

**From:** Patel, Swati <SwatiPatel@gov.sc.gov>  
**To:** Soura, Christian <ChristianSoura@gov.sc.gov>  
**Date:** 4/10/2014 3:30:41 PM  
**Subject:** FW: Agency Head Salary Commission

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**From:** Adams, Marcia  
**Sent:** Wednesday, January 15, 2014 11:11 AM  
**To:** Patel, Swati  
**Subject:** RE: Agency Head Salary Commission

Swati,  
I reached out to a few of my contacts for suggestions. I have three recommendations based on feedback from my contacts. I also have a little background to share with you. I have not personally worked with these folks but trust the opinions of those who have. Hope this helps.

Marcia

#### **Marty Phalen**

Senior Vice President of Administration, SCANA Corp. Marty Phalen joined SCANA in 1988. As senior vice president of administration, Phalen is responsible for human resources, communications and strategic planning, corporate security and facilities. He has worked for the company for 24 years in a variety of positions including vice president of human resources, vice president of operations and most recently vice president of natural gas operations for SCE&G.

A native of San Antonio, TX, Phalen graduated from the College of Charleston. Phalen is also a retired lieutenant colonel, South Carolina Army National Guard and a recipient of the Order of the Palmetto and the Palmetto Cross. He has served on numerous charitable boards including the American Red Cross (Columbia region) and Children's Trust of South Carolina. Phalen and his wife Judy have three children and two grandchildren.

#### **Debbie Varner**

Debbie is President and owner of Recruiting Solutions. She has been in the staffing business since 1992 and is currently focused on growing and developing the organizational team at Recruiting Solutions. Recruiting Solutions presently has offices serving both the upstate and midlands of South Carolina. Her background encompasses sales and marketing with a strong customer service culture.

Debbie is active throughout our community. She currently serves on the legislative committee for the Greenville Society of Human Resource Management, is a past member of the Workforce Investment Board for Greenville County, Debbie currently serves on church council for Trinity Lutheran Church and has served in various roles with the United Way of Greenville County. (Most recently on the campaign cabinet committee.) Debbie is actively involved with and supports the Greenville Area Development Corporation and Greenville Chamber of Commerce regarding economic development for the upstate.

Recruiting Solutions is a member of the American Staffing Association and South Carolina Staffing Association (SCSA). Debbie serves on the board of SCSA and worked actively with the committee in providing feedback to our state legislators regarding the state unemployment system. Debbie's company Recruiting Solutions is a certified woman owned business through a national program with WBENC.

#### **Theodore "Trey" E. Boone**

Trey Boone, Chief Executive Officer of eSOURCES, LLC, is a veteran in the human resources industry. With more than 25 years of experience in the industry, Trey ventured out to establish eSOURCES-a human resource outsourcing and consulting firm. His strong background in human resources provides the firm great leadership and expertise. As the CEO of eSOURCES, Trey focuses on design and implementation of initiatives that help organizations solve complex Human Resource issues.

Before establishing eSOURCES, Trey was the Vice President of Human Resources for SCANA Corporation in Columbia, SC. In this capacity, he led all areas of Human Resources such as organizational development, leadership and management development, compensation and benefits, labor and employee relations, human resource information systems, workforce planning and recruiting, and EEO/diversity.

Trey devotes much of his time to various community initiatives and is an active board member of the Spring Valley Education Foundation and the Sandhills School Board of Directors. Trey is in the Society for Human Resource Management, World at Work (formerly American Compensation Association), and Greater Columbia Chamber of Commerce.

Trey is a graduate of the Southeastern Electrical Exchange Management Program at the University of Georgia and was nominated for Human Resource professional of the year in 1998. Trey received a B.S. degree in Business Administration, majoring in management, from the University of South Carolina. He is a Certified Compensation Specialist (CCP), a graduate of Leadership South Carolina, and a mentor.

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From: Patel, Swati  
Sent: Tuesday, January 14, 2014 2:31 PM  
To: Adams, Marcia  
Subject: RE: Agency Head Salary Commission

Marcia,  
Sorry to be a pest, but have you had a chance to think about recommendations?

Swati

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From: Patel, Swati  
Sent: Thursday, January 09, 2014 10:33 AM  
To: Adams, Marcia  
Subject: Agency Head Salary Commission

Here is the statutory requirements regarding this commission:

"This commission consists of four appointees of the chairman of the House Ways and Means Committee, four appointees of the chairman of the Senate Finance Committee, and three appointees of the Governor **with experience in executive compensation.**"

If you can give me your recommendations by tomorrow before 10:00am that would be great.

Thanks.

Swati S. Patel  
Chief Legal Counsel  
Office of the Governor.South Carolina  
1205 Pendleton Street  
Columbia, SC 29201  
DD 803.734.5095