

September 3, 2004

To : Marcia Adams
From : Debra Tucker, Darl Neiswonger, De Andre Brabham, Dwight Baltzgar and Angela Bowen
CC : Jimmy Earley, Rolf Dolder and Cheryl Beard
Subject : Help us finish this study.

We respectfully request your assistance. Since December 2003 Debra Tucker, Darl Neiswonger, De Andre Brabham, Dwight Baltzgar and Angela Bowen have worked with Jimmy Earley, Rolf Dolder and Cheryl Beard (DMV HR) on a personnel study to review our compensation. Our latest update from Cheryl, informed us that our study was being bumped in priority by a request from the Governor's office. We have waited very patiently but, our faith in the system is really being tested. We are having difficulty understanding why this has taken more than 8 months to resolve and what State OHR would have to do that would take more than 2 months. This issue is really starting to cause the teams morale to suffer.

We fear that a recent article in **The State** newspaper (8/25/2004 LEXINGTON COUNTY PLAN TO HIKE PAY ADVANCES) may have scared DMV management into not wanting to know the results of our study.

Please help us if you can. We all want this distraction resolved, so we can refocus our attention and abilities on the job of making Phoenix and DMV as a whole the world class system and organization that it can be.

Here are some of the key dates from the last eight months.

(Study Group = Debra Tucker, Darl Neiswonger, De Andre Brabham, Dwight Baltzgar and Angela Bowen)

- December 2003 – Darl Neiswonger, Jimmy Earley and Rolf Dolder met to discuss pay issues created as the result of hiring new programmers.
- March 2, 2004 – Study Group had a meeting with Jimmy Earley and Rolf Dolder to discuss the disparity in compensation between existing employees and those that had been recently hired. Jimmy told the group that he was aware of the difference and intended to have a study performed to justify increasing our salaries.
- May 04, 2004 8:10 AM the Study Group sent an email to Jimmy and Rolf to request a update on progress made since the meeting on March 2.
- June 23, 2004 7:51 AM – Cheryl Beard DMV OHR reported that DMV had completed it's part of the study and had turned over their findings to State OHR to review and handle.
- August 31, 2004 8:37 AM – Cheryl Beard informs us that our study is no longer a priority at State OHR and will be delayed.

Note: email correspondence are at the bottom of this message. The messages are in order from most current to oldest.

Here is a table to illustrate the disparity between salaries of long time employees (More than 5 years of DMV service) and those that were just hired with little or no DMV service. As you can see from the table there are significant differences in salary. Just among the "Team Leaders" there is nearly a \$20,000 difference from the lowest to the highest.

Also Debra Tucker (Team Leader) having more than 23 years of service, more responsibility and a higher state title makes less than Clark Gregory, one of her team members.

Team leader area of responsibility: Employee		Job Title	Salary	Years of DMV service	
Titles, Registrations, DMV Revenue Accounting, Dealers, Product inventory & Night Shift Batch operations	DARL NEISWONGER	SENIOR APPLICATIONS ANALYST	\$53,063	11+	
Drivers, Financial Responsibility, Correspondence, Customer & Violations and Suspensions	DEBRA TUCKER	SENIOR APPLICATIONS ANALYST	\$56,357	23+	
External Interfaces (client, web)	FRANK RODGERS	SENIOR APPLICATIONS ANALYST	\$72,100	4+ (AS A CONTRACTOR)	
Team Leader:		Employee	Job Title	Salary	Years of DMV service
	DARL NEISWONGER	DE ANDRE BRABHAM	APPLICATIONS ANALYST II	under \$50k	6+
	DARL NEISWONGER	SUSAN TEDDER	APPLICATIONS ANALYST II	\$52,530	0
	DARL NEISWONGER	ROBERT BAXTER	NIGHT TIME OPERATOR	under \$50k	0
	DARL NEISWONGER	KEITH EDWARDS	NIGHT TIME OPERATOR	under \$50k	0
	DEBRA TUCKER	ANGELA BOWEN	APPLICATIONS ANALYST II	under \$50k	15+

DEBRA TUCKER	DWIGHT BALTZIGAR	APPLICATIONS ANALYST II	under \$50k	12+ DMV & 2+(AS /
DEBRA TUCKER	CLARK GREGORY	APPLICATIONS ANALYST II	\$61,167	0
DEBRA TUCKER	LARRY O'NEAL	SENIOR APPLICATIONS ANALYST	\$64,890	0
FRANK RODGERS	JOHN DREYER	SYSTEMS PROGRAMMER II	\$64,885	5 (AS SYS. PROGR
FRANK RODGERS	JOHN BIRGERSON	SENIOR APPLICATIONS ANALYST	\$61,800	0
FRANK RODGERS	ROBERT PARK	SENIOR APPLICATIONS ANALYST	\$61,182	0

Salary information found at thestate.com click on the metro link on left side of page. Then you will see a S.C Salary link under Local News (Note: salaries under \$50,000 could not be obtained from this site).

Team Leader Responsibilities: Set team member priorities, monitor progress of projects, give guidance on projects, sign leave slips and other managerial duties as needed. As well as writing programs, solving system problems, attending meetings (**working managers**).

-----Original Message-----

From: Beard, Cheryl F
Sent: Tuesday, August 31, 2004 8:37 AM
To: Neiswonger, William D.
Cc: Earley, Jr., Jimmy E.
Subject: RE: Status of DMV IT Payroll Study

State OHR has been assigned by the Governor's office to work on a law enforcement study. This is a priority but they are still working on the IT study. It is just going to take a little more time that we thought. Sorry but at least it is being worked on. Thanks, Cheryl

*Cheryl Beard, Manager
Office of Human Resources
803-737-0070
Fax #: 737-2860*

-----Original Message-----

From: Neiswonger, William D.
Sent: Monday, August 30, 2004 1:01 PM
To: Beard, Cheryl F; Earley, Jr., Jimmy E.
Cc: Dolder, Rolf P.; Baltzgar, Dwight D; Bowen, Angela; Brabham, Deandre L; Tucker, Debra A.
Subject: RE: Status of DMV IT Payroll Study

Cheryl or Jimmy,

It has been nearly a month since our last request for a status. Have you heard anything from Budget and Control Board. Would you please contact them and make sure this is not stuck on someones desk.

Thank you

Darl Neiswonger,
Debra Tucker,
Angela Bowen,
De Andre Brabham,
Dwight Baltzgar

-----Original Message-----

From: Beard, Cheryl F

Sent: Friday, August 06, 2004 9:05 AM
To: Neiswonger, William D.
Subject: RE: Status of DMV IT Payroll Study

They are working on this. Jimmy had to provide some additional information. This will take a while, this won't be done in a week or two. Sorry! CB

*Cheryl Beard, Manager
Office of Human Resources
803-737-0070
Fax #: 737-2860*

-----Original Message-----

From: Neiswonger, William D.
Sent: Friday, August 06, 2004 9:00 AM
To: Beard, Cheryl F
Cc: Earley, Jr., Jimmy E.; Dolder, Rolf P.
Subject: Status of DMV IT Payroll Study

Cheryl,

A little over a week ago, we heard that DMV had completed its part and had sent the work to State Budget and Control for review. We just wanted to know if you have heard anything from them on the status of the DMV IT Payroll Study?

CC Jimmy Earley
Rolf Dolder

Darl Neiswonger
Sr. Applications Analyst
South Carolina Department Of Motor Vehicles
(803) 896-0570 or (803) 530-6459
William.Neiswonger@SCDMV.net
300B Outlet Point Blvd
Columbia, SC 29210

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-----Original Message-----

From: Neiswonger, William D.
Sent: Thursday, July 15, 2004 2:31 PM
To: Tucker, Debra A.; Bowen, Angela G.; Brabham, Deandre L; Baltzgar, Dwight D
Cc: Earley, Jr., Jimmy E.
Subject: UPDATE

Hi gang,

Jimmy stopped by my office yesterday. He told me that the payroll study has moved to Budget and Control Board now.

Darl Neiswonger
Sr. Applications Analyst
South Carolina Department Of Motor Vehicles
(803) 896-0570 or (803) 530-6459
William.Neiswonger@SCDMV.net
300B Outlet Point Blvd
Columbia, SC 29210

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-----Original Message-----

From: Neiswonger, William D.
Sent: Wednesday, June 23, 2004 7:51 AM
To: Tucker, Debra A.; Baltzgar, Dwight D; Bowen, Angela G.; Brabham, Deandre L
Subject: FW: More questions.

"The 3% will be factored into the study. I gave the study to State OHR to review and handle. I will check with them today. Several of them should be over here this morning."

-----Original Message-----

From: Beard, Cheryl F
Sent: Wednesday, June 23, 2004 7:34 AM
To: Neiswonger, William D.
Subject: RE: More questions.

If they are hourly paid employees they should put hours worked on the time sheet they turn in. The 3% will be factored into the study. I gave the study to State OHR to review and handle. I will check with them today. Several of them should be over here this morning.

*Cheryl Beard, Manager
Office of Human Resources
803-737-0070
Fax #: 737-2860*

-----Original Message-----

From: Neiswonger, William D.
Sent: Tuesday, June 22, 2004 4:44 PM
To: Beard, Cheryl F
Cc: Dolder, Rolf P.
Subject: More questions.

Hi Cheryl,

I hope I am not being too much of a pain, I have a couple of questions.

1) Robert Baxter and Keith Edwards are both hourly employees. They rotate days so DMV has 7 day/week night time coverage. Unfortunately this means that one or both may have to work on "state-holidays". How can I make sure they are compensated? Should they be submitting time sheets?

The notice of the 3% raise for all employees triggered another question about the employee compensation review you are currently working on.

1) How is it going?

2) How will the 3% raise affect the study? The disparity has increased as a result of the 3 percent raises.
.03 * 40,000 = \$1,200 while .03 * 58,000 = \$1,740

Thank you!

Darl Neiswonger
Sr. Applications Analyst
South Carolina Department Of Motor Vehicles
(803) 896-0570 or (803) 530-6459
William.Neiswonger@SCDMV.net
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Columbia, SC 29210

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-----Original Message-----

From: Neiswonger, William D.
Sent: Tuesday, May 04, 2004 8:10 AM
To: Earley, Jr., Jimmy E.; Dolder, Rolf P.
Cc: Tucker, Debra A.; Bowen, Angela G.; Brabham, Deandre L; Baltzigar, Dwight D; Neiswonger, William D.
Subject: Thank you for taking time to hear our concerns.

Jimmy and Rolf,

Thank you for taking time out of your busy schedules to hear our concerns. As I stated when we spoke on April 22, 2004, I am not trying to act as a spokesperson for the others, we just find ourselves in similar boats.

Specifically,

Programmer Analyst II's, DeAndre, Angela and Dwight have pay packages that are significantly less than recently hired Programmer Analyst II's, Susan and Clark. They continue to ask when this disparity will be reviewed and possibly corrected.

Senior Applications Analyst (and Team Leads) myself and Debra find ourselves with a similar disparity in compensation as compared with new hires John B., John D, Larry and Rob. To further complicate matters Clark a Programmer Analyst II is paid more than either of us and Susan is only earning about \$500.00 less than I am. In addition to the disparity in pay, Debra and I are Team Leads which implies a higher level of accountability and responsibility.

It is not my intent to force this issue, just attempting to keep the lines of communications open. We have discussed this issue in Dec. 2003 (the two of you and myself), March 2004 (as a group) and again April 2004 (the two of you and myself). In each discussion you stated the eventual resolution would come in the way of HR review. Please correct me if I have this wrong, but the review would consist of comparing like positions and salaries in DMV and other state agencies and then HR would make recommendations for necessary adjustments. My question at this time is, have either of you taken steps to initiate the HR review? And if you have not, do you have a time frame in which you intend to?

Respectfully,
Darl Neiswonger

cc: Debra Tucker,
Angela Bowen,
De Andre Brabham,
Dwight Baltzigar

Darl Neiswonger
Sr. Applications Analyst
South Carolina Department Of Motor Vehicles
(803) 896-0570 or (803) 530-6459
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