

From: Soura, Christian
To: Baker, Josh <JoshBaker@gov.sc.gov>
Date: 8/19/2014 2:48:30 PM
Subject: FW: Healthcare Reallocations

FYI.

CLS

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From: Beverly Smith [mailto:BeverlySmith@schouse.gov]
Sent: Tuesday, August 19, 2014 1:57 PM
To: Wilkins, Sam
Cc: Adams, Marcia; Pitts, Ted; Soura, Christian; Mike Shealy; Koch, Paul
Subject: RE: Healthcare Reallocations

Thank you

From: Wilkins, Sam [mailto:Swilkins@ohr.sc.gov]
Sent: Tuesday, August 19, 2014 1:51 PM
To: Beverly Smith
Cc: Adams, Marcia; Pitts, Ted; Soura, Christian; Mike Shealy; Koch, Paul
Subject: Re: Healthcare Reallocations

Beverly,

When we met with the HR directors, the discussion was about the agency absorbing the costs associated with the new structure. Please let me know if you need something further. Thanks.

Sam

Sent from my iPhone

On Aug 19, 2014, at 12:55 PM, "Beverly Smith" <BeverlySmith@schouse.gov> wrote:

Marcia or Sam,

Have the agencies indicated how they would pay for the new classification structure? For example, DMH's cost is about \$135,000. Are agencies absorbing the cost or will they ask the Governor and the General Assembly to "fund" the new structure?

Beverly

From: Adams, Marcia [mailto:madams@oed.sc.gov]
Sent: Tuesday, August 19, 2014 12:02 PM
To: Pitts, Ted; Soura, Christian; Mike Shealy; Beverly Smith
Cc: Koch, Paul; Wilkins, Sam
Subject: FW: Healthcare Reallocations

Human Resource directors of some of the health care agencies contacted Sam Wilkins this past Spring and asked for assistance with recruiting and retaining health care workers. Sam and his division assisted with the analysis of job classifications for health care workers and determined that some positions needed to be moved to higher pay bands, some classifications were no longer needed, and some

classifications needed to be renamed. Sam has provided an explanation of the process below.

The Human Resource directors of all of the agencies with health care workers have seen the proposed changes to the classification structure, have explained those changes to executive management, and have communicated to Sam that their agencies are in agreement with the proposed amendments with the understanding that there will be budgetary impacts to some of their agencies. Sam has estimated that the total annual impact to the State for these proposed amendments will be \$393,618.08 as reflected in the attached spreadsheets.

The agencies, with the agreement of the Human Resources Division, would like to make the changes effective October 1, 2014. Do you have any issues with the proposed changes?

Thanks,
Marcia

From: Wilkins, Sam
Sent: Monday, August 18, 2014 4:40 PM
To: Adams, Marcia
Cc: Koch, Paul
Subject: Healthcare Reallocations

Marcia,
Below is a draft of the events leading to the review of the healthcare positions and attached are the copies of the documents I gave to you this morning. Please let me know if you need anything further.
Thanks.
Sam

In the Spring of 2014, the HR Director from the Department of Mental Health contacted the State Human Resources Division [SHRD] indicating that the healthcare agencies were having difficulty recruiting and retaining healthcare workers. She asked if SHRD could help them examine some solutions. SHRD met several times with the HR directors from the healthcare agencies and determined that there were some classifications that were no longer being needed, there were some classifications that needed to be moved into higher pay bands or to unclassified status, and there were some classifications that need to be renamed. SHRD compiled a list of those changes. In addition, SHRD ran reports to identify what budget impact there would be if the reallocations were done. SHRD communicated these changes to the HR directors and asked that they consult with their agency leadership to determine if they would support the reallocations, including the budget impact. All responded positively. SHRD recommends proceeding with the reallocations and other changes effective October 1, 2014, to assist these agencies in their recruitment and retention of healthcare employees.

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