER SOURCES OF NON-STATE AND NON-FEDERAL REVENUE.

17 THERE HAS BEEN A FAIRLY STEADY DECREASE IN THE NUMBER OF VACANT POSITIONS ON OUR DATA SYSTEM SINCE 1975. THE SLIGHT INCREASE IN THE NUMBER OF VACANT POSITIONS FOR AUGUST, 1980,

REFLECTS BOTH THE TIME OF YEAR AND THE FINANCIAL CONDITION OF THE AGENCIES. DURING THE SUMMER MONTHS, THERE ARE MORE VACANT FACULTY POSITIONS. MOST AGENCIES ARE NOW HAVING TO LET POSITIONS REMAIN VACANT FOR SEVERAL WEEKS OR MONTHS IN ORDER TO COMPENSATE FOR THE UNDERFUNDING OF PERSONAL SERVICES IN THE APPROPRIATIONS ACT.

DURING THE PAST FIVE YEARS, WE HAVE HAD AN 18.3% INCREASE IN THE NUMBER OF FILLED POSITIONS, BUT ONLY AN 11.6% INCREASE IN TOTAL POSITIONS, SHOWING A MORE EFFICIENT USAGE OF POSITIONS. VACANCIES DECREASED BY 40.5%.

19 ALTHOUGH PEOPLE LEAVE STATE SERVICE FOR MANY REASONS, WE FIND THAT THE ANNUAL TURNOVER RATE REMAINS BETWEEN 10 AND 13 PERCENT, WITH MOST OF THE TURNOVER OCCURRING IN THE LOWER PAY GRADES.

20 AN ANALYSIS OF THE EMPLOYEE POPULATION BY RACE AND SEX INDICATES THAT AFFIRMATIVE ACTION IS HAVING SOME SUCCESS, PARTICULARLY IN THE CLASSIFIED SERVICE. DURING THE PAST FIVE YEARS, BLACK EMPLOYEES HAVE INCREASED FROM 24.4% TO 29.44% OF THE TOTAL. THIS FIVE PERCENT INCREASE IS MOST ENCOURAGING. FEMALE EMPLOYMENT HAS INCREASED FROM 50.17% TO 52.7%. BLACK FEMALES, WITH A GAIN FROM 15.07 TO 17.92% OF THE TOTAL, HAVE SHOWN A SLIGHTLY HIGHER GAIN THAN DID WHITE FEMALES.

21 THE LARGEST GAINS IN AFFIRMATIVE ACTION HAVE OCCURRED IN THE CLASSIFIED SERVICE. CLASSIFIED BLACKS HAVE INCREASED BY OVER 5½%. IN APRIL OF 1980, THERE WERE 3,390 MORE BLACK FEMALES AND 2,310 MORE BLACK MALES WORKING FOR THE STATE AS CLASSIFIED
22 EMPLOYEES THAN IN APRIL OF 1975. IN THE UNCLASSIFIED RANKS, HOWEVER, BLACKS CONSTITUTE LESS THAN 9% OF THE TOTAL WORKFORCE.

WE STILL HAVE A LONG WAY TO GO, HOWEVER, BECAUSE MOST BLACKS AND WOMEN ARE CONCENTRATED IN THE LOWER GRADED POSITIONS.

A SECOND MAJOR ISSUE THAT WE MUST EXAMINE IS FRINGE BENEFITS, WHICH CONSTITUTE A SIZEABLE INVESTMENT FOR BOTH THE EMPLOYEE AND THE STATE.

25 WE OFTEN FORGET THAT FRINGES ARE BOTH CASH AND NON-CASH. TOGETHER, THEY CONSTITUTE SLIGHTLY OVER ONE-THIRD OF THE ANNUAL SALARY OF AN EMPLOYEE MAKING \$10,000 PER YEAR. STATE CASH CONTRIBUTIONS FOR FRINGES DECLINE FROM 17.2% FOR A \$10,000 EMPLOYEE TO 12.4% OF A \$40,000 EMPLOYEE'S SALARY.

26 WE ALSO TEND TO FORGET THAT EMPLOYEES PAY A SIGNIFICANT PORTION OF THEIR FRINGES---NEARLY AS MUCH AS THE STATE PAYS IN CASH. A \$10,000 EMPLOYEE PAYS OVER \$1,683 FOR HIS FRINGES, AND A \$40,000 PER YEAR EMPLOYEE PAYS OVER \$4,458 FOR HIS FRINGES.

THE LARGEST COST INCREASES HAVE OCCURRED IN SOCIAL SECURITY AND INSURANCE. BOTH THE EMPLOYEE AND EMPLOYER TOGETHER PAY UP TO \$3,175.34 FOR SOCIAL SECURITY EACH YEAR.

27 INSURANCE ENROLLMENTS HAVE SHOWN A STEADY INCREASE, WITH STATE ENROLLMENT INCREASING BY 24% AND PUBLIC SCHOOL ENROLLMENT INCREASING BY 11% DURING THE PAST SIX YEARS. RETIREE ENROLLMENT HAS GROWN BY OVER 77%. WE ANTICIPATE A VERY LARGE INCREASE NEXT JANUARY, WHEN FREE INSURANCE WILL BE PROVIDED TO THOSE WHO PREVIOUSLY HAD NOT ENROLLED.

28 THERE HAS ALSO BEEN A STEADY INCREASE IN INSURANCE PREMIUMS AS A RESULT OF RAPIDLY ESCALATING HEALTH CARE COSTS. RATES FOR LIFE AND LONG TERM DISABILITY COVERAGE HAVE REMAINED FAIRLY CONSTANT. THIS ACCOUNTS PRIMARILY FOR THE FACT THAT EMPLOYEE CONTRIBUTIONS HAVE RISEN FAR GREATER THAN STATE CONTRIBUTIONS. THE STATE IS NOW PAYING 83% MORE THAN IN 1974/75, BUT THE EMPLOYEE IS

PAYING 131% MORE. ALTHOUGH WE HAVE A VERY ADVANTAGEOUS FINANCIAL ARRANGEMENT WITH THE CARRIER, OUR INSURANCE CONSULTANT IS PROJECTING A PREMIUM INCREASE OF 22.3% FOR FY82.

DENTAL INSURANCE DESERVES SPECIAL MENTION. WE HAVE A GOOD LONG TERM DISABILITY PROGRAM, A POOR LIFE INSURANCE PROGRAM IN COMPARISON TO OTHER EMPLOYERS, AND AN EXCELLENT HEALTH INSURANCE PACKAGE. THE ONE AREA THAT IS RECEIVING THE GREATEST INTEREST NOW IS DENTAL INSURANCE.

SECTION 5 OF THE PERMANENT PROVISIONS TO THE APPROPRIATIONS ACT REQUIRES (1) THAT THE BUDGET AND CONTROL BOARD OFFER DENTAL INSURANCE IF A MAJORITY OF EMPLOYEES WANT IT, AND (2) THAT THE EMPLOYEE MUST PAY THE TOTAL PREMIUM COST.

WE ARE NOW PREPARING TO SURVEY ALL STATE AND PUBLIC SCHOOL EMPLOYEES TO DETERMINE IF THEY WANT TO PARTICIPATE BY PAYING THE TOTAL PREMIUM. EXPERIENCE NATIONALLY SHOWS THAT ADVERSE SELECTION OCCURS UNLESS THE EMPLOYER PAYS ALL OR A SIGNIFICANT PORTION OF THE PREMIUM. ONLY THOSE PERSONS WITH BAD DENTAL PROBLEMS SIGN UP UNLESS THE PROGRAM IS SUPPORTED BY THE EMPLOYER. PREMIUM RATES FOR 51% PARTICIPATION MUST BE SO HIGH THAT IT IS HIGHLY UNLIKELY THAT A MAJORITY OF OUR EMPLOYEES WILL AGREE TO PAY RATES SO HIGH. IF, HOWEVER, ALL EMPLOYEES WERE ENROLLED, PREMIUM RATES PER EMPLOYEE WOULD BE LOWER. IT IS DOUBTFUL THAT DENTAL INSURANCE CAN BE OFFERED TO STATE AND PUBLIC SCHOOL EMPLOYEES SO LONG AS THIS LAW REMAINS ON THE BOOKS. I RECOMMEND THAT IT BE REPEALED AND THAT THE STATE FUND A MODERATE DENTAL INSURANCE PROGRAM FOR ACTIVE EMPLOYEES.

ANOTHER ISSUE THAT REQUIRES CAREFUL CONSIDERATION IS PAY RAISES FOR STATE EMPLOYEES.

ABOUT A YEAR AGO, THE STATE PERSONNEL DIVISION CONDUCTED THE ANNUAL COMPREHENSIVE SALARY AND BENEFITS SURVEY. BECAUSE OF THE RECENT ADJUSTMENT IN THE STATE'S PLANNING AND BUDGETING SCHEDULE, WE HAVE NOT CONDUCTED A COMPREHENSIVE SALARY STUDY THIS YEAR; HOWEVER, WE WILL CONDUCT ANOTHER ONE NEXT SPRING IN ORDER TO MAKE RECOMMENDATIONS FOR JULY 1, 1982.

IN FORMULATING OUR RECOMMENDATION, WE CONSIDERED A NUMBER OF FACTORS. THESE INCLUDE:

1. STATE PAY INCREASES DURING PAST DECADE
2. WAGE AND PRICE GUIDELINES
3. CONSUMER PRICE INDEX DATA
4. GENERAL PAY INCREASES OF SOUTHEASTERN STATE GOVERNMENTS FOR FY1981
5. MERIT INCREMENT PROGRAMS OF SOUTHEASTERN STATE GOVERNMENTS
6. PRIVATE SECTOR SALARY TRENDS

29

WE CAN SEE FROM THE CHARTS THAT PAY RAISES HAVE FLUCTUATED GREATLY DURING THE PAST DECADE. THESE STATISTICS DO NOT MEAN MUCH, HOWEVER, UNTIL THEY ARE VIEWED IN LIGHT OF INFLATION. WE HAVE LOST GROUND GREATLY DURING THE LAST FEW YEARS.

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THE DIVISION OF RESEARCH AND STATISTICS HAS DEVELOPED SOME MOST INTERESTING STATISTICS CONCERNING THE LOSS IN PURCHASING POWER THAT STATE EMPLOYEES HAVE EXPERIENCED IN RECENT YEARS. IF A STATE

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EMPLOYEE EARNED \$10,000 IN 1969, HIS SALARY INCREASED TO \$16,110 BY 1979. IF, HOWEVER, HIS SALARY HAD KEPT PACE WITH INFLATION, HE WOULD HAVE BEEN EARNING \$20,150 IN 1979 OR \$4040 MORE THAN HE ACTUALLY WAS. THUS, THERE WAS A LOSS IN PURCHASING POWER OF 25.1%. SIMILARLY, BY 1980 THE SAME EMPLOYEE WOULD HAVE LOST 31.4% IN PURCHASING POWER.

IT IS DIFFICULT TO PREDICT THE PAY STANDARD FOR THE THIRD YEAR OF THE WAGE AND PRICE GUIDELINES PROGRAM, BUT, ACCORDING TO SALLY KATZEN, GENERAL COUNSEL OF THE COUNCIL ON WAGE AND PRICE STABILITY, NO CHANGE IN THE WAGE GUIDELINE RANGE OF 7.5 TO 9.5 PERCENT IS ANTICIPATED AT THIS TIME.

32 A COMPARISON OF THE GENERAL PAY INCREASES OF SOUTHEASTERN STATE GOVERNMENTS FOR FY1981 REVEALS THAT THE GENERAL INCREASE PROVIDED BY SOUTH CAROLINA IS ONE OF THE LOWEST IN THE REGION. SIX OF THE EIGHT OTHER STATES LISTED ARE PROVIDING ADJUSTMENTS OF 9 OR MORE PERCENT TO ALL OR A PART OF THEIR WORK FORCES.

33 WE HAVE DETERMINED THE PERCENTAGES OF MERIT INCREMENT GRANTED FOR SATISFACTORY PERFORMANCE IN SEVERAL STATES PRIMARILY IN THE SOUTHEAST. DATA REVEAL THAT SOUTH CAROLINA STATE EMPLOYEES RECEIVING A SATISFACTORY PERFORMANCE RATING ARE ELIGIBLE FOR A 3% MERIT INCREMENT, THE LOWEST IN THE REGION, WITH ONE EXCEPTION. NORTH CAROLINA STATE EMPLOYEES WHOSE SALARIES ARE ABOVE THE THIRD STEP OF THE RANGE AND WHO RECEIVE SATISFACTORY RATINGS ARE ELIGIBLE FOR MERIT ADJUSTMENTS OF 2.3 TO 4.6 PERCENT.

WE CONSULTED SEVERAL RELIABLE NATIONAL SURVEYS TO MEASURE ACTIVITY IN THE PRIVATE SECTOR.

34 THE AMERICAN MANAGEMENT ASSOCIATION'S MIDDLE MANAGEMENT REPORT SUMMARIZES COMPENSATION TRENDS FOR THE PAST 28 YEARS. THIS YEAR'S REPORT COVERS 1,081 PARTICIPATING COMPANIES IN THE

2010

35

UNITED STATES. DURING THE PERIOD JANUARY, 1979, TO JANUARY, 1980, MIDDLE MANAGEMENT SALARIES INCREASED 8.5%. WE HAVE TRIED TO COMPARE THESE FIGURES WITH COMPARABLE GROUPS IN STATE SERVICE. WE CAN SEE FROM THE COMPARISON OF UNCLASSIFIED AVERAGE SALARY CHANGES AND CLASSIFIED MIDDLE MANAGEMENT SALARY CHANGES THAT THE PRIVATE SECTOR HAS FARED SOMEWHAT BETTER.

36

THE AMERICAN COMPENSATION ASSOCIATION ANNUAL SALARY BUDGET SURVEY PROJECTS AN 8.4 TO 8.6 PERCENT INCREASE FOR OVERALL SALARY BUDGETS IN 1980.

37

ORGANIZATION RESOURCES COUNSELORS, INC., A PRIVATE CONSULTING FIRM THAT ADMINISTERS THE SALARY INFORMATION RETRIEVAL SYSTEM (SIRS) HAS REPORTED THAT BETWEEN SPRING 1979 AND SPRING 1980, EXEMPT ACTUAL AVERAGE SALARIES HAVE RISEN 8.8% WHILE NON-EXEMPT ACTUAL AVERAGE SALARIES INCREASED 9.9%.

38

AN ANNUAL SURVEY BY THE BUREAU OF LABOR STATISTICS REVEALS THAT SALARIES FOR PROFESSIONAL, ADMINISTRATIVE AND TECHNICAL WORKERS ROSE 9.3% FOR THE YEAR ENDING MARCH, 1980, WHILE PAY FOR CLERICAL WORKERS ROSE 8.8%. WHITE COLLAR WORKERS GAINED A 9.1% INCREASE IN AVERAGE SALARIES FOR THE SAME PERIOD.

AFTER TAKING ALL OF THE ABOVE FACTORS INTO CONSIDERATION, IT IS BELIEVED THAT A MINIMUM GENERAL INCREASE OF 9% IS NECESSARY FOR SOUTH CAROLINA TO MAINTAIN A COMPETITIVE POSTURE WITHIN THE REGION. THIS ACTION WOULD ENABLE THE STATE TO MAINTAIN SALARY LEVELS WITHIN THE FIRST TO THIRD QUARTILE RANGE UNTIL THE NEXT SALARY AND BENEFITS SURVEY CAN BE CONDUCTED.

IN CLOSING, I WOULD LIKE TO MAKE A FEW GENERAL COMMENTS.

THE BUDGET AND CONTROL BOARD AND THE GENERAL ASSEMBLY ARE TO BE COMPLIMENTED ON THEIR EFFORTS TO CURB THE RAPID GROWTH OF STATE GOVERNMENT. MANY POSITIVE STEPS HAVE BEEN TAKEN BY THE BOARD AND THE LEGISLATURE. ALSO, THE JOINT LEGISLATIVE COMMITTEE ON PERSONAL SERVICE FINANCING AND BUDGETING AND THE BUDGET AND CONTROL BOARD SHOULD BE MOST EFFECTIVE IN THEIR COOPERATIVE EFFORTS.

THE BOARD AND THE GENERAL ASSEMBLY NEED TO SET PRIORITIES AS TO WHERE ADDITIONAL POSITIONS WILL BE FUNDED. HOPEFULLY, NEW POSITIONS WILL BE FUNDED ONLY WHEN TRULY NECESSARY, AND WE WILL BE ABLE TO USE THE "SAVED" FUNDS TO PAY MORE ADEQUATELY THE GOOD EMPLOYEES NOW ON BOARD.

WE NEED TO LOOK AT TOTAL COMPENSATION AND NOT JUST CASH COMPENSATION. FRINGES CONSTITUTE ALMOST A THIRD OF THE COST OF OUR PAYROLL, AND CASH FRINGES PAID BY THE STATE COST IN EXCESS OF 15% OF OUR PAYROLL.

THE STATE NEEDS TO DETERMINE WHAT FRINGES ARE MOST IMPORTANT TO THE EMPLOYEES AND TO FUND THEM TO THE EXTENT POSSIBLE AS PART OF A TOTAL COMPENSATION PACKAGE. THIS WOULD BENEFIT BOTH THE EMPLOYEE AND THE STATE. IF THE STATE WERE TO FUND ALL OR A PORTION OF THE EMPLOYEE CONTRIBUTIONS FOR THE VARIOUS BENEFIT PROGRAMS, THE EMPLOYEE WOULD PAY NO INCOME OR SOCIAL SECURITY TAXES ON THIS SUM, AND THE STATE WOULD AVOID THE MATCHING COSTS ON THE DOLLAR VALUE OF THESE FRINGES.

THE STATE NEEDS TO CONCENTRATE UPON GREATER PRODUCTIVITY FROM ITS EXISTING WORKFORCE RATHER THAN TO ADD LARGE NUMBERS OF NEW POSITIONS. THERE ARE MANY WAYS IN WHICH PRODUCTIVITY CAN BE

TWO RELATED ISSUES ARE THE MERIT INCREMENT AND PERFORMANCE APPRAISAL PROGRAMS. WE ARE CONCERNED AND SEE THE NEED FOR CHANGE IN BOTH PROGRAMS AND WILL BE MAKING RECOMMENDATIONS PRIOR TO DECEMBER FOR SOME REVISIONS. WE ARE NOW COMPLETING A MAJOR STUDY OF PERFORMANCE APPRAISAL SYSTEMS AND PLAN TO USE THIS STUDY AS A BASIS FOR OUR RECOMMENDATIONS.

AN ISSUE THAT MERITS SOME COMMENT IS THE \$3,000 CAP PLACED UPON GENERAL, MERIT, AND LONGEVITY INCREASES THIS YEAR. ALTHOUGH WE UNDERSTAND AND APPRECIATE WHY THIS CAP WAS IMPOSED, I WOULD LIKE TO MENTION SOME OF THE PROBLEMS THAT WE HAVE NOTED.

IN MANY CASES, THE EMPLOYEE CANNOT RECEIVE THE FULL 5% LONGEVITY INCREASE. SOME EMPLOYEES MIGHT RECEIVE ONLY A FEW DOLLARS IN LONGEVITY PAY, BUT THEY LOSE, IN EFFECT, ONE OF THEIR FOUR LONGEVITY RAISES.

OFTEN, PERSONS CANNOT RECEIVE THEIR FULL MERIT INCREMENT. SOME MIGHT GET ONLY A FEW DOLLARS, OR THEIR SALARIES MIGHT BE JUST A FEW DOLLARS BELOW THE MAXIMUM OF THE GRADE. THIS WOULD DELAY FOR TWO YEARS THEIR RECEIVING A LONGEVITY RAISE. FOR MANY NEARING RETIREMENT, THIS DEPRIVES THEM OF A LONGEVITY RAISE OR A FULL MERIT INCREMENT AND AFFECTS ADVERSELY THEIR RETIREMENT BENEFITS.

THE CAP COMPRESSES SALARIES AND PREVENTS PROPER RECOGNITION OF WORK LEVELS THROUGH SALARY RELATIONSHIPS. LOWER PAYING JOBS ARE THUS BROUGHT CLOSER TO HIGHER PAYING JOBS.

REPETITION OF THE CAP WILL HURT OUR RECRUITING EFFORTS FOR HIGHER LEVEL EMPLOYEES AND MIGHT CAUSE VALUABLE EMPLOYEES TO LEAVE STATE SERVICE.

THE CONCEPT OF TOTAL COMPENSATION IS INTRIGUING, BUT IT IS ALSO COMPLEX. IT DESERVES CAREFUL CONSIDERATION, AND I WOULD HOPE THAT THE BUDGET AND CONTROL BOARD CAN COMMISSION A THOROUGH STUDY OF TOTAL COMPENSATION. I WOULD RECOMMEND ALSO THAT FULL EMPLOYEE INPUT BE OBTAINED AND BE GIVEN HEAVY WEIGHT DURING THE DELIBERATIONS OF THE BOARD. BOTH THE STATE AND THE EMPLOYEE CAN BENEFIT FROM A SOUND PROGRAM OF TOTAL COMPENSATION.

THANK YOU FOR ALLOWING ME TO APPEAR BEFORE YOU TODAY.

ENHANCED. TO MENTION ONLY A FEW:

BETTER PERFORMANCE APPRAISALS
PERFORMANCE-BASED PAY PLANS
BETTER TRAINING OF EMPLOYEES
DEVELOPMENT OF PERFORMANCE STANDARDS

ONE WAY TO ACHIEVE BETTER PRODUCTIVITY IS TO ELIMINATE MARGINAL FRINGES, WITH THE DOLLAR SAVINGS TO BE PLOWED BACK INTO EMPLOYEE COMPENSATION, EITHER CASH OR MORE NEEDED BENEFITS. FOR EXAMPLE, A MINIMUM WORKWEEK OF 40 HOURS THEORETICALLY MEANS AN INCREASE IN PRODUCTIVITY OF 6.67% FOR THOSE EMPLOYEES NOW WORKING A 37.5 HOUR WORKWEEK. SIMILARLY, IF WE COULD ELIMINATE ABUSE OF SICK AND ANNUAL LEAVE, THERE WOULD BE A CONCOMITANT INCREASE IN PRODUCTIVITY. DOLLARS SAVED COULD BE PLOWED BACK INTO SALARIES. EMPLOYEES MIGHT BE WORKING MORE HOURS, BUT THEY WOULD BE MAKING MORE MONEY. THUS, THEY WOULD BE MORE PRODUCTIVE, AND THE STATE COULD ACHIEVE ADDITIONAL INDIRECT ECONOMIES. WITH GREATER PRODUCTIVITY, THERE WOULD BE NEED FOR FEWER ADDITIONAL EMPLOYEES; THUS, THE STATE WOULD SAVE PRECIOUS DOLLARS THAT WOULD BE PAID OUT OTHERWISE FOR DESKS, EQUIPMENT, SUPPLIES, FLOOR SPACE, UTILITIES, INSURANCE, AND SUPPORTING STAFF.

I RECOMMENDED EARLIER THAT THE STATE FUND DENTAL INSURANCE FOR ITS EMPLOYEES. IF MONEY OVER AND ABOVE THE AMOUNT THAT WOULD NORMALLY BE APPROPRIATED FOR GENERAL INCREASES CANNOT BE FOUND, I BELIEVE THAT MOST STATE EMPLOYEES WOULD PREFER DENTAL INSURANCE OVER THE SAME DOLLAR AMOUNT IN PAY RAISES. ON OUR SURVEY OF STATE EMPLOYEES, WE WILL ASK THAT QUESTION. WE WILL ALSO ASK IF STATE EMPLOYEES WOULD BE WILLING TO EXCHANGE TWO HOLIDAYS FOR PAID DENTAL INSURANCE.

NUMBER OF POSITIONS BY FUNCTIONAL GROUPING*
1975 - 1980

Functional Grouping	75-76	% Total	76-77	% Total	77-78	% Total	78-79	% Total	79-80	% Total	% Change 75-80
Judicial	74	.1	145	.3	283	.5	321	.5	349	.6	371.6
Executive & Admin.	1,831	3.3	1,945	3.5	2,098	3.6	2,226	3.6	2,347	3.8	28.2
Educational	20,203	36.9	20,562	36.6	21,411	36.3	22,166	36.3	22,773	36.7	12.7
Health	12,345	22.5	12,889	22.9	14,031	23.7	14,516	23.8	14,822	23.9	20.1
Social Rehabilitation	5,905	10.8	6,037	10.7	6,072	10.3	6,278	10.3	6,360	9.8	7.7
Correctional	2,796	5.1	2,809	5.0	3,147	5.3	3,287	5.4	3,447	5.6	23.3
Conservation, Natural Res, & Development	2,111	3.9	2,211	3.9	2,379	4.0	2,338	3.8	2,303	3.7	9.1
Regulatory	2,470	4.5	2,622	4.7	2,660	4.5	2,784	4.6	2,828	4.6	14.5
Transportation	7,089	12.9	6,967	12.4	7,000	11.8	7,143	11.7	6,873	11.1	(3.0)
Total	54,824	100	56,187	100	59,081	100	61,059	100	62,102	100	13.3

*Data based on reports during month of June of each year.

DATE: 8/15/80
SOURCE: PD320

1

STATE EMPLOYEE PROFILES
1975-1980

	<u>1975</u>	<u>1976</u>	<u>1977</u>	<u>1978</u>	<u>1979</u>	<u>1980</u>
<u>Classified</u>						
Age	36	37	37	36	36	37
Avg. St. Service	71 mos.	74 mos.	77 mos.	76 mos.	78 mos.	81 mos.
Avg. on Present Job	27 mos.	31 mos.	32 mos.	32 mos.	31 mos.	34 mos.
Total Employees	39,174	42,160	43,885	46,402	48,891	50,188
Average Salary	\$8,299	\$8,924	\$9,238	\$9,672	\$10,818	\$11,905
<u>Unclassified</u>						
Age	39	39	40	39	40	40
Total Employees	6,689	7,084	7,439	7,863	8,127	8,172
Average Salary	\$17,182	\$17,669	\$18,595	\$16,649	\$22,239	\$24,378

All data taken from reports prepared in March of each year.

2017

AGENCY/GROUPING	75-76	76-77	77-78	78-79	79-80	Percent Increase 75-80
<u>Educational Division Con't:</u>						
University of S. C.	4,054	4,143	4,419	4,653	4,980	22.8
Winthrop College	619	593	596	631	652	5.3
Medical University of S. C.	4,822	5,037	4,966	5,120	5,224	8.3
Advisory Council on Voc & Tec Ed	2	2	3	3	3	50.0
St. Bd. for Tech & Comp Educ*	2,557	2,650	3,035	3,134	3,294	28.8
Department of Education	1,005	1,023	1,051	1,066	1,081	7.6
Educational Television	301	382	398	407	428	42.2
Wil Lou Gray Opportunity School	78	81	80	81	82	5.1
School for Deaf & Blind	404	358	507	459	470	16.3
Dept. of Archives & History	129	128	128	127	131	1.6
Confederate Relic Room	4	4	4	4	5	25.0
S. C. State Library	46	48	48	49	49	6.5
S. C. Arts Commission	69	77	132	105	65	(5.8)
State Museum Commission	4	5	8	13	14	350.0
Sub-Total	20,203	20,562	21,411	22,166	22,773	12.7
Percent of Total Positions	36.9	36.6	36.3	36.3	36.7	-
<u>Health Division:</u>						
Dept of Health & Env. Control**	3,718	3,857	3,983	4,052	4,052	9.0
Mental Health	5,154	5,389	5,609	5,681	5,710	10.8
Mental Retardation	3,388	3,562	4,357	4,694	4,968	46.6
Comm. On Alcohol & Drug Abuse	85	81	82	89	92	8.2
Sub-Total	12,345	12,889	14,031	14,516	14,822	20.1
Percent of Total Positions	22.5	22.9	23.7	23.8	23.9	-
<u>Social Rehabilitation Services Division:</u>						
Social Services	4,454	4,503	4,542	4,739	4,807	7.9
Vocational Rehabilitation	1,093	1,161	1,160	1,156	1,151	5.3
John de la Howe School	71	71	72	74	76	7.0
Foster Care Review Board	0	10	11	12	12	-
Children's Bureau	32	31	32	31	33	3.1
Commission for Blind	138	145	144	144	146	5.8
Commission on Aging	30	30	29	29	32	6.7
State Housing Authority	27	19	19	29	35	29.6
Commission on Human Affairs	40	48	43	43	46	15.0
Commission on Veterans' Affairs	20	19	20	21	21	5.0
Commission on Status of Women	0	0	0	0	1	-
Sub-Total	5,905	6,037	6,072	6,278	6,360	7.7
Percent of Total Positions	10.8	10.7	10.3	10.3	9.8	-

*Includes all centers.

**Includes State Park Health Center.

2018

NUMBER OF POSITIONS^{*} BY AGENCY
AND FUNCTIONAL GROUPING
1975 - 1980

AGENCY/GROUPING	75-76	76-77	77-78	78-79	79-80	Percent Increase 75-80
<u>Judicial Division:</u>						
Judicial Department	74	145	283	321	349	371.6
Percent of Total Positions	.1	.3	.5	.5	.6	-
<u>Executive and Administrative:</u>						
Governor's Office	681	679	704	723	715	5.0
Governor's Office Staff	20	24	25	22	22	10.0
State Law Enforcement Div.	279	304	305	351	359	28.7
Ofc of Exec Pol & Prog.	380	347	371	347	331	(12.9)
Mansion & Grounds	2	4	3	3	3	50.0
Lieutenant Governor's Office	1	4	4	5	5	500.0
Secretary of State	19	19	20	20	20	5.3
Comptroller General	62	61	59	63	89	43.5
State Treasurer	26	29	33	34	37	42.3
Attorney General	123	163	178	200	209	69.9
Comm on Appellate Defense	0	0	0	8	12	-
Adjutant General	77	69	73	80	115	49.4
Election Commission	12	12	12	12	15	25.0
Budget and Control Board:	830	909	1,015	1,081	1,130	36.1
Executive Director's Ofc.	0	0	0	10	12	-
Finance	84	99	136	138	170	202.4
Research and Statistics	20	36	40	44	69	345.0
General Services	523	558	619	651	623	19.1
Motor Vehicle Management	4	11	10	15	19	475.0
Retirement	80	77	81	81	91	13.7
State Personnel	119	128	129	140	143	20.2
Local Government	0	0	0	2	3	-
Sub-Total	1,831	1,945	2,098	2,226	2,347	28.2
Percent of Total Positions	3.3	3.5	3.6	3.6	3.8	-
<u>Educational Division:</u>						
Comm. On Higher Education	19	20	19	20	20	5.3
Higher Ed. Tuition Grants	6	6	7	7	7	16.7
Citadel	557	579	565	570	568	2.0
Clemson University	3,769	3,647	3,651	3,860	3,823	1.4
College of Charleston	589	593	620	620	641	8.8
Francis Marion College	286	287	266	266	278	2.8
Lander College	223	242	242	243	228	2.2
S. C. State College	660	657	666	728	730	10.6

2019

*Includes filled and vacant positions. Data based on reports during month of June.

AGENCY/GROUPING	75-76	76-77	77-78	78-79	79-80	Percent Increase 75-80
<u>Correctional Division:</u>						
Department of Corrections	1,735	1,713	1,850	1,984	2,114	21.8
Probation, Parole & Pardon Bd.	284	265	266	282	297	4.6
Youth Services	699	747	732	725	731	4.6
Juvenile Placement & Aftercare	41	41	254	249	249	507.0
Law Enforcement Training Council	37	43	45	47	54	45.9
L. E. Officers' Hall of Fame	0	0	0	0	2	-
Sub-Total	2,796	2,809	3,147	3,287	3,447	2.47
Percent of Total Positions	5.1	5.0	5.3	5.4	5.6	-
<u>Conservation, Natural Resources & Development Division:</u>						
Water Resources	35	40	41	37	48	37.1
Land Resources	65	63	116	79	65	-
State Forestry Commission	640	639	664	668	642	.3
Agriculture	221	220	234	235	225	1.8
Wildlife & Marine Resources	616	706	725	727	753	22.2
Coastal Council	0	0	24	24	26	-
Parks Recreation & Tourism	421	415	444	435	436	3.6
Development Board	77	81	83	81	65	(15.6)
Patriots' Point Development Auth.	33	44	45	44	35	6.1
Clarks Hill-Russell Authority	3	3	3	3	3	0.0
Old Exchange Building Commission	0	0	0	1	1	-
S. C. Sea Grant Consortium	0	0	0	4	4	-
Sub-Total	2,111	2,111	2,379	2,338	2,303	9.1
Percent of Total Positions	3.9	3.9	4.0	3.8	3.7	-
<u>Regulatory Division:</u>						
Public Service Commission	125	132	140	143	145	16.0
Industrial Commission	58	63	63	69	70	20.7
Workmen's Compensation Fund	19	21	30	30	33	73.7
Second Injury Fund	6	8	7	7	7	16.7
Insurance Department	128	117	115	118	121	5.5
Board of Financial Institutions:	33	36	37	35	35	6.1
Bank Examining	25	28	28	27	27	8.0
Consumer Finance	8	8	9	8	8	0.0
Consumer Affairs	23	25	25	31	38	65.2
Dairy Commission	10	8	8	8	8	(20.0)
Labor Department	125	131	151	154	140	12.0
Tax Commission	602	599	606	638	638	6.0
Alcoholic Beverage Control Comm.	50	50	51	65	65	30.0
Ethics Commission	2	3	4	4	4	50.0
Employment Security Commission	1,229	1,348	1,326	1,379	1,416	15.2
Board of Accountancy	0	2	2	2	3	-
Board of Architectural Examiners	1	1	2	2	2	50.0
Auctioneers Commission	0	0	2	2	2	-
Board of Barber Examiners	4	5	5	5	5	25.0

AGENCY/GROUPING	75-76	76-77	77-78	78-79	79-80	Percent Increase 75-80
<u>Regulatory Division Con't:</u>						
Contractor Licensing Board	7	7	7	7	7	0.0
Board of Cosmetic Art Examiners	8	8	8	8	8	0.0
Board of Dentistry	0	3	6	6	6	-
Board of Engineering Examiners	4	5	5	6	5	25.0
Certif. of Envir. Systems Oper	0	2	2	3	3	-
Foresters' Registration Board	0	0	0	0	1	-
Funeral Services Board	2	2	2	2	2	0.0
Medical Examiners	0	8	11	11	12	-
Board of Nursing	13	14	16	16	16	23.0
Board of Examiners for Nursing	-	1	1	1	1	-
Home Administrators	-	-	-	-	-*	-
Opticianry Examining Board	-	-	-	-	1	-
Optometry Examining Board	0	1	1	1	1	-
Pharmaceutical Exam. Board	2	2	2	2	2	0.0
Phys. Therapists Exam. Board	0	0	1	1	1	-
Real Estate Commission	11	12	15	18	19	72.7
Residential Home Builders	6	4	6	8	8	33.3
Speech Path & Audioloty Exam Bd	1	1	1	1	1	0.0
Veterinary Medical Examiners	1	1	1	1	1	0.0
Chiropractic Examiners Board	0	2	2	0	1	-
Sub-Total	2,470	2,622	2,660	2,784	2,828	14.5
Percent of Total Positions	4.5	4.7	4.5	4.6	4.6	-
<u>Transportation Division:</u>						
Aeronautics Commission	28	30	33	32	37	32.1
Highways & Public Transportation	7,061	6,937	6,967	7,111	6,836	(3.2)
Sub-Total	7,089	6,967	7,000	7,143	6,873	(3.0)
Percent of Total Positions	12.9	12.4	11.8	11.7	11.1	-
GRAND TOTAL	54,824	56,187	59,081	61,059	62,102	13.3

*Optometry and Opticianry split in 1979.

DATE: 7/01/80

SOURCE: PDGEN 200

RANKING CONSOLIDATION
AGENCIES RANKED BY NUMBER OF POSITIONS

<u>RANKING DIVISIONS</u>	<u>NUMBER OF AGENCIES</u>	<u>NUMBER OF POSITIONS</u>	<u>PER CENT OF WORK FORCE</u>	<u>CUMULATIVE % OF WORK FORCE</u>
1-25	47	340	0.55	0.55
26-50	13	476	0.77	1.32
51-100	13	975	1.57	2.89
101-250	12	2,022	3.25	6.14
251-500	9	3,202	5.15	11.29
501-1000	9	5,978	9.61	20.90
Above-1000	13	49,202	79.13	100.00
	<u>116</u>	<u>62,195</u>	<u>100.00</u>	

AGENCY RANKING BY CURRENT NUMBER OF POSITIONS

CURRENT NUMBER OF POSITIONS

1-25 Positions

<u>AGENCY</u>	<u>1976</u>	<u>1977</u>	<u>1978</u>	<u>1979</u>	<u>1980</u>
SC Board of Chiropractic Examiners	-	2	2	-	1
Foresters Registration Board	-	-	-	-	1
Commission on Women	-	-	-	-	1
State Bd Exam & Regis Phys Therapists	-	-	1	1	1
Speech Pathology & Audiology Exam Board	1	1	1	1	1
SC Board of Optometry	-	1	1	1	1
State Board of Opticianry	-	-*	-*	-*	1
Veterinary Exam Board	1	1	1	1	1
State Board of Nursing Home Administrators	-	1	1	1	1
Old Exchange Building Commission	-	-	-	1	1
Law Enforcement Offic. Hall of Fame	-	-	-	-	2
Architectural Exam Board	1	1	2	2	2
SC Auctioneers Commission	-	-	2	2	2
State Board of Funeral Services	2	2	2	2	2
Pharmaceutical Exam Board	2	2	2	2	2
Division of Local Government	-	-	-	2	3
State Board of Accountancy	-	2	2	2	3
SC Board of Environmental Sys Operators	-	2	2	3	3
SC Advisory Council on Vocational Educ.	2	2	3	3	3
Mansion and Grounds	2	4	3	3	3
Clark Hill-Russell Authority	3	3	3	3	3
SC Ethics Commission	2	3	4	4	4
SC Sea Grant Consortium	-	-	-	-	4
Confederate Relic Room	4	4	4	4	4
Lieutenant Governor's Office	1	4	4	5	5
Barber Exam Board	4	5	5	5	5
Engineering Exam Board	4	5	5	6	5
State Board of Dentistry	-	3	6	6	6
Higher Education Tuition Grants	6	6	7	7	7
Contractors Licensing Board	7	7	7	7	7
Second Injury Fund	6	8	7	7	7
SC Residential Home Builders Comm.	6	4	6	8	8
Cosmetic Art Examiners Board	8	8	8	8	8
State Bd of Fin Inst. - Consumer Finance	8	8	9	8	8
Dairy Commission	10	8	8	8	8
Office of Exec Dir.-B & C Board	-	-	-	10	12
Office of Appellate Defense	-	-	-	8	12
State Board of Medical Examiners	-	10	11	11	12
Children's Foster Care Review Board	-	10	11	12	12
SC Museum Commission	4	5	8	13	14
State Election Commission	12	12	12	12	15
Board of Nursing	13	14	16	16	16
SC Real Estate Commission	11	12	15	18	19

*Optometry & Opticianry were split in 1979

1-25 Positions

	<u>1976</u>	<u>1977</u>	<u>1978</u>	<u>1979</u>	<u>1980</u>
Motor Vehicle Management Division	4	11	10	15	19
Secretary of State	19	19	20	20	20
Higher Education Commission	19	20	19	20	20
Veterans' Affairs	20	19	20	21	21
Governor's Office	20	24	25	22	22

26-50 Positions

S. C. Coastal Council	-	-	24	24	26
State Board of Fin Inst - Exam Division	25	28	28	27	27
Commission on Aging	30	30	29	29	32
Children's Bureau	32	31	32	31	33
State Workman's Compensation Fund	19	21	30	30	33
State Housing Authority	27	19	19	29	35
Patriots Point Development Authority	33	44	45	44	35
Aeronautics Commission	28	30	33	32	37
State Treasurer	26	29	33	34	37
Department of Consumer Affairs	23	25	25	31	38
S. C. Commission on Human Affairs	40	48	43	43	46
Water Resources Commission	35	40	41	37	48
State Library	46	48	48	49	49

51-100 Positions

Criminal Justice Academy	37	43	45	47	54
Alcohol Beverage Control Commission	50	50	51	65	65
Arts Commission	69	77	132	105	65
State Development Board	77	81	83	81	65
Land Resources Conservation Comm.	65	63	116	79	65
Research & Statistical Services	20	36	40	44	69
Industrial Commission	58	63	63	69	70
John De La Howe School	71	71	72	74	76
Wil Lou Gray Opportunity School	78	81	80	81	82
Comptroller General	62	61	59	63	89
Retirement System	80	77	81	81	91
Commission on Alcoholism	85	81	82	89	92
County Auditors & Treasurers	92	92	92	92	92

101-250 Positions

Adjutant General	77	69	73	80	115
Insurance Department	128	117	115	118	121
Department of Archives & History	129	128	128	127	131
Department of Labor	125	131	151	154	140
State Personnel Division	119	128	129	140	143
Public Service Commission	125	132	140	143	145
Commission for the Blind	138	145	144	144	146
Finance Division	84	99	136	138	170
Attorney General	123	163	178	200	209
Department of Agriculture	221	220	234	235	225
Lander College	223	242	242	243	228
Juvenile Placement & Aftercare	41	41	254	249	249

251-500 Positions

	<u>1976</u>	<u>1977</u>	<u>1978</u>	<u>1979</u>	<u>1980</u>
State Park Health Center	346	284	289	265	254
Francis Marion College	286	287	266	266	278
Probation, Parole & Pardon Board	284	265	266	282	297
Exec Off of Policies & Prog. (Gov's Ofcs)	380	341	371	347	331
Judicial	74	145	283	321	349
State Law Enforcement Division	279	394	305	351	359
SC E.T.V. Commission	301	382	398	407	428
Parks, Recreation & Tourism	421	415	444	435	436
School for Deaf & Blind	404	358	507	459	470

501-1000 Positions

	<u>1976</u>	<u>1977</u>	<u>1978</u>	<u>1979</u>	<u>1980</u>
The Citadel	557	579	565	570	568
General Services Division	523	558	619	651	623
Tax Commission	602	599	606	638	638
College of Charleston	589	593	620	620	641
Forestry Commission	640	639	664	668	642
Winthrop College	619	593	596	631	652
S. C. State College	660	657	666	728	730
Department of Youth Services	699	747	732	725	731
SC Wildlife & Marine Resources Dept.	616	706	725	727	753

Above 1000 Positions

	<u>1976</u>	<u>1977</u>	<u>1978</u>	<u>1979</u>	<u>1980</u>
Department of Education	1005	1023	1051	1066	1081
Vocational Rehabilitation	1093	1161	1160	1156	1151
Employment Security Commission	1229	1348	1326	1379	1416
Department of Corrections	1735	1713	1850	1984	2114
St Bd for Tech & Comp Ed (All Centers)	2557	2650	3035	3134	3294
Department of Health & Environmental Control	3372	3573	3694	3787	3798
Clemson University	3769	3647	3651	3860	3823
Department of Social Services	4454	4503	4542	4739	4807
Department of Mental Retardation	3388	3562	4357	4694	4968
University of South Carolina	4054	4143	4419	4653	4980
Medical University	4822	5037	4966	5120	5224
Mental Health	5154	5389	5609	5681	5710
Department of Highways & Public Trans.	7061	6937	6967	7111	6836

NUMBER OF EMPLOYEES BY COUNTY

<u>COUNTY</u>	<u>FULL TIME EMPLOYEES</u>	<u>PART TIME EMPLOYEES</u>	<u>TOTALS</u>	
			<u>PERCENTAGE</u>	<u>EMPLOYEES</u>
Abbeville	142	5	.26	147
Aiken	788	9	1.39	797
Allendale	128	1	.22	129
Anderson	739	14	1.31	753
Bamberg	226	5	.40	231
Barnwell	171	3	.30	174
Beaufort	482	20	.87	502
Berkeley	379	4	.67	383
Calhoun	124	2	.22	126
Charleston	7,591	415	13.92	8,006
Cherokee	190	3	.34	193
Chester	240	1	.42	241
Chesterfield	315	1	.55	316
Clarendon	189	6	.34	195
Colleton	362	13	.65	375
Darlington	370	9	.66	379
Dillon	177	2	.31	179
Dorchester	969	15	1.71	984
Edgefield	124	4	.22	128
Fairfield	153	3	.27	156
Florence	1,900	39	3.37	1,939
Georgetown	286	6	.51	292
Greenville	1,593	27	2.82	1,620
Greenwood	723	19	1.29	742
Hampton	182	6	.33	188
Horry	758	8	1.33	766
Jasper	150	3	.27	153
Kershaw	275	10	.50	285
Lancaster	292	13	.53	305
Laurens	2,150	12	3.76	2,162
Lee	152	1	.27	153
Lexington	646	25	1.17	671
McCormick	185	14	.35	199
Marion	196	1	.34	197
Marlboro	234	1	.41	235
Newberry	193	3	.34	196
Oconee	213	6	.38	219
Orangeburg	1,399	47	2.51	1,446
Pickens	2,976	101	5.35	3,077
Richland	23,297	609	41.56	23,906
Saluda	113	1	.20	114
Spartanburg	1,666	36	2.96	1,702
Sumter	760	28	1.37	788
Union	183	3	.32	186
Williamsburg	339	12	.61	351
York	1,208	26	2.15	1,234
Totals	55,928	1,592	100.00	57,520

AVERAGE SALARY AND NUMBER OF EMPLOYEES BY GRADE

<u>GRADE</u>	<u>TOTAL EMPLOYEES</u>	<u>AVERAGE SALARY</u>
10	2,298	7,174
11	4,943	7,548
12	3,501	7,676
13	3,535	8,320
14	1,874	8,568
15	3,056	9,206
16	1,824	9,645
17	2,527	9,828
18	984	10,212
19	1,827	10,981
20	1,773	10,796
21	2,839	11,088
22	2,501	12,190
23	1,964	12,719
24	744	13,378
25	2,547	13,303
26	1,986	14,386
27	150	13,782
28	1,547	15,349
29	1,404	16,449
30	1,215	17,007
31	134	16,792
32	1,406	18,528
33	864	20,100
34	267	20,368
35	442	21,740
36	487	22,680
37	125	23,339
38	311	24,775
39	25	25,639
40	288	25,918
41	66	27,309
42	128	29,356
43	36	30,579
44	90	31,829
45	90	31,007
46	12	33,305
47	22	37,751
48	4	38,726
49	- - -	- - -
50	47	35,701
51	- - -	- - -
52	5	44,787
53	97	41,625
54	46	45,844
55	11	40,682
56	- - -	- - -
57	31	50,747
58	8	53,497
59	- - -	- - -

DATE: 7/01/80

SOURCE: PDGEN 060

SALARY (PAY RATE) BREAKDOWN OF STATE EMPLOYEES
FULL AND PART-TIME SLOTS

<u>SALARY RANGE</u>	<u>JUNE 29, 1979</u>		<u>JUNE 30, 1980</u>	
	<u>#</u>	<u>%</u>	<u>#</u>	<u>%</u>
<u>Classified</u>				
0- 5,999	902	1.9	763	1.5
6,000- 9,999	21,398	44.4	16,705	33.7
10,000-14,999	17,082	35.4	20,197	40.8
15,000-19,999	5,796	12.0	7,520	15.2
20,000 & Over	3,059	6.3	4,375	8.8
<u>Unclassified</u>				
0- 5,999	300	3.8	279	3.5
6,000- 9,999	289	3.7	250	3.1
10,000-14,999	1,692	21.4	1,198	14.9
15,000-19,999	2,498	31.6	2,497	31.0
20,000 & Over	3,118	39.5	3,823	47.5
<u>All</u>				
0- 5,999	1,202	2.1	1,042	1.8
6,000- 9,999	21,687	38.6	16,955	29.4
10,000-14,999	18,774	33.4	21,395	37.1
15,000-19,999	8,294	14.8	10,017	17.4
20,000 & Over	6,177	11.0	8,198	14.2

DATE: 8/11/80
SOURCE: PD260

ANNUAL PAY RATE BY FISCAL YEAR
1976 - 1980

	<u>Classified</u>	<u>Percent Change</u>	<u>Unclassified</u>	<u>Percent Change</u>	<u>Total</u>	<u>Percent Change</u>	<u>Cumulative Percent Change</u>
March 1976	371,133,029	-	104,883,240	-	476,016,269	-	-
March 1977	400,874,576	8.0	115,731,185	10.3	516,605,761	8.5	8.5
March 1978	448,814,686	12.0	130,915,092	13.1	579,729,778	12.2	21.8
March 1979	521,809,199	16.3	153,797,474	17.5	675,606,673	16.5	41.9
March 1980	590,727,093	13.2	174,261,896	13.3	764,988,989	13.2	60.7

DATE: 8/12/80
SOURCE: PD260

SOURCE OF FUNDS FOR CLASSIFIED AND
UNCLASSIFIED EMPLOYEES
1976 - 1980

<u>Classified</u>	<u>State</u>	<u>% Total</u>	<u>Federal</u>	<u>% Total</u>	<u>Other</u>	<u>% Total</u>	<u>Total Pay Rate</u>	<u>Percent Change</u>
March 1976	224,551,808	60.5	68,894,347	18.6	77,692,390	20.9	371,138,545	-
March 1977	240,303,735	59.9	78,347,085	19.5	82,230,623	20.5	400,881,443	8.0
March 1978	265,224,168	59.1	89,627,085	20.0	93,964,211	20.9	448,815,464	12.0
March 1979	310,014,427	59.4	96,353,016	18.5	115,460,607	22.1	521,828,050	16.3
March 1980	354,022,968	59.9	105,531,827	17.9	131,182,247	22.2	590,737,042	13.2
Net Change (1976-1980)	129,471,160 +57.6%	59.0	36,637,480 +53.2%	16.7	53,489,857 +68.8%	24.3	219,598,497	59.2
<u>Unclassified</u>								
March 1976	93,683,808	89.3	8,562,267	8.2	2,637,164	2.5	104,883,239	-
March 1977	103,453,001	89.3	8,932,705	7.8	3,327,601	2.9	115,944,114	10.5
March 1978	115,073,831	87.9	11,806,401	9.0	4,034,381	3.1	130,914,613	12.9
March 1979	132,369,388	86.1	15,022,866	9.8	6,405,076	4.2	153,797,330	17.5
March 1980	151,063,850	86.7	15,760,258	9.0	7,437,857	4.3	174,261,965	13.3
Net Change (1976-1980)	57,380,042 +61.2%	82.6	7,197,991 +84.1%	10.7	4,800,693 +182%	6.7	69,378,726	66.1
<u>Total</u>								
March 1976	318,235,616	66.8	77,456,614	16.3	80,329,554	16.9	476,021,784	-
March 1977	343,756,736	66.5	87,279,790	16.9	85,558,224	16.6	516,594,750	8.5
March 1978	380,297,999	65.6	101,433,486	17.5	97,998,592	16.9	579,730,077	12.2
March 1979	442,383,815	65.5	111,375,882	16.5	121,865,683	18.0	675,625,380	16.5
March 1980	505,086,818	66.0	121,292,085	15.9	138,620,104	18.1	764,999,007	13.2
Net Change (1976-1980)	186,851,202 +58.7		43,835,471 +56.6		58,290,550 +72.6		288,977,223	60.7

DATE: 8/01/80

SOURCE: PD 260

COMPARISON OF FUNDED SALARIES

	<u>June 20, 1979</u>		<u>June 7, 1980</u>	
	<u>Amount</u>	<u>Percent</u>	<u>Amount</u>	<u>Percent</u>
State	444,756,276	65.4	504,326,753	66.1
Federal	111,630,959	16.4	120,685,530	15.8
Other	124,063,752	18.2	137,817,598	18.1
Total	680,450,987	100.0	762,829,881	100.0

FILLED AND VACANT POSITIONS*
WITH PERCENTAGE OF INCREASE
1975 - 1980

<u>TOTAL STATE</u>	<u>FILLED</u>	<u>% INC.</u>	<u>VACANT</u>	<u>% INC.</u>	<u>TOTAL</u>	<u>% INC.</u>
November 1975	48,682	-	4,704	-	53,386	-
November 1976	50,326	3.4	5,363	14.0	55,689	4.3
November 1977	52,695	4.7	5,243	(2.2)	57,938	4.0
November 1978	55,863	6.0	5,194	(0.9)	61,057	5.4
November 1979	57,611	3.1	4,481	(13.7)	62,092	1.7
August 1980	57,573	(0.1)	4,671	4.2	62,244	0.2
Net Change (11/74-8/80)	8,891	18.3	33	(.7)	8,858	16.6
<u>CLASSIFIED</u>						
November 1975	41,915	12.8	4,364	-	46,279	-
November 1976	43,017	2.6	4,941	13.2	47,958	3.6
November 1977	44,971	4.5	4,624	(6.4)	49,595	3.4
November 1978	47,877	6.5	4,544	(1.7)	52,421	5.7
November 1979	49,459	3.3	3,872	(14.8)	53,331	1.7
August 1980	49,565	0.2	3,974	2.6	53,539	0.4
Net Change (11/74-8/80)	7,650	18.3	(390)	(8.9)	7,260	15.7
<u>UNCLASSIFIED</u>						
November 1975	6,767	8.6	340	-	7,107	-
November 1976	7,309	8.0	422	24.1	7,731	8.8
November 1977	7,724	5.7	619	46.7	8,343	7.9
November 1978	7,986	3.4	650	5.0	8,636	3.5
November 1979	8,152	2.1	609	(6.3)	8,761	1.4
August 1980	8,008	(1.8)	697	14.4	8,705	(0.6)
Net Change (11/74-8/80)	1,241	18.3	357	105.0	1,598	22.5

*Employees on leave included.

DATE: 8/01/80
SOURCE: PD260

COMPARATIVE STATISTICS USING
JULY 1976 AS BASE DATE

	<u>7/12/76</u>	<u>6/7/80</u>	<u>Percent Change</u>
Number of Employees	49,192	58,173	18.3
Number of Vacancies	6,300	3,747	(40.5)
Total Positions	55,492	61,920	11.6
State Funded Salaries	\$327,984,402	\$504,326,753	53.8
Total Salaries	\$494,966,741	\$762,820,207	54.1

DATE: 8/01/80

SOURCE: PDSRC 061

TERMINATION ANALYSIS
SOUTH CAROLINA STATE GOVERNMENT

Termination Reason/Category	FY77-78	FY78-79	FY79-80
<u>A. Would Rehire:</u>			
Maternity	66	61	58
Returned to School	301	268	414
Reduction in force	14	20	15
Better Pay-nonstate	409	481	446
Better Opportunity-nonstate	834	998	1026
Better Working Con.-nonstate	22	31	44
Business for Self	43	50	75
Moved	468	583	707
Military Service	21	43	54
Personal-no new job	1726	2206	1720
Sub-Total (Turnover Rate)	3904 (7.4)	4741 (8.6)	4559 (7.9)
<u>B. Might Rehire:</u>			
Voluntary Resig.-mediocre work	87	138	127
Ill Health	108	134	147
Personality Problems	7	6	6
Discipline Problems	99	152	73
Difficulty w/Supv.	10	14	13
Misconduct	8	13	8
Violation of Rules	121	204	193
Refused Transfer	3	1	1
Discontent-Salary	10	12	6
Discontent-Work	61	53	67
Not Update Credentials	37	44	57
Sub-Total (Turnover Rate)	551 (1.0)	771 (1.4)	698 (1.2)
<u>C. Would Not Rehire:</u>			
Unsatis. Working Condition	174	300	241
Difficulty w/Co-workers	7	14	13
Discipline Problem	131	156	187
Insubordination	8	15	14
Misconduct	23	32	30
Violation of Rules	98	164	256
Sub-Total (Turnover-Rate)	441 (.8)	681 (1.2)	741 (1.3)
<u>D. Other:</u>			
Deceased	66	99	77
Full Retirement	213	348	144
Early Retirement	25	29	19
Disability Retirement	92	100	100
Never Reported for Work	145	165	135
Sub-Total (Turnover Rate)	541 (1.1)	741 (1.4)	475 (.8)
TOTAL	5437	6934	6473
Average Employees	52,603	55,199	57,736
TURNOVER RATE	10.3	12.6	11.2

DATE: 8/15/80
SOURCE: PD040

SEX-RACE ANALYSIS- ALL STATE EMPLOYEES
1975-1980

	White		Black		Oriental		All Others		Total	
	#	%	#	%	#	%	#	%	#	%
<u>All Employees</u>										
April 1975	34,200	74.71	11,170	24.40	110	0.24	296	0.65	45,776	100.00
April 1976	35,823	73.25	12,673	25.91	135	0.28	273	0.56	48,904	100.00
April 1977	36,910	72.41	13,608	26.70	170	0.33	285	0.56	50,973	100.00
April 1978	38,844	71.65	14,903	27.49	207	0.38	255	0.47	54,209	100.00
April 1979	39,951	70.39	16,291	28.70	250	0.44	264	0.47	56,756	100.00
April 1980	40,374	69.62	17,071	29.44	298	0.51	249	0.43	57,992	100.00
<u>All Female Employees</u>										
April 1975	15,886	34.70	6,897	15.07	54	0.12	128	0.28	22,965	50.17
April 1976	16,646	34.04	7,258	14.84	62	0.13	101	0.21	24,067	49.21
April 1977	17,341	34.02	7,890	15.48	79	0.15	105	0.21	25,415	49.86
April 1978	18,642	34.39	8,770	16.18	93	0.17	97	0.18	27,602	50.92
April 1979	19,499	34.36	9,718	17.12	116	0.20	105	0.19	29,438	51.87
April 1980	19,936	34.38	10,392	17.92	133	0.23	98	0.17	30,559	52.70
<u>All Male Employees</u>										
April 1975	18,314	40.01	4,273	9.33	56	0.12	168	0.37	22,811	49.83
April 1976	19,177	39.21	5,415	11.07	73	0.15	172	0.35	24,837	50.79
April 1977	19,569	38.39	5,718	11.22	91	0.18	180	0.35	25,558	50.14
April 1978	20,202	37.27	6,133	11.31	114	0.21	158	0.29	26,607	49.08
April 1979	20,452	36.03	6,573	11.58	134	0.24	159	0.28	27,318	48.13
April 1980	20,438	35.24	6,679	11.52	165	0.28	151	0.26	27,433	47.30

DATE: 8/15/80
SOURCE: PD040

SEX-RACE ANALYSIS - CLASSIFIED STATE EMPLOYEES ONLY

	White		Black		Oriental		All Others		Total	
	#	%	#	%	#	%	#	%	#	%
<u>All Classified Employees</u>										
April 1975	28,218	72.06	10,691	27.30	60	0.15	191	0.49	39,160	100.00
April 1976	29,478	70.38	12,153	29.01	77	0.18	179	0.43	41,887	100.00
April 1977	30,305	69.41	13,068	29.93	94	0.22	193	0.44	43,660	100.00
April 1978	31,888	68.70	14,247	30.69	119	0.26	164	0.35	46,418	100.00
April 1979	32,808	67.38	15,565	31.97	148	0.30	168	0.35	48,689	100.00
April 1980	33,147	66.45	16,391	32.86	187	0.38	155	0.31	49,880	100.00
<u>Female Classified Employees</u>										
April 1975	14,328	67.79	6,657	31.49	44	0.21	108	0.51	21,137	53.98
April 1976	14,985	67.74	6,998	31.64	53	0.24	84	0.38	22,120	52.81
April 1977	15,627	66.76	7,632	32.61	64	0.27	85	0.36	23,408	53.61
April 1978	16,755	66.06	8,458	33.35	77	0.30	75	0.29	25,365	54.64
April 1979	17,518	64.75	9,358	34.59	96	0.35	83	0.31	27,055	55.57
April 1980	17,941	63.67	10,047	35.66	113	0.40	75	0.27	28,176	56.49
<u>Male Classified Employees</u>										
April 1975	13,980	77.07	4,034	22.38	16	0.09	83	0.46	18,023	46.02
April 1976	14,493	73.32	5,155	26.08	24	0.12	95	0.48	19,767	47.19
April 1977	14,678	72.48	5,436	26.84	30	0.15	108	0.53	20,252	46.39
April 1978	15,133	71.88	5,789	27.50	42	0.20	89	0.42	21,053	45.36
April 1979	15,290	70.68	6,207	28.69	52	0.24	85	0.39	21,634	44.43
April 1980	15,206	70.06	6,344	29.23	74	0.34	80	0.37	21,704	43.51

DATE: 8/15/80
SOURCE: PD040

SEX-RACE ANALYSIS - UNCLASSIFIED STATE EMPLOYEES ONLY
1975-1980

	White		Black		Oriental		All Others		Total	
	#	%	#	%	#	%	#	%	#	%
<u>All Unclassified Employees</u>										
April 1975	5,982	90.42	479	7.24	50	0.76	105	1.58	6,616	100.00
April 1976	6,345	90.42	520	7.41	58	0.83	94	1.34	7,017	100.00
April 1977	6,605	90.32	540	7.38	76	1.04	92	1.26	7,313	100.00
April 1978	6,956	89.28	656	8.42	88	1.13	91	1.17	7,791	100.00
April 1979	7,143	88.55	726	9.00	102	1.26	96	1.19	8,067	100.00
April 1980	7,227	89.09	680	8.38	111	1.37	94	1.16	8,112	100.00
<u>Female Unclassified Employees</u>										
April 1975	1,558	23.55	240	3.63	10	0.15	20	0.30	1,828	27.63
April 1976	1,661	23.67	260	3.71	9	0.13	17	0.24	1,947	27.75
April 1977	1,714	23.44	258	3.53	15	0.21	20	0.27	2,007	27.44
April 1978	1,887	24.22	312	4.00	16	0.21	22	0.28	2,237	28.71
April 1979	1,981	24.56	360	4.46	20	0.25	22	0.27	2,383	29.54
April 1980	1,995	24.59	345	4.25	20	0.25	23	0.28	2,383	29.38
<u>Male Unclassified Employees</u>										
April 1975	4,424	66.87	239	3.61	40	0.60	85	1.28	4,788	72.37
April 1976	4,684	66.75	260	3.71	49	0.70	77	1.10	5,070	72.25
April 1977	4,891	66.88	882	3.86	61	0.83	72	0.98	5,306	72.56
April 1978	5,069	65.06	344	4.42	72	0.92	69	0.89	5,554	71.29
April 1979	5,162	63.99	366	4.54	82	1.02	74	0.92	5,684	70.46
April 1980	5,232	64.50	335	4.13	91	1.12	71	0.88	5,729	70.62

DATE: 06/18/80
SOURCE: PD040

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EMPLOYMENT BY SEX AND RACE
CLASSIFIED & UNCLASSIFIED, FULL & PART TIME EMPLOYEES

Grade	FEMALE						All	
	White		Black		Oriental		Others	
	#	%	#	%	#	%	#	%
Uncls.	1957	24.38	338	4.21	21	.26	10	.12
10	159	7.00	820	36.09			2	.09
11	515	10.49	2412	49.13	6	.12	7	.14
12	1439	41.61	1246	36.03	6	.17	8	.23
13	1120	31.95	1251	35.69	6	.17	4	.11
14	1140	61.29	383	20.59	2	.11	5	.27
15	1698	56.02	1068	35.24	9	.30	6	.20
16	382	20.97	272	14.93	7	.38	2	.11
17	1649	65.67	444	17.68	5	.20	5	.20
18	455	46.67	188	19.28	2	.21	4	.41
19	1389	76.19	299	16.40	1	.05	4	.22
20	312	17.66	184	10.41	2	.11	2	.11
21	1386	49.10	452	16.01	10	.35	2	.07
22	712	28.51	119	4.77			1	.04
23	777	39.78	262	13.42	1	.05	2	.10
24	72	9.72	21	2.83				
25	1471	58.07	175	6.91	19	.75	1	.04
26	498	25.24	120	6.08	2	.10	1	.05
27	71	47.33	6	4.00	4	2.67		
28	714	46.42	104	6.76	3	.20	2	.13
29	528	37.69	91	6.50	4	.29	1	.07
30	439	36.22	60	4.95	6	.50	1	.08
31	47	35.07	9	6.72	1	.75		
32	369	26.36	54	3.86				
33	183	21.18	21	2.43	2	.23		
34	43	16.17	1	.38	1	.38		
35	96	21.77	8	1.81				
36	74	15.23	2	.41	1	.21		
37	11	8.80						
38	44	14.15	2	.64				
39	4	16.00						
40	42	14.58	5	1.74				
41	2	3.08	1	1.54				
42	7	5.51						
43	2	5.56						
44	4	4.44						
45	6	6.67						
46								
47								
48	1	25.00						
49								
50	1	2.13			2	4.26		
51								
52								
53	11	11.34	1	1.03	11	11.34	4	4.12
54	2	4.35			2	4.35		
55	2	18.18			1	9.09		
56								
57	3	9.68			1	3.23		
58	1	12.50						
59								
TOTAL	19838	34.31	10419	18.02	138	.24	74	.13

2038

DATE: 06/18/80
SOURCE: PD040

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EMPLOYMENT BY SEX AND RACE
CLASSIFIED & UNCLASSIFIED, FULL & PART TIME EMPLOYEES

Grade	MALE						All	
	White		Black		Oriental		Others	
	#	%	#	%	#	%	#	%
Uncls.	5242	65.30	333	4.15	100	1.25	27	.34
10	331	14.57	956	42.08			4	.18
11	489	9.96	1476	30.07	2	.04	2	.04
12	281	8.13	476	13.77			2	.06
13	577	16.46	540	15.41	4	.11	3	.09
14	165	8.87	162	8.71	1	.05	2	.11
15	129	4.26	120	3.96			1	.03
16	652	35.78	501	27.50	2	.11	4	.22
17	303	12.07	105	4.18				
18	235	24.10	90	9.23			1	.10
19	98	5.38	30	1.65	2	.11		
20	808	45.73	449	25.41	3	.17	7	.40
21	737	26.11	231	8.18	2	.07	3	.11
22	1337	53.54	314	12.58	8	.32	6	.24
23	752	38.50	158	8.09			1	.05
24	580	78.27	68	9.18				
25	740	29.21	121	4.78	4	.16	2	.08
26	1186	60.11	161	8.16	2	.10	3	.15
27	62	41.33	7	4.67				
28	618	40.18	93	6.05	2	.13	2	.13
29	687	49.04	85	6.07	3	.21	2	.14
30	660	54.46	39	3.22	6	.50	1	.08
31	64	47.76	11	8.21	1	.75	1	.75
32	914	65.29	56	4.00	6	.43	1	.07
33	630	72.92	24	2.78	2	.23	2	.23
34	216	81.20	4	1.50			1	.38
35	319	72.34	16	3.63	2	.45		
36	389	80.04	17	3.50	3	.62		
37	109	87.20	4	3.20			1	.80
38	254	81.67	10	3.22	1	.32		
39	21	84.00						
40	230	79.86	10	3.47	1	.35		
41	61	93.85	1	1.54				
42	118	92.91	1	.79	1	.79		
43	33	91.67	1	2.78				
44	84	93.33	2	2.22				
45	81	90.00	3	3.33				
46	11	91.67	1	8.33				
47	21	95.45	1	4.55				
48	3	75.00						
49								
50	39	82.98	1	2.13	3	6.38	1	2.13
51								
52	5	100.00						
53	49	50.52	2	2.06	8	8.25	11	11.34
54	28	60.87	1	2.17	4	8.70	9	19.57
55	8	72.73						
56								
57	27	87.10						
58	7	87.50						
59								
Total	20390	35.27	6681	11.56	173	.30	100	.17

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TOTAL BENEFITS VALUE

ANNUAL SALARY	<u>10,000.00</u>	<u>20,000.00</u>	<u>30,000.00</u>	<u>40,000.00</u>
<u>State Cash Contribution</u>				
Health & Life Insurance	360.12	360.12	360.12	360.12
Retirement Match	710.00	1,420.00	2,130.00	2,840.00
Social Security Match	613.00	1,226.00	1,587.67	1,587.67
Workmen's Compensation	20.00	40.00	60.00	80.00
Unemployment Compensation	20.00	40.00	60.00	80.00
SUB-TOTAL	<u>1,723.12</u> 17.2%	<u>3,086.12</u> 15.4%	<u>4,197.79</u> 14.0%	<u>4,947.79</u> 12.4%
<u>State Non-Cash Contribution</u>				
15 Days Annual Leave	576.92	1,153.84	1,730.77	2,307.69
15 Days Sick Leave	576.92	1,153.84	1,730.77	2,307.69
Holidays (12)	461.54	923.08	1,384.62	1,846.15
SUB-TOTAL	<u>1,615.38</u> 16.2%	<u>3,230.76</u> 16.2%	<u>4,846.16</u> 16.2%	<u>6,461.53</u> 16.2%
TOTAL COMPENSATION	13,338.50	26,316.88	39,043.95	51,409.32
Fringe Benefits as a % of Cash Compensation	33.4%	31.6%	30.2%	28.6%

DATE: 8/11/80
SOURCE: SPD Insurance

COST OF FRINGES

PAID BY EMPLOYEE

<u>Annual Income</u>	<u>\$10,000.00</u>	<u>\$20,000.00</u>	<u>\$30,000.00</u>	<u>\$40,000.00</u>
Social Security (6.13 to \$25,900)	\$ 613.00	1,226.00	1,587.67	1,587.67
Retirement (4% to \$4,800-then 6% of excess)	504.00	1,104.00	1,704.00	2,304.00
Health & Life Insurance (47.22 x 12 months) (Full family coverage w/dep life)	<u>566.64</u>	<u>566.64</u>	<u>566.64</u>	<u>566.64</u>
Total Cost of Fringes	\$ 1,683.64	\$ 2,896.64	\$ 3,858.31	\$ 4,458.34
Percentage of Annual Income	16.8%	14.5%	12.9%	11.1%

PAID BY STATE

<u>Annual Income</u>	<u>\$10,000.00</u>	<u>\$20,000.00</u>	<u>\$30,000.00</u>	<u>\$40,000.00</u>
Social Security (6.13 to \$25,900)	\$ 613.00	\$ 1,226.00	\$ 1,587.67	\$ 1,587.67
Retirement 6.8%	680.00	1,360.00	2,040.00	2,720.00
Interest .3%	30.00	60.00	90.00	120.00
Health & Life Insurance (30.01 x 12) months	360.12	360.12	360.12	360.12
Workman's Comp. .2%	20.00	40.00	60.00	80.00
Unemployment Comp. Insurance .2%	<u>20.00</u>	<u>40.00</u>	<u>60.00</u>	<u>80.00</u>
Total Cost of Fringes	\$ 1,723.12	\$ 3,086.12	\$ 4,197.79	\$ 4,947.79
Percentage of Annual Income	17.2%	15.4%	14.0%	12.4%

INSURANCE ENROLLMENT COUNT AT THE END OF EACH FISCAL YEAR

	State Employees	School District Employees	State Retirees	School District Retirees	Total Enrollment
74-75	46,456	50,669	2,533	4,059	103,717
75-76	48,454	51,158	2,934	4,392	106,938
76-77	51,188	52,263	3,266	5,511	112,228
77-78	54,087	51,182	3,428	5,913	114,610
78-79	56,267	55,099	3,598	6,532	121,856
79-80	57,629	56,138	4,438	7,239	125,444

STATE/EMPLOYEE INSURANCE PREMIUM RATES

	State Contribution	Employee Contribution*	% of Increase State	% of Increase Employee
74-75	16.40	20.46	---	---
75-76	16.74	24.10	2.1%	17.8%
76-77	21.70	32.34	29.6%	34.2%
77-78	24.79	36.74	14.2%	13.6%
78-79	24.88	38.20	.4%	4.0%
79-80	26.50	40.50	6.5%	6.0%
80-81	30.01	47.22	13.2%	16.6%

*This is the premium rate for full family, Plan B coverage with dependent life.

DATE: 6/18/80
SOURCE: SPD-PDPDS971

GENERAL INCREASE AND AVERAGE MERIT INCREASES
FROM 1970-71

<u>Fiscal Year</u>	<u>Legislative</u>	<u>Average Merit</u>	<u>Total</u>
1970-1971	None	Not Reported	- -
1971-1972	None	Not Reported	- -
1972-1973	5.50%	Not Reported	5.50%
1973-1974	4.50%	5.51%	11.01%
1974-1975	7.98%	5.64%	13.62%
1975-1976	4.29%	4.98%	9.27%
1976-1977	4.00%	0.00%	4.00%
1977-1978	5.00%	3.66%	8.66%
1978-1979	8.00% ¹	4.12% ²	12.12%
1979-1980	3.62% + \$450 ³	3.49% ⁴	10.49
1980-1981	7.00		

¹4.00% effective June 22, 1978.
4.00% effective December 20, 1978.

²State weighted at June 30, 1979, PDPDS971.

³Average 7% as required by the Wage/Price Guidelines.

⁴State weighted at June 18, 1980, PDPDS971.

UNITED STATES CONSUMER PRICE INDEX
ALL URBAN CONSUMERS
1978 - 1982

Year	Percentage Increase
1978	7.7
1979	11.3
1980	13.5*
1981	9.8*
1982	10.3*

*Projected

Source: S.C. Division of Research and Statistics

SOUTH CAROLINA STATE EMPLOYEE
LOSS IN PURCHASING POWER
FOR SELECTED TIME PERIODS

Time Periods (Fiscal Years)	State Salary	Inflationary Salary	Loss In Purchasing Power	% Loss in Purchasing Power
1969-1979	\$16,110	\$20,150	\$4040	-25.1
1969-1980	17,242	22,650	5410	-31.4
1970-1979	16,110	19,210	3100	-19.2
1970-1980	17,242	21,726	4484	-26.0
1971-1979	14,650	18,140	3490	-23.8
1971-1980	15,670	20,530	4860	-31.0
1975-1980	14,083	16,620	2537	-18.0

This assumes a starting salary of \$10,000 at the beginning of each specified time period.

Source: S. C. Division of Research and Statistics.

GENERAL PAY INCREASES
SOUTHEASTERN STATE GOVERNMENTS
FISCAL YEAR - 1980 - 1981

State	Percentage Increase	Effective Date
Alabama	14.5	October 1, 1980*
North Carolina	10.0	July 1, 1980
Oklahoma	10.0	July 1, 1980
Kentucky	10.0**	June 16, 1980
Louisiana	9.7	September 1, 1980
Georgia	9.0***	July 1, 1980
Mississippi	8.0***	July 1, 1980
Virginia	7.0	July 1, 1980
South Carolina	7.0	July 1, 1980

*7 percent to be effective September 30, 1980 and 7.5 percent to be effective October 1, 1980.

**For those employees earning under \$14,500

***Average general increase

MERIT PROGRAMS OF SOUTHEASTERN STATE GOVERNMENTS
SATISFACTORY PERFORMANCE

FISCAL YEAR 1980 - 1981

State	Percent Merit Increase For Satisfactory Performance
Alabama	5.0
North Carolina	2.3 - 4.6
Oklahoma	at discretion of agency
Kentucky	5.0
Louisiana	3.5 - 5.5
Georgia	4.5
Mississippi	4.0 - 5.0
Virginia	4.5
South Carolina	3.0

Source: South Carolina State Personnel Division's Comprehensive Salary and Benefits Survey, September, 1979.

PERCENTAGE CHANGE IN ACTUAL AVERAGE SALARIES
MIDDLE MANAGEMENT GROUP
1970 - 1980

Years Compared	Overall Increase
1970 vs. 1969	5.9
1971 vs. 1970	5.9
1972 vs. 1971	5.1
1973 vs. 1972	5.4
1974 vs. 1973	5.6
1975 vs. 1974	8.5
1976 vs. 1975	8.4
1877 vs. 1976	8.4
1978 vs. 1977	8.2
1979 vs. 1978	8.4
1980 vs. 1979	8.5

Source: American Management Association, Middle Management Report, Spring 1980. Based on responses from 1,081 companies in the United States.

DATE: 8/11/80
 SOURCE: PD320
 PD260

COMPARISON OF PERCENTAGE CHANGE IN ACTUAL
 AVERAGE SALARIES FOR SELECTED EMPLOYEE GROUPS
 1976 - 1980

Years Compared	Overall Increase (%)		
	Middle Mgm't (Private)*	Middle Mgm't (State)**	Unclassified (State)
1976 vs. 1975	8.4	6.0	3.2
1977 vs. 1976	8.4	1.6	5.2
1978 vs. 1977	8.2	5.2	6.7
1979 vs. 1978	8.4	9.7	12.4
1980 vs. 1979	8.5	6.5	9.6

*American Management Association, Middle Management Report, Spring 1980

**Classified state positions assigned to grades 35 - 45.

PERCENTAGE INCREASE IN OVERALL SALARY BUDGETS

1974 - 1980

Employee Group	1974	1975	1976	1977	1978	1979	1980*
Non-Exempt Salaried	10.1	9.4	8.4	8.4	8.2	8.2	8.6
Exempt Salaried	9.9	8.9	8.2	8.2	8.2	8.0	8.5
Officer and Executive	9.0	8.6	8.2	8.4	8.4	7.8	8.4

*Projected

Source: American Compensation Association, Annual Salary Budget Survey, July 1980. Data is sought from the 4500 and members of ACA representing industry, banking, insurance, health, education, and government.

DOLLAR AND PERCENTAGE CHANGE IN ACTUAL
AVERAGE SALARY AND RANGE MID-POINT
EXEMPT AND NON-EXEMPT EMPLOYEES

SPRING 1979 - SPRING 1980

Employee Group	Number of Employees		Weighted Avg. Salary		Percent Difference	Range Midpoint		Percent Difference
	Spring 1979	Spring 1980	Spring 1979	Spring 1980	Spring 79-80	Spring 1979	Spring 1980	Spring 79-80
<u>Exempt</u>								
Administrative	55,467	61,273	19,368	20,844	7.6%	22,008	23,892	8.6%
Technical/ Professional	123,731	138,849	23,196	25,212	8.7%	24,972	26,952	7.9%
Management	75,042	84,669	27,156	29,724	9.5%	31,068	33,576	8.1%
Total	254,240	284,791	23,532	25,608	8.8%	27,432	29,628	8.0%
<u>Non Exempt</u>								
Clerical/Office	77,195	85,186	13,548	14,988	10.6%	11,880	12,984	9.3%
Production/ Maintenance	56,788	63,160	12,708	13,836	8.9%	12,840	14,136	10.1%
Total	133,983	148,346	13,188	14,496	9.9%	12,552	13,716	9.3%

Source: Organization Resources Counselors, Inc. Salary Information Retrieval Systems Report, Spring 1980. Based on responses from 266 companies covering 280,000 exempt and 150,000 non-exempt employees.

EXHIBIT

AUG 18 1980

NO. 1

STATE BUDGET & CONTROL BOARD

PERCENTAGE INCREASE IN AVERAGE ANNUAL PAY RATE
PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL WORKERS

1961 - 1980

Occupational Group	1961 to 1969	1969 to 1974	1974 to 1975	1975 to 1976	1976 to 1977	1977 to 1978	1978 to 1979	1979 to 1980
White Collar	3.9	6.1	9.0	7.0	6.9	7.9	7.8	9.1
Professional, Administrative & Technical Support	4.1	6.0	8.3	6.7	7.1	8.3	7.7	9.3
Clerical	3.6	6.1	9.6	7.3	6.6	7.4	7.8	8.8

Source: Bureau of National Affairs, July 17, 1980.

THE END

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