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Date: 4/18/2007 11:14:26 AM  
Subject: Salaries and Bonuses

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Henry

Marcia Adams and I have had several meetings with the agency CIO's and also several meeting with the State CIO and his staff. One issue that keeps coming up over and over is money. I have been dismayed, to say the least, by the lack of openness and candor in discussions about the reimbursement methodology used by the CIO office. There are many folks who see, as a significant manifestation of the unfairness in the "system", that the CIO office has very high salaries, relative to the operating agencies and that the CIO employees get nice bonuses because the BCB has the money and that the money they have comes from the agency reimbursement process.

I do not know whether or not this is true but if we are to have any believability we need to find the truth. In Maryland, the budget department had a rule that "we have to treat the folks like the people". Translated that meant that for the budget people to have any credibility with the agency folks, when funds are tight and raises and bonuses are small or non-existent then the Budget department lived under the same constraints even though we could have found ways and means to do better for our folks.

I would like to have an analysis done, not by the CIO, but by either HR or the audit department that displays for 2004, 2005 and 2006 the following information. For every IT person making over \$50,000 (their salary is available on line on State newspaper website but I would like the information from the state's records) I would like to see their prior year salary/wages, their new salary, any bonuses or incentive pay and the end salary. Here is the format I would like:

Name	Position	2003	2004	2004	2004	repeat prior three
		Salary	start	bonus	ending	columns for 2005 and 2006
			salary	or incent	salary	

There is a bible verse that says " the love of money is the root of all kinds of evils" and I would like to see if we might be seeing evidence of that in action.

I know we like to think that "higher level" agencies need lots of perks to attract the "highest quality" people but we must also remember that IT, HR, Accounting and Gen Svcs are support functions. The heart and soul of government is in the operating agencies who deliver, Education, Health, Social Services, Corrections, Transportation, DMV, etc. to the citizens of SC.

Please let me know if we can get the information we requested.

Thanks

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