

From: Veldran, Katherine

To: Baker, Josh <JoshBaker@gov.sc.gov>

Date: 10/12/2015 6:06:32 PM

Subject: RE: Fair Meeting

Attachments: Salary & Career Path Restructuring - Thank You Emails.eml

Josh,

Below are some concerns regarding State Trooper Pay Raises (Fair and Pitts):

Were the raises given to troopers equally distributed?

Why weren't these raises incorporated into the state budget?

Discriminatory hiring/promotion practices

Concerns with the ripple effects that the additional trooper raises will have on the other state law enforcement agencies (i.e. DNR, SLED, etc.)

I've also attached an email with employee feedback about the restricting plan. Below is the announcement to DPS employees.

I've confirmed the meeting for tomorrow at 12:00pm.

Thanks, KV

From: Smith, Leroy

Sent: Wednesday, September 23, 2015 4:58 PM

To: SCDPS-ALL

Subject: Salary & Career Path Restructuring

Dear TEAM DPS Law Enforcement:

It is a great day in South Carolina and an especially great day for our SCDPS troopers and officers. Today, I am pleased to announce enhancements and restructuring to our current career path that will begin to address longstanding salary concerns and make us more competitive with our state and regional law enforcement counterparts.

We know that manpower impacts public safety and as an agency, we must continue to move from being reactive to proactive in terms of fully implementing and realizing our Target Zero fatality and collision reduction goals. To do this, however, we must have the most highly trained and professional men and women throughout our ranks. This includes new recruits, eager to learn and serve, and seasoned troopers and officers who have the experience to share their wisdom and mentor those who are newer to our ranks.

To attract these highly qualified and motivated public servants, we recognize that we must be competitive with other law enforcement agencies. For many years now, salaries for our troopers and officers have fallen behind other law enforcement agencies in our state and region. This inequity impacts not only our ability to attract and recruit the very best to complement our ranks but has a negative effect on retention down the line. Additionally, over the years various pay inequities have developed in our supervisory ranks. This too must be addressed.

All of these factors have been a strong concern and consideration for me since I became director of SCDPS in 2011. Today, I am pleased to share with you that we have been able to implement comprehensive change to our current career path that will address many current and future salary concerns.

I am so grateful for the support of those who have helped us take this first step in a Long-term Recruitment and Retention Pay plan, including Gov. Nikki Haley, the General Assembly, the president of the SC Troopers Association (Corporal Brad DeWitt) and its board, and our leadership team at SCDPS, which has been instrumental in ironing out the details and implementation of this plan.

Effective September 17, 2015, the below changes were implemented. Employees who will receive increases will be notified by letter of their salary adjustments, and the salary increases will be shown in employees' October 16, 2015, paycheck. Updates to the law enforcement career path will be made when cost-of-living increases are granted by the Legislature.

Details of the plan include:

Starting salary for DPS troopers/officers:

Starting salary for *entry level* troopers and officers will increase from **\$31,154 to \$37,069** . *Current* troopers/officers' salaries will increase as well to achieve this minimum salary level.

Starting salary for South Carolina-certified officers with three years of active law enforcement experience will increase from **\$37,695 to \$40,775** . *Current* troopers/officers with three years of experience will be increased to this level as well.

To achieve such a significant increase in starting salaries without additional revenue, the following changes to the non-supervisory ranks will occur:

The Senior Trooper/Senior Officer rank will not be utilized anymore. However, current Senior Troopers/Officers can continue to use this rank until they advance to Lance Corporal.

Troopers/Officers will now advance to Trooper First Class/Officer First Class at the three (3) year mark with a salary of **\$40,775**.

The salary of all non-supervisory troopers/officers will see their salary increase by at least \$2,800 annually.

The advancement to Lance Corporal rank will remain five (5) years from the hire date with a new salary of **\$44,852**.

To address current -- and prevent future -- pay inequities in the supervisory ranks, the following minimum salary has been established for each rank from corporal to major:

Corporal:	\$51,500
Sergeant:	\$58,000
First Sergeant:	\$62,500
Lieutenant:	\$67,000
Captain:	\$78,000
Major:	\$86,000

**Current employees in the above ranks will advance to the minimums shown above unless already obtained,

effective also September 17. Employees newly promoted into these ranks will advance to the minimum salary -- but not beyond that minimum -- to maintain parity.

While this pay plan addresses immediate concerns of making SCDPS more competitive from a recruiting and retention standpoint, it is only the beginning of our long range plan. In the upcoming budget cycle, our number one budget priority will be to request an additional pay increase for law enforcement officers at DPS to ensure that we are able to recruit and retain the most highly qualified. The Legislature has already allocated funds for a comprehensive pay study next year for all state employees, including law enforcement, and we are already working to gather needed data to support our request.

In closing, I cannot emphasize enough the important role of law enforcement in maintaining safe and civil communities where people can enjoy their inherent freedoms. This summer, I believe the public saw a clear demonstration of the vital role of law enforcement in our society. Our troopers and STP officers stood alongside their BPS counterparts, keeping our state grounds safe and secure. Their role went well beyond their day-to-day missions of traffic safety and illustrated the importance of a cohesive, well-trained, and experienced team working hand-in-hand.

In addition to the unprecedented events of this summer, we are also combating forces beyond our control: a divide that has formed between law enforcement and small pockets of society. We have seen hatred spill over into senseless violence against law enforcement officers throughout our nation. There is no doubt in my mind that this has – and continues – to have a chilling effect on recruiting and sometimes retention. This reality is not unique to SCDPS or even South Carolina. It is felt among law enforcement nationwide. And while we cannot combat some forces directly, we can – and will – continue striving to make it easier for law enforcement officers who feel called to serve. They should be able to live out that calling and still support their families in a way that is fair and comparable to other professions.

To all of our men and women in uniform who put your lives on the line and sacrifice so much for the citizens of our great state, I acknowledge that salary can never fully compensate for that. But please know that we are working diligently day in and day out on many fronts to show that we appreciate your service and that your sacrifice to serve does not go unnoticed.

Many members of our Team DPS have worked tirelessly to research, build, and ultimately implement this restructure. It has been a monumental task. So, I want to thank members of our Highway Patrol, Office of Human Resources, and Office of Financial Services for the long hours you have spent in developing and properly implementing this plan.

May God continue to bless our men and women who serve and the support staff who stand alongside you each day. It is my privilege to serve as your director.

Director Leroy Smith

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"A goal we can **all** live with."

From: Baker, Josh
Sent: Monday, October 12, 2015 10:47 AM
To: Veldran, Katherine
Subject: Fair Meeting

I have to be at the SEOC today; will likely be in meetings until 3:30 – can we push fair out or reschedule?

I'm sorry about this; I know that it's short notice.

Thanks,

Josh

Joshua D. Baker
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