

**From:** Philpott, Katie <KatiePhilpott@gov.sc.gov>  
**To:** Kim Jackson <KimJackson@schouse.gov>  
Debra Brooks <DebraBrooks@schouse.gov>  
**CC:** Veldran, Katherine <KatherineVeldran@gov.sc.gov>  
Abby Plant <AbbyPlant@schouse.gov>  
cwashtington@scsea.com <cwashtington@scsea.com>  
**Date:** 1/29/2016 10:45:35 AM  
**Subject:** RE: Jt. and Special Committees of Senate and House-CLASSIFICATION AND  
COMPENSATION SYSTEM STUDY COMMITTEE

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The Governor has not appointed yet. I will make sure to notify you when the appointment is made.

Thank you,

Katie R. Philpott  
Director of Boards and Commissions  
Office of Governor Nikki R. Haley  
1205 Pendleton Street  
Columbia, South Carolina 29201  
803.201.3423 (cell)  
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**From:** Kim Jackson [mailto:KimJackson@schouse.gov]  
**Sent:** Thursday, January 28, 2016 4:41 PM  
**To:** Debra Brooks  
**Cc:** Philpott, Katie; Veldran, Katherine; Abby Plant; cwashtington@scsea.com  
**Subject:** Re: Jt. and Special Committees of Senate and House-CLASSIFICATION AND COMPENSATION SYSTEM STUDY  
COMMITTEE

Ways and means has not appointed yet.

Sent from my iPhone

On Jan 28, 2016, at 1:33 PM, "Debra Brooks" <DebraBrooks@schouse.gov> wrote:

Hello:

I have received the appointments letters from the Senate appointing the following:

(2) Members apptd. by the President Pro Tempore of the Senate:

Senator Shane Martin  
Senator John Scott

(2) Members apptd. by the Chair of Senate Finance Com:  
Senator Darryl Jackson  
Senator Thomas Alexander

Have any appointment been made by the Govenor, House (Speaker and Ways and Means) and SC  
Employees Association??

Thanks for your time in this matter.

### 31. CLASSIFICATION AND COMPENSATION SYSTEM STUDY

AUTHORITY: Act 91, Section 93.33, 2015

#### MEMBERS

(2) Members apptd. by the Governor: **vacancies**

(2) Members apptd. by the President Pro Tempore of the Senate: **FILLED**

(2) Members apptd. by the Speaker of the House: **vacancies**

(2) Members apptd. by the Chair of Senate Finance Com: **FILLED.**

(2) Members apptd. by the House Ways and Means Com.: **vacancies**

(1) Member appointed by the SC Employees Association: **vacant**

*(The committee shall make a report of its recommendations to the General Assembly no later than Jan. 4, 2016, at which time the committee shall be dissolved.)*

**\*\*93.33. (DOA: Classification and Compensation System Study) (A) The Department of Administration, Human Resources Division shall enter into a contract to conduct an in-depth study of the state's classification and compensation system. For purposes of the study, compensation shall include comprehensive employee benefits. The vendor must have experience with a state's compensation system. The study shall include, but not be limited to:**

- (1) methods used to develop and determine position classifications;**
- (2) methods used to set pay grade minimum, midpoint, and maximum;**
- (3) appropriate market comparisons including, but not limited to, the private sector and local governments;**
- (4) methods to minimize salary disparities within an agency and within state government;**
- (5) methods of developing and sustaining a consistent long-term salary increase administrative policy for state government;**
- (6) recruitment and retention tools including, but not limited to, the impact of the Teacher and Employee Retirement Incentive program;**
- (7) a process to address longevity pay deficits that currently exist;**
- (8) a state compensation philosophy statement;**
- (9) an analysis of merit-based compensation for employees and**
- (10) an analysis of unnecessary, underutilized, and duplicative positions in order to use that pay to increase salaries of existing employees.**

*The study should also include interviews with agency heads and human resource staff from state agencies of various sizes. The cost of the study shall not exceed \$300,000.*

*The findings of the study along with an implementation plan outlining the steps, sequences, and costs for implementing study recommendations and findings shall be submitted by January 4, 2016 to the Classification and Compensation System Study Committee as defined herein.*

**(B) There is created the Classification and Compensation System Study Committee which shall examine the findings and recommendations submitted by the Department of Administration, Human Resources Division on the state's classification and compensation system.**

*The committee shall be composed of eleven members, which shall be appointed as follows:*

*two members appointed by the Governor; two members appointed by the President Pro Temporary of the Senate; two members appointed by the Speaker of the House of Representatives; two members appointed by the Chairman of the Senate Finance Committee; two members appointed by the Chairman of the House Ways and Means Committee; and one member appointed by the SC State Employees Association. The members shall elect a chairman at the first meeting of the committee.*

*No later than six months after the date from which a vendor contract has been signed, the committee shall prepare and deliver a report and recommendation to the Chairman of the Senate Finance Committee and the Chairman of the House Ways and Means Committee.*

*Staff for the committee shall be provided by the Senate Finance Committee and the House Ways and Means Committee. Members of the study committee shall serve without compensation for per diem, mileage, and subsistence.*

Please note: Text printed in italic, boldface indicates sections vetoed by the Governor on June 29, 2015.

\*\*Indicates those vetoes overridden by the General Assembly on July 6 and 7, 2015.