

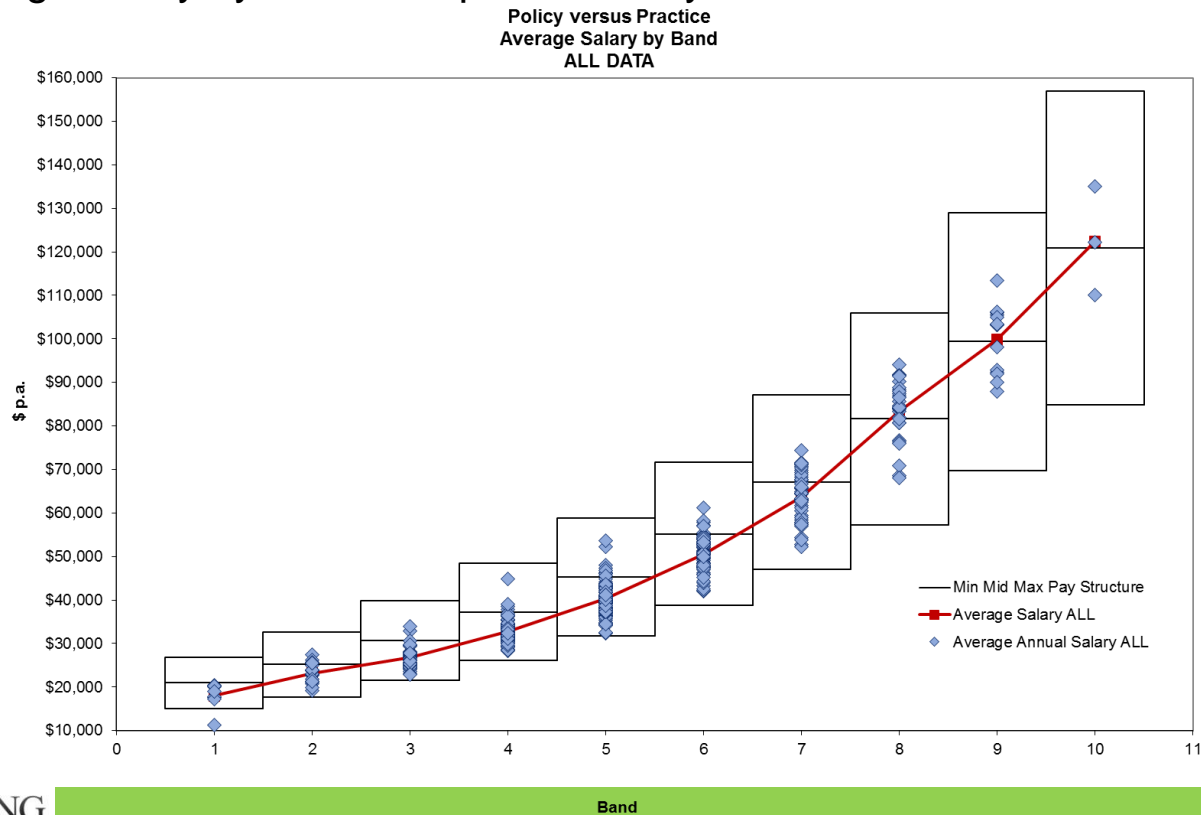
# Appendices

# Internal Equity - By Band

# Component Analysis

## Internal Equity and Salary Disparities – By Band

This graph shows the spread of average salaries of jobs within each Band across the entire data sample. It reflects the relationship between average pay levels and the pay ranges. Average salary by Band is represented by the **red line**.



# Component Analysis

## Internal Equity and Salary Disparities – By Band

The table below shows the current compa-ratio (sum of base salary divided by sum of midpoint) by band. Overall, the State has a compa-ratio of 91% of its current midpoint. Any compa-ratio below 90% is highlighted in red.

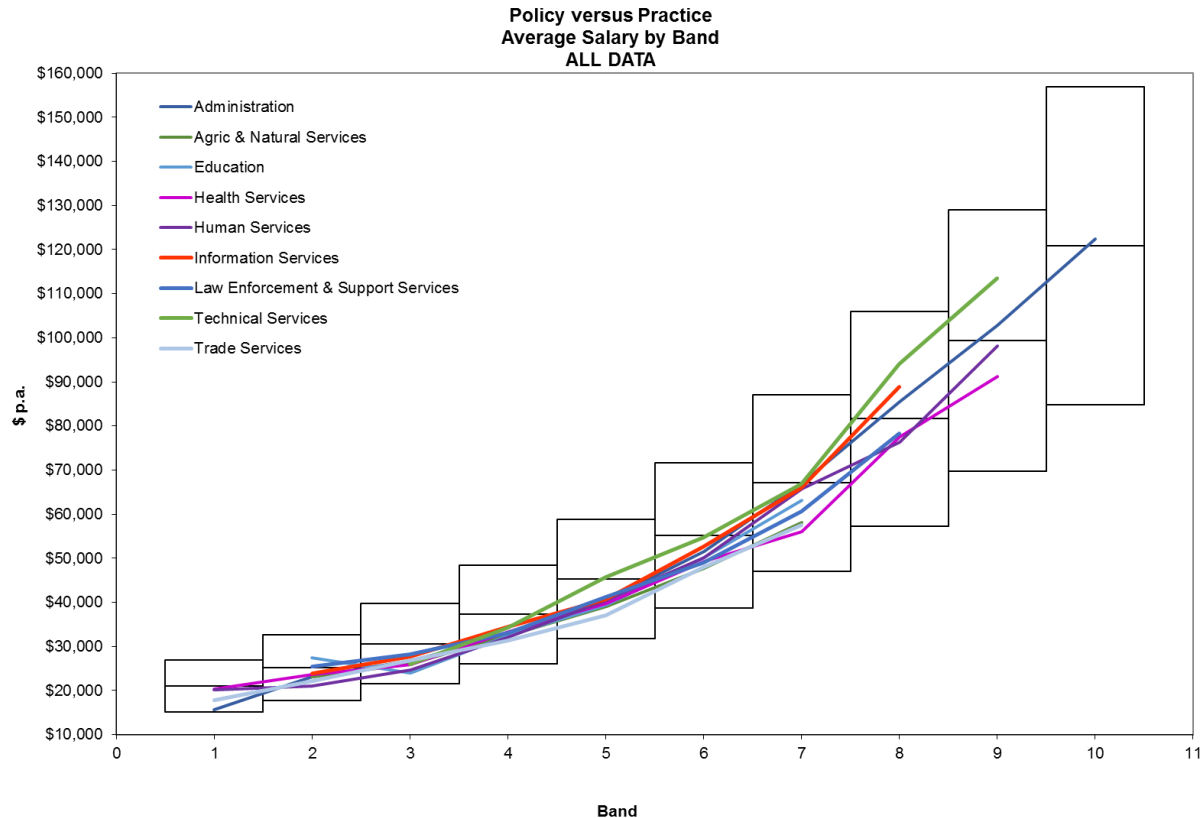
Band	# of Employees	Average Actual Salary	Band Midpoint	Average Comparative Ratio
10	28	122,446	120,884	101%
9	194	99,944	99,352	101%
8	1,061	83,473	81,655	102%
7	3,183	63,693	67,108	95%
6	4,774	50,640	55,155	92%
5	7,691	40,363	45,326	89%
4	8,812	32,839	37,250	88%
3	6,663	26,757	30,619	87%
2	2,857	23,194	25,161	92%
1	268	17,949	20,959	86%
<b>Total Employees</b>	<b>35,531</b>		<b>Total Comparative Ratio</b>	<b>91%</b>

# Internal Equity - By Occupational Category

# Component Analysis

## Internal Equity and Salary Disparities – By Occupational Category

To consider internal equity across Occupational Categories, this graph illustrates the average pay line for each Occupational Category.



# Component Analysis

## Internal Equity and Salary Disparities – By Occupational Category

The table below shows the current compa-ratio of each Occupational Categories. Three Occupational Categories are more than 10% below the State's ideal midpoint position, these are highlighted in red.

Occupational Category	# of Employees	% of Total Population	Average Actual Salary	Average Comparative Ratio
Administration	12,347	35%	57,255	95%
Agriculture & Natural Services	735	2%	36,684	87%
Education	342	1%	40,159	88%
Health Services	1611	5%	49,669	90%
Human Services	7360	21%	45,859	90%
Information Services	539	2%	43,784	93%
Law Enforcement & Support Services	6946	20%	42,648	91%
Technical Services	1452	4%	52,008	99%
Trade Services	4199	12%	32,407	86%
<b>Total Employees</b>	<b>35,531</b>	<b>100%</b>	<b>Total Comparative Ratio</b>	<b>91%</b>

# Internal Equity

- By Occupational Category
- By Band & Job Family



# Component Analysis

## Internal Equity and Salary Disparities – Administration

The table below shows the current compa-ratio by band for Administration is 95%, which is 4% above the State's overall position of 91%. Administration has the largest number of jobs within the State compared to other Occupational Categories. Any compa-ratio below 90% is highlighted in red.

Band	# of Employees	Average Actual Salary	Band Midpoint	Average Comparative Ratio
10	28	122,446	120,884	101%
9	143	102,827	99,352	103%
8	635	85,528	81,655	105%
7	1555	66,965	67,108	100%
6	2188	51,448	55,155	93%
5	2439	40,431	45,326	89%
4	2802	32,535	37,250	87%
3	2408	26,837	30,619	88%
2	141	23,119	25,161	92%
1	8	15,713	20,959	75%
<b>Total Employees</b>	<b>12,347</b>		<b>Total Comparative Ratio</b>	<b>95%</b>

# Component Analysis

## Internal Equity and Salary Disparities – Administration

**By Job Family:** The table below shows the current compa-ratio by Job Family for Administration. Job families which lag significantly are Administrative Services and Postal Services. Any compa-ratio below 90% is highlighted in red.

Job Family	# of Employees	Average Actual Salary	Average Comparative Ratio
Administrative Services	3596	\$22,726	78%
Administrative/Program Management	4396	\$66,684	95%
Executive Assistance	52	\$71,783	105%
Fiscal Services	1661	\$49,548	92%
Human Resources	636	\$54,907	96%
Information Technology	1194	\$64,106	97%
Legal Services	306	\$82,695	104%
Postal Services	63	\$29,215	86%
Procurement	385	\$42,010	93%
Project Management	58	\$77,103	101%
<b>Total Employees</b>	<b>12,347</b>	<b>Total Comparative Ratio</b>	<b>95%</b>

# Component Analysis

## Internal Equity and Salary Disparities – Agriculture & Natural Services

Current compa-ratio by band for Agriculture & Natural Services is 87% of midpoint. This shows that pay levels are behind midpoint by 13% and average pay is behind the State's position by 4%. Any compa-ratio below 90% is highlighted in red.

Band	# of Employees	Average Actual Salary	Band Midpoint	Average Comparative Ratio
10			120,884	
9			99,352	
8			81,655	
7	76	58,185	67,108	87%
6	72	47,741	55,155	87%
5	132	39,039	45,326	86%
4	137	32,555	37,250	87%
3	250	26,007	30,619	85%
2	68	23,107	25,161	92%
1			20,959	
<b>Total Employees</b>	<b>735</b>		<b>Total Comparative Ratio</b>	<b>87%</b>

# Component Analysis

## Internal Equity and Salary Disparities – Agriculture & Natural Services

**By Job Family:** The table below shows the current compa-ratio by Job Family for Agriculture & Natural Services. Pay levels are low in all but one Job Family compared State practice but particularly low in Earth Services at 81%. Any compa-ratio below 90% is highlighted in red.

Job Family	# of Employees	Average Actual Salary	Average Comparative Ratio
Agriculture/Animal Services	80	\$33,395	88%
Earth Services	75	\$43,655	81%
Forestry Services	223	\$36,455	85%
Natural Resources Services	178	\$41,863	92%
Recreation & Tourism Services	179	\$32,956	86%
<b>Total Employees</b>	<b>735</b>	<b>Total Comparative Ratio</b>	<b>87%</b>

# Component Analysis

## Internal Equity and Salary Disparities – Education

Average salaries for roles in Band 3 lag midpoint by 21%, and are even lower than those of Band 2. The Education Occupational Category lags the State's midpoint by 12%. Education has the 3<sup>rd</sup> lowest compa-ratio of all of the Occupational Categories. Any compa-ratio below 90% is highlighted in red.

Band	# of Employees	Average Actual Salary	Band Midpoint	Average Comparative Ratio
10			120,884	
9			99,352	
8			81,655	
7	152	63,067	67,108	94%
6	39	50,077	55,155	91%
5	69	39,358	45,326	87%
4	42	32,475	37,250	87%
3	37	24,043	30,619	79%
2	3	27,427	25,161	109%
1			20,959	
<b>Total Employees</b>	<b>342</b>		<b>Total Comparative Ratio</b>	<b>88%</b>

# Component Analysis

## Internal Equity and Salary Disparities – Education

**By Job Family:** The table below shows the current compa-ratio by Job Family for Education is 88% of midpoint. Pay levels are consistently low in every Job Family. However, Education makes up only 1% of the State’s total population. Any compa-ratio below 90% is highlighted in red.

Job Family	# of Employees	Average Actual Salary	Average Comparative Ratio
Academic Administration	4	\$41,226	90%
Arts, History, and Museum Services	33	\$39,909	89%
Education Services	228	\$38,978	90%
Library Services	23	\$36,801	86%
Public Broadcasting	54	\$44,010	86%
<b>Total Employees</b>	<b>342</b>	<b>Total Comparative Ratio</b>	<b>88%</b>

# Component Analysis

## Internal Equity and Salary Disparities – Health Services

The table below shows the current compa-ratio by band for Health Services is 90% of midpoint. Bands containing the bulk of employees in Health Services are more than 10% below midpoint. Any compa-ratio below 90% is highlighted in red.

Band	# of Employees	Average Actual Salary	Band Midpoint	Average Comparative Ratio
10			120,884	
9	33	91,245	99,352	92%
8	172	77,564	81,655	95%
7	600	56,089	67,108	84%
6	344	49,257	55,155	89%
5	175	39,721	45,326	88%
4	178	33,345	37,250	90%
3	48	25,868	30,619	84%
2	57	23,568	25,161	94%
1	4	20,405	20,959	97%
<b>Total Employees</b>	<b>1611</b>		<b>Total Comparative Ratio</b>	<b>90%</b>

# Component Analysis

## Internal Equity and Salary Disparities – Health Services

**By Job Family:** The table below shows the current compa-ratio by Job Family for Health Services. Professional & Therapist Services have the highest compa-ratio of the Job Families in Health Services. Any compa-ratio below 90% is highlighted in red.

Job Family	# of Employees	Average Actual Salary	Average Comparative Ratio
Laboratory Services	134	\$42,311	84%
Nursing Services	1247	\$60,926	85%
Personal Care & Support Services	135	\$30,679	90%
Professional & Therapist Services	95	\$60,422	96%
<b>Total Employees</b>	<b>1611</b>	<b>Total Comparative Ratio</b>	<b>90%</b>



# Component Analysis

## Internal Equity and Salary Disparities – Human Services

The table below shows the current compa-ratio by band for Human Services. Compa-ratios for Bands with the vast majority of employees (Bands 2-5) in this Occupational Category are greater than 10% below midpoint, which are highlighted in red.

Band	# of Employees	Average Actual Salary	Band Midpoint	Average Comparative Ratio
10			120,884	
9	3	98,152	99,352	99%
8	39	76,303	81,655	93%
7	21	65,722	67,108	98%
6	582	50,175	55,155	91%
5	2274	40,398	45,326	89%
4	2168	32,112	37,250	86%
3	907	24,634	30,619	80%
2	1359	21,075	25,161	84%
1	7	20,203	20,959	96%
<b>Total Employees</b>	<b>7360</b>		<b>Total Comparative Ratio</b>	<b>90%</b>

# Component Analysis

## Internal Equity and Salary Disparities – Human Services

**By Job Family:** The table below shows the current compa-ratio for each Job Family in Human Services. Human Services makes up 21% of the State's total employee population. Any compa-ratio below 90% is highlighted in red.

Job Family	# of Employees	Average Actual Salary	Average Comparative Ratio
Counseling & Case Management Services	7183	\$47,175	90%
Pastorial Services	38	\$39,250	86%
Social Work	139	\$49,853	99%
<b>Total Employees</b>	<b>7360</b>	<b>Total Comparative Ratio</b>	<b>90%</b>

# Component Analysis

## Internal Equity and Salary Disparities – Information Services

The table below shows the current compa-ratio by band for Information Services is 93%, which is the 4th highest of all Occupational Categories. Band 8 has a compa-ratio 9% above midpoint.

Band	# of Employees	Average Actual Salary	Band Midpoint	Average Comparative Ratio
10			120,884	
9	6	98,152	99,352	95%
8	7	88,832	81,655	109%
7	43	66,034	67,108	98%
6	113	52,597	55,155	95%
5	119	40,785	45,326	90%
4	193	34,463	37,250	93%
3	58	27,763	30,619	91%
2	6	23,877	25,161	95%
1			20,959	
<b>Total Employees</b>	<b>539</b>		<b>Total Comparative Ratio</b>	<b>93%</b>

# Component Analysis

## Internal Equity and Salary Disparities – Information Services

**By Job Family:** The table below shows the current compa-ratio for each Job Family in Information Services. Both Grants Administration and Media & Graphics Resources are comparable to midpoint. Records Management is the only Job Family of concern, falling below 90% of midpoint, which is highlighted in red.

Job Family	# of Employees	Average Actual Salary	Average Comparative Ratio
Communication Services	212	\$40,922	90%
Grants Administration	39	\$49,525	97%
Media & Graphics Resources	17	\$40,756	98%
Printing Services	9	\$39,954	95%
Public Information Services	108	\$56,146	95%
Records Management	60	\$31,316	83%
Research & Statistical Services	94	\$45,762	94%
<b>Total Employees</b>	<b>539</b>	<b>Total Comparative Ratio</b>	<b>93%</b>

# Component Analysis

## Internal Equity and Salary Disparities – Law Enforcement & Support

The table below shows the current compa-ratio by band for Law Enforcement & Support Services. This Occupational Category makes up 20% of the State's total employee population. Any compa-ratio below 90% is highlighted in red.

Band	# of Employees	Average Actual Salary	Band Midpoint	Average Comparative Ratio
10			120,884	
9			99,352	
8	68	78,349	81,655	96%
7	386	60,661	67,108	90%
6	933	49,033	55,155	89%
5	1744	41,179	45,326	91%
4	1762	33,138	37,250	89%
3	2044	28,264	30,619	92%
2	9	25,494	25,161	101%
1			20,959	
<b>Total Employees</b>	<b>6946</b>		<b>Total Comparative Ratio</b>	<b>91%</b>

# Component Analysis

## Internal Equity and Salary Disparities – Law Enforcement & Support

**By Job Family:** The table below shows the current compa-ratio by Job Family for Law Enforcement & Support Services. Interestingly, Law Enforcement & Public Safety pay levels are very comparable to the State's midpoint. Health & Safety Regulation and Investigative & Support Services are greater than 10% below midpoint, and are highlighted in red.

Job Family	# of Employees	Average Actual Salary	Average Comparative Ratio
Emergency Preparedness	47	\$45,501	91%
Health & Safety Regulation	619	\$42,513	84%
Investigative & Support Services	483	\$38,525	89%
Law Enforcement & Public Safety	2034	\$48,208	97%
Security Services	3763	\$41,761	90%
<b>Total Employees</b>	<b>6946</b>	<b>Total Comparative Ratio</b>	<b>91%</b>

# Component Analysis

## Internal Equity and Salary Disparities – Technical Services

The table below shows that the current compa-ratio by band for Technical Services is at 99% of midpoint, with average salaries in Bands 5, 8 and 9 above midpoints. Technical Services has the highest compa-ratio of all of the Occupational Categories. Any compa-ratio below 90% is highlighted in red.

Band	# of Employees	Average Actual Salary	Band Midpoint	Average Comparative Ratio
10			120,884	
9	15	113,470	99,352	114%
8	140	94,001	81,655	115%
7	346	66,851	67,108	100%
6	334	54,750	55,155	99%
5	300	45,706	45,326	101%
4	260	34,226	37,250	92%
3	57	25,944	30,619	85%
2			25,161	
1			20,959	
<b>Total Employees</b>	<b>1452</b>		<b>Total Comparative Ratio</b>	<b>99%</b>

# Component Analysis

## Internal Equity and Salary Disparities – Technical Services

**By Job Family:** The table below shows the current compa-ratio by band for Technical Services. The lowest compa-ratio (92%) for Geographic & Mapping Services is higher than the State's average of 91%.

Job Family	# of Employees	Average Actual Salary	Average Comparative Ratio
Administrative & Planning Services	14	\$52,550	105%
Engineering Services	1361	\$54,051	101%
Geographic & Mapping Services	29	\$51,557	92%
Planning Services	48	\$45,436	94%
<b>Total Employees</b>	<b>1452</b>	<b>Total Comparative Ratio</b>	<b>99%</b>



# Component Analysis

## Internal Equity and Salary Disparities – Trade Services

The table below shows the current compa-ratio by band for Trade Services – 86%, or 14% behind the State’s midpoint. It is concerning to note that compa-ratios for ALL Bands are greater than 10% below midpoint (highlighted in red), especially as Trade Services makes up over 12% of the total employee population.

Band	# of Employees	Average Actual Salary	Band Midpoint	Average Comparative Ratio
10			120,884	
9			99,352	
8			81,655	
7	4	57,473	67,108	86%
6	169	47,913	55,155	87%
5	439	37,089	45,326	82%
4	1270	31,352	37,250	84%
3	854	26,918	30,619	88%
2	1214	22,239	25,161	88%
1	249	17,890	20,959	85%
<b>Total Employees</b>	<b>4199</b>		<b>Total Comparative Ratio</b>	<b>86%</b>

# Component Analysis

## Internal Equity and Salary Disparities – Trade Services

**By Job Family:** The table below shows the current compa-ratio by Job Family within the Trade Services Occupational Category. Only Trade Services Job Family's average pay is consistent with midpoint. The other three Job families are 14-18% below midpoint. Any compa-ratio below 90% is highlighted in red.

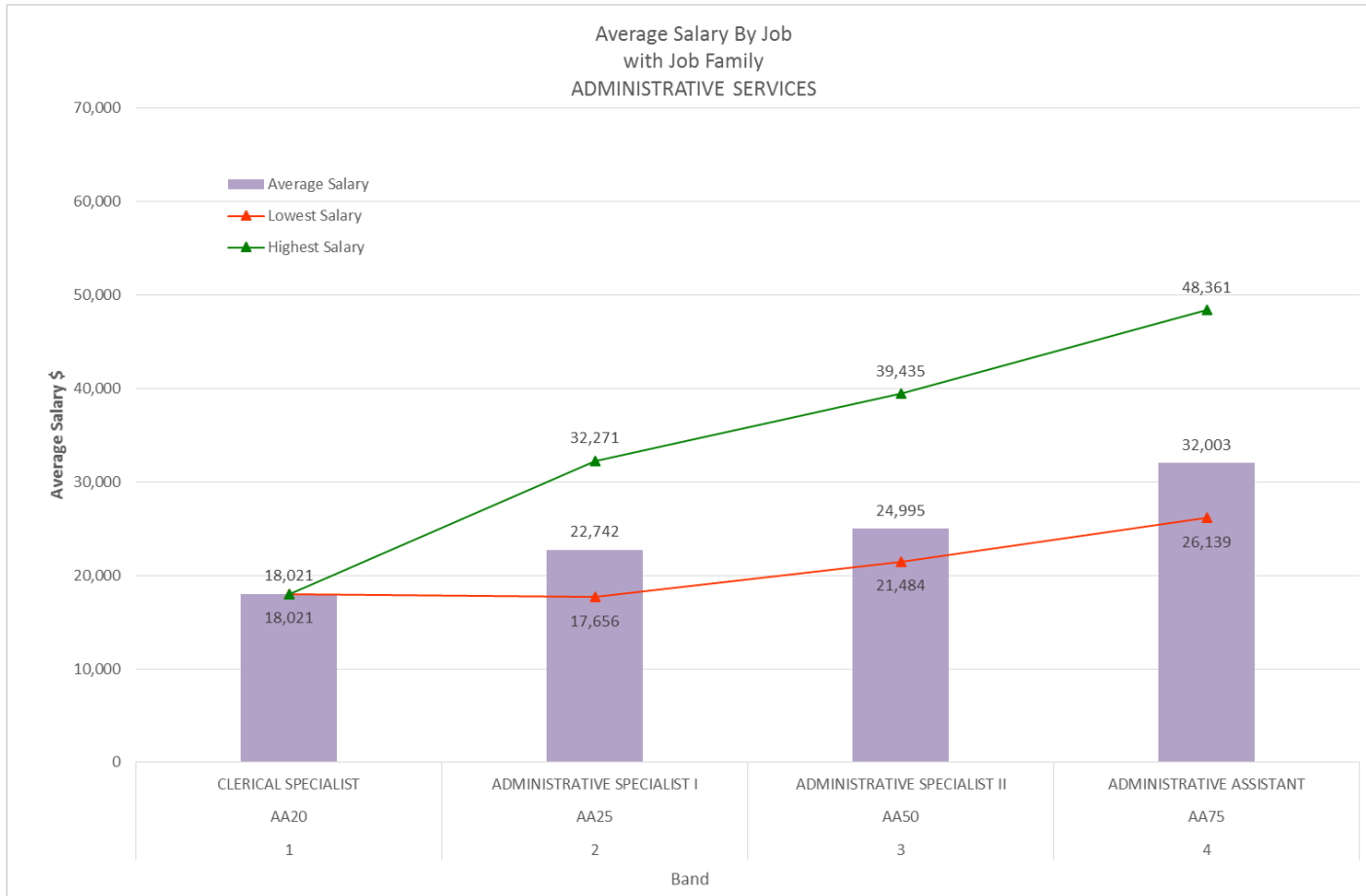
Job Family	# of Employees	Average Actual Salary	Average Comparative Ratio
Building, Grounds & Laundry Services	401	\$26,926	82%
Food Services	511	\$34,644	82%
Trade Services	2607	\$38,114	99%
Transport Services	680	\$32,706	86%
<b>Total Employees</b>	<b>4199</b>	<b>Total Comparative Ratio</b>	<b>86%</b>

# Internal Equity

- By Job Family
- with Highest & Lowest Salary

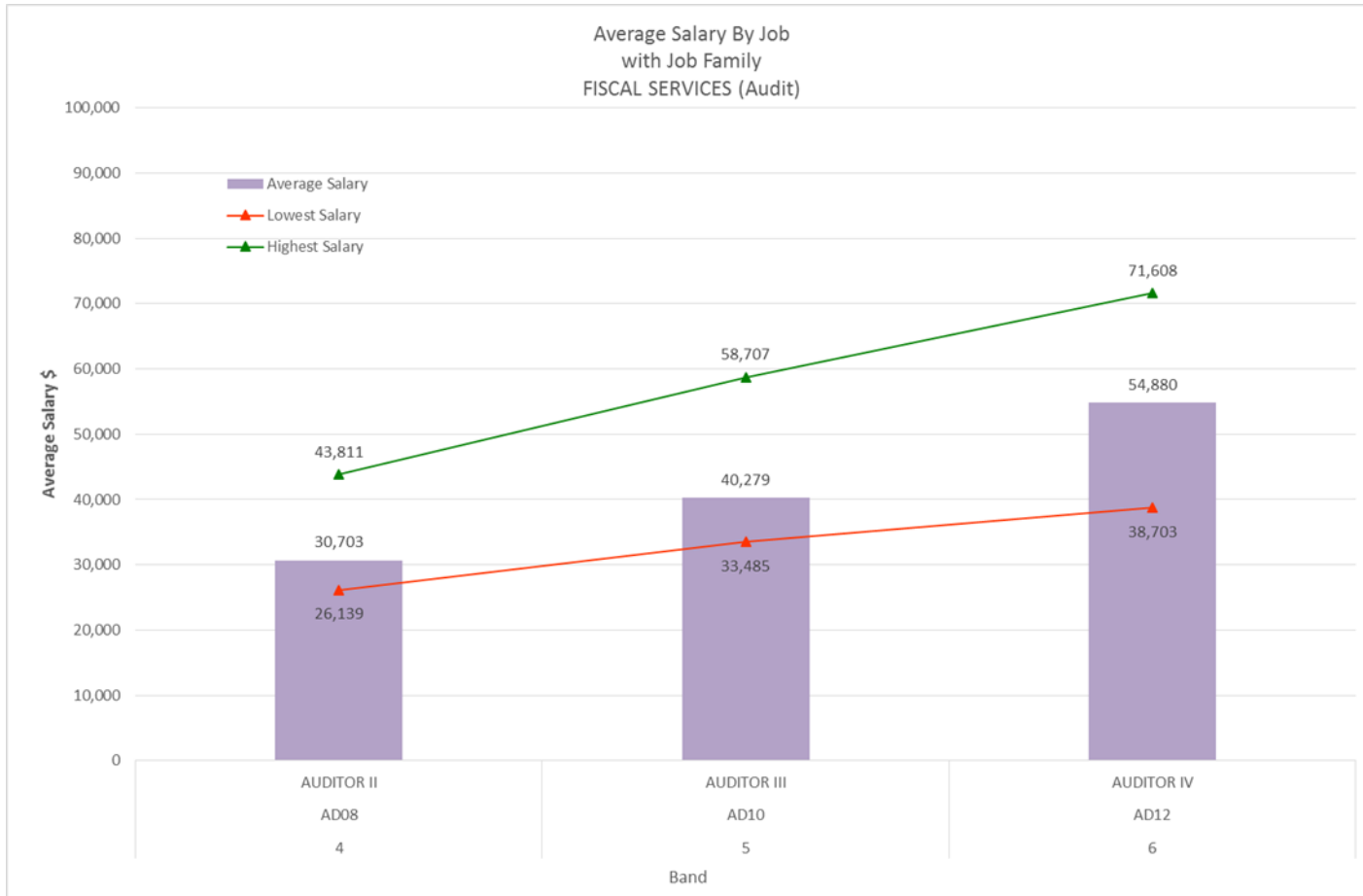
# Component Analysis

## Internal Equity and Salary Disparities – Administrative Services



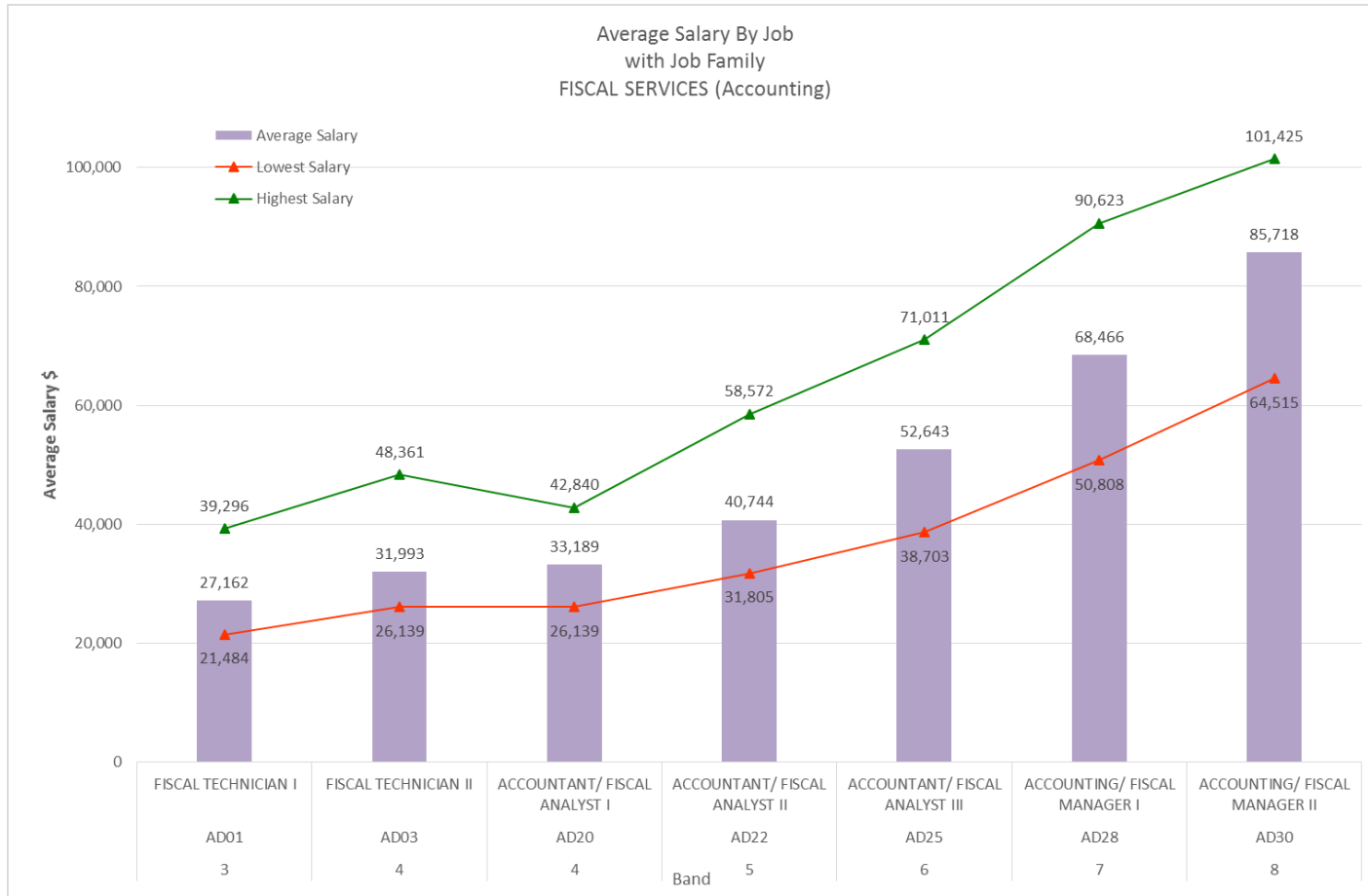
# Component Analysis

## Internal Equity and Salary Disparities – Fiscal Services (Audit)



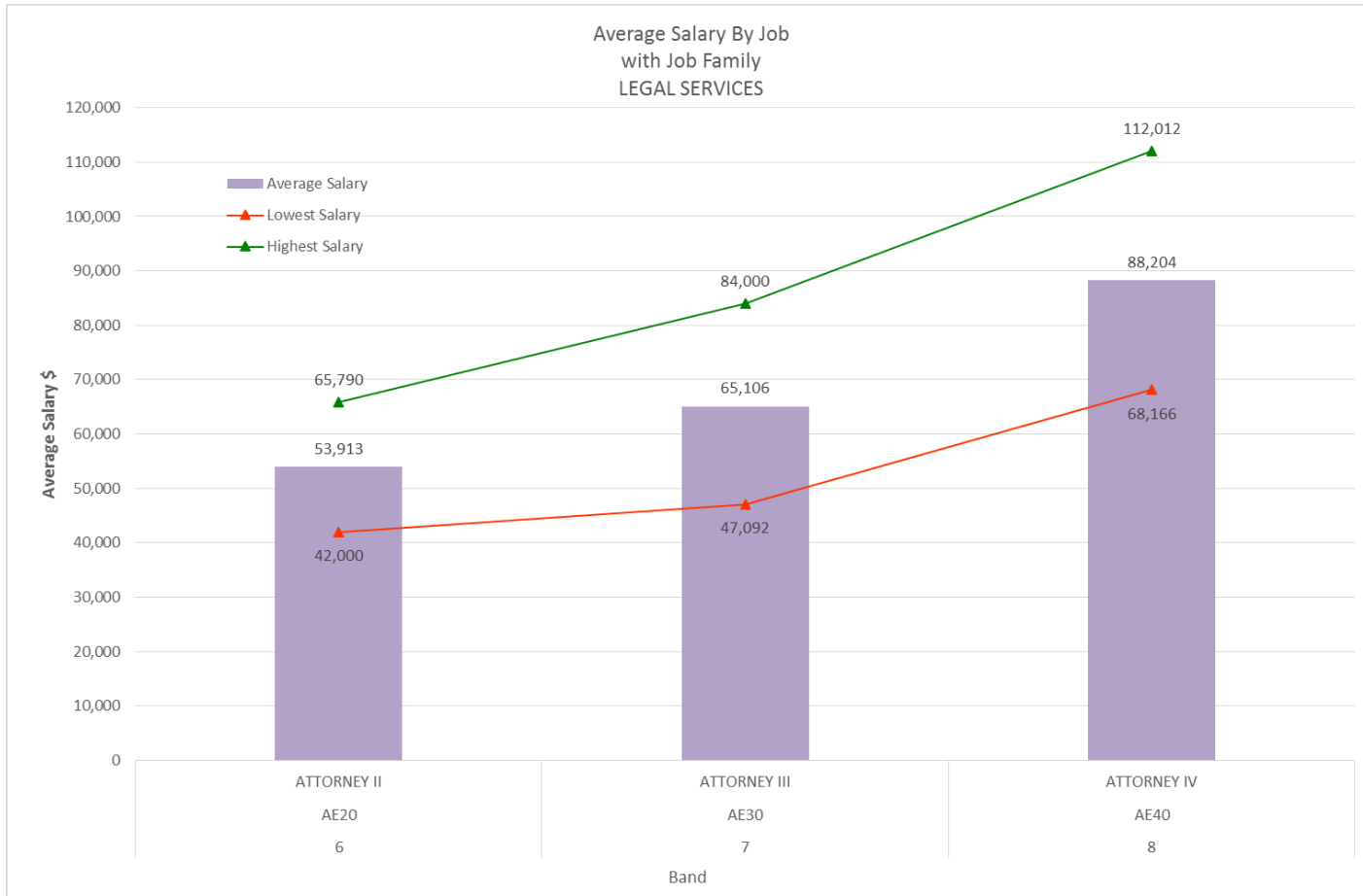
# Component Analysis

## Internal Equity and Salary Disparities – Fiscal Services (Accounting)



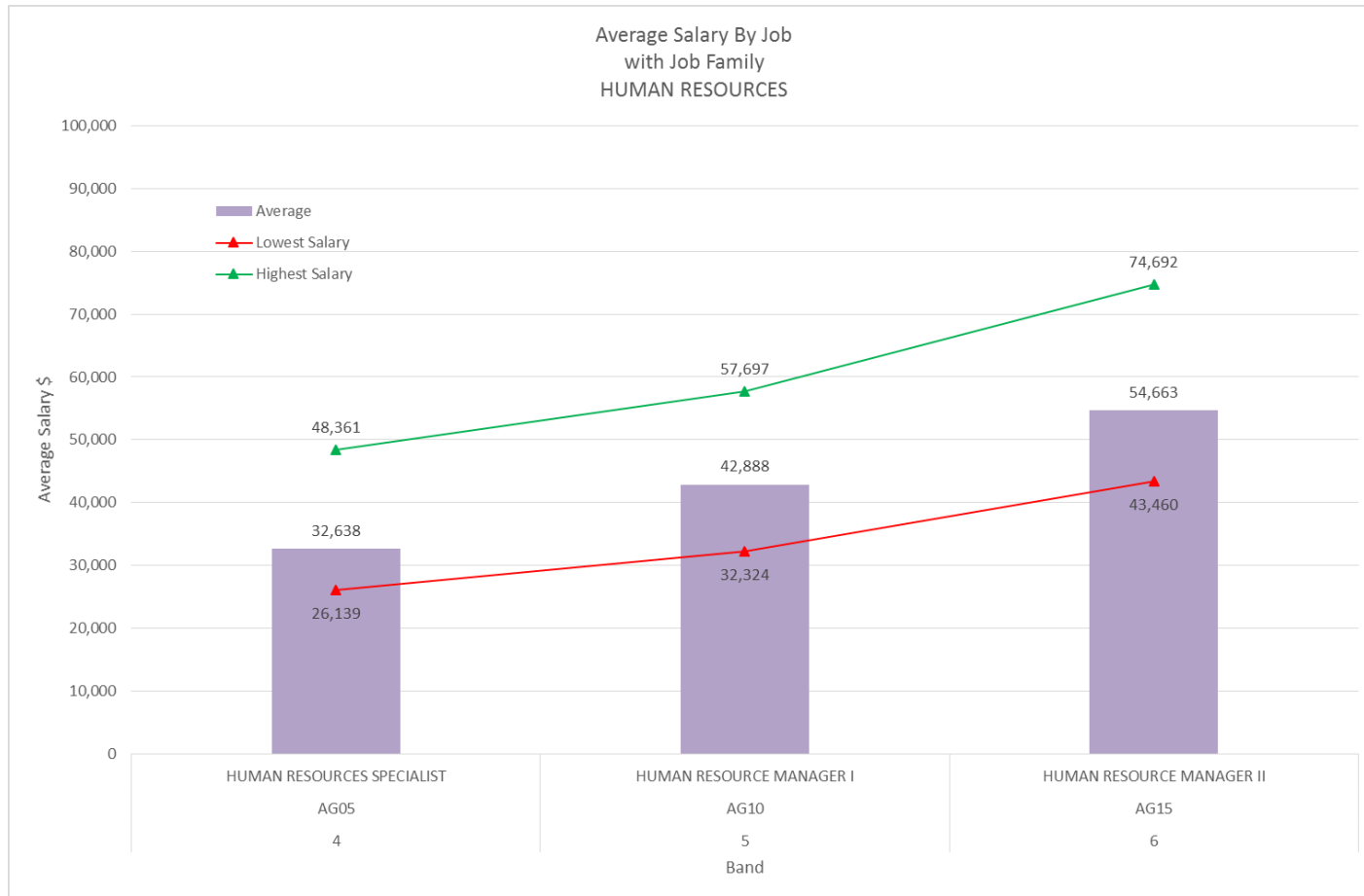
# Component Analysis

## Internal Equity and Salary Disparities – Legal Services



# Component Analysis

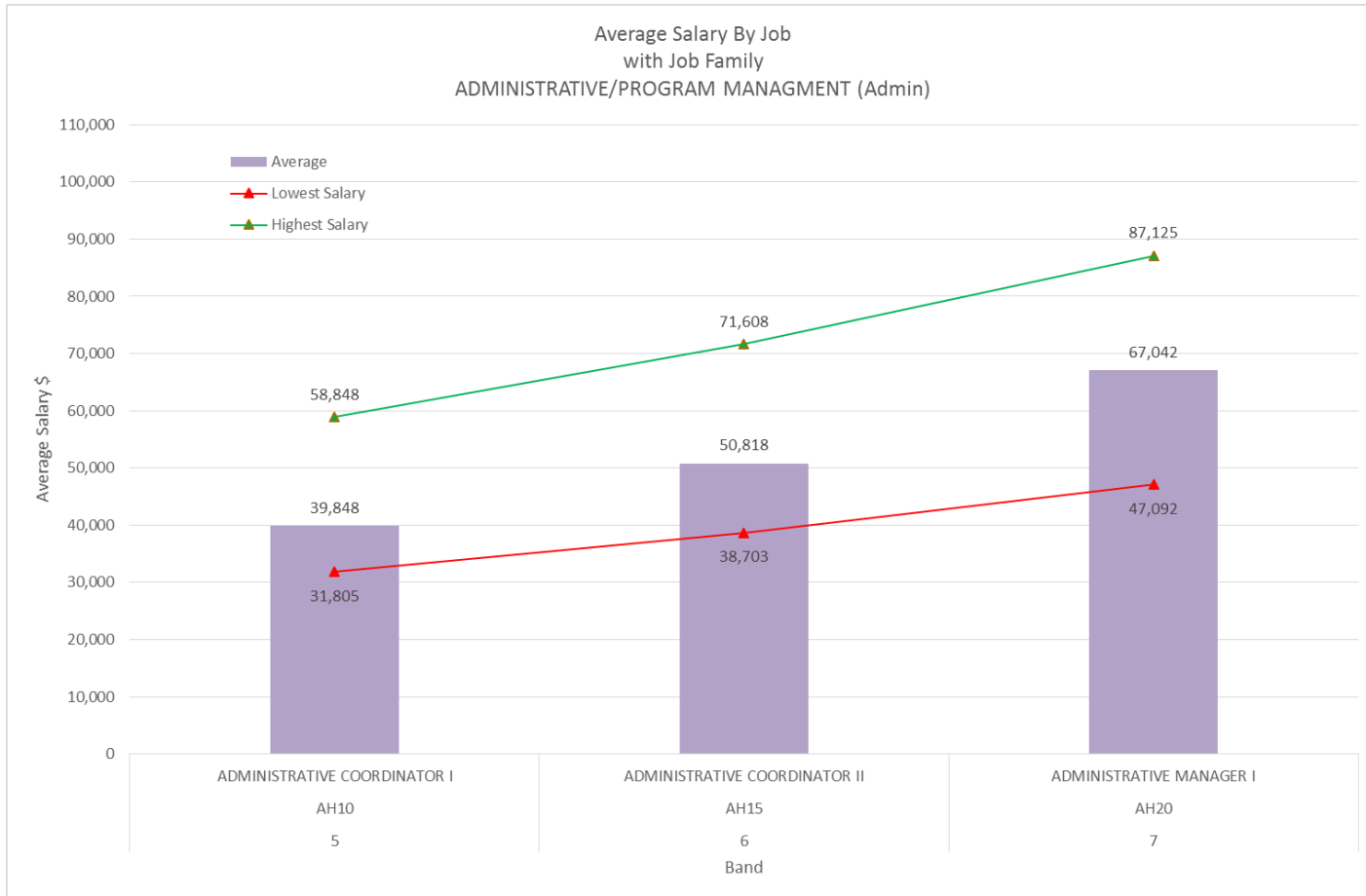
## Internal Equity and Salary Disparities – Human Resources





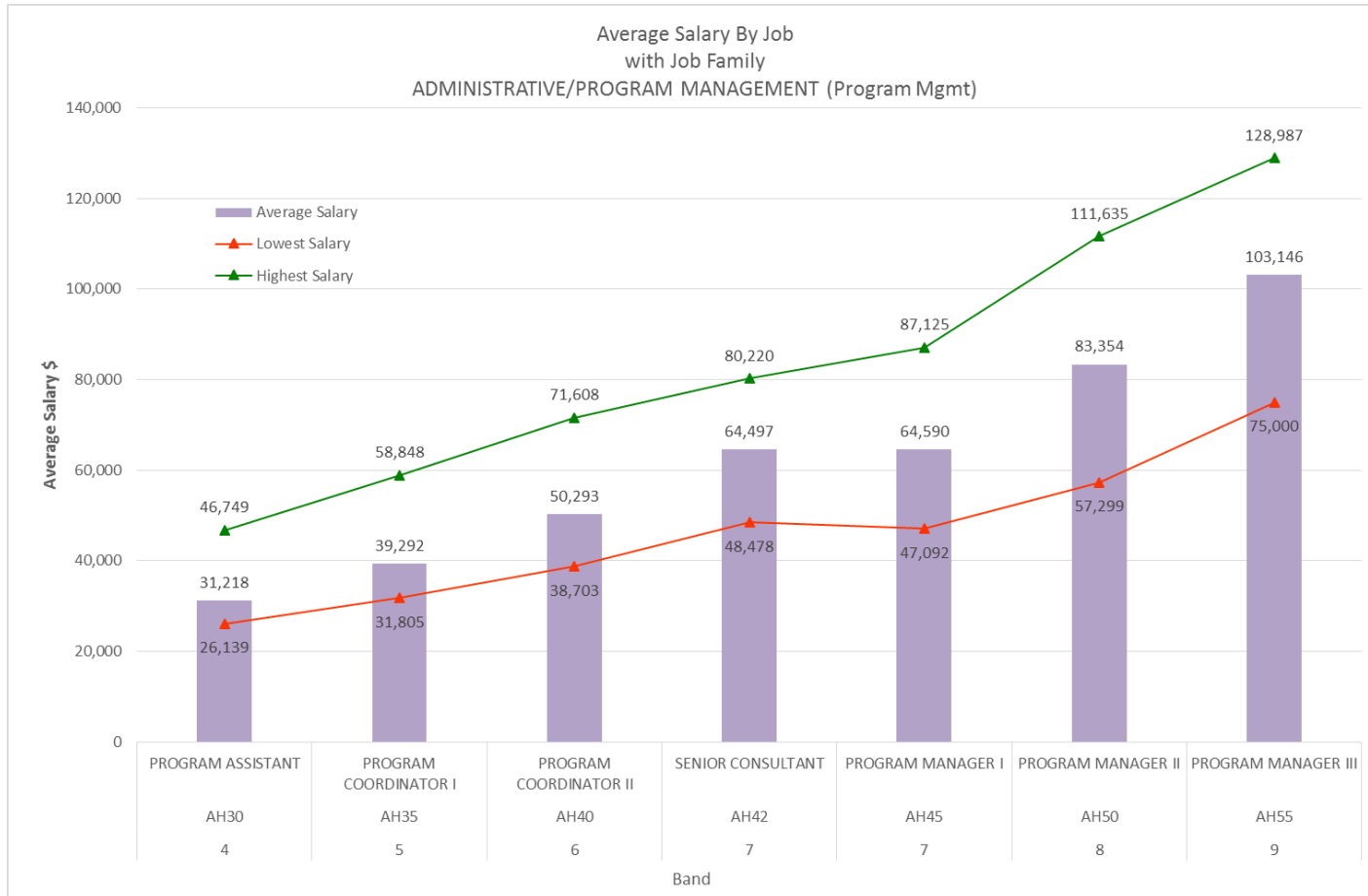
# Component Analysis

## Internal Equity and Salary Disparities – Administrative/Program Mgmt



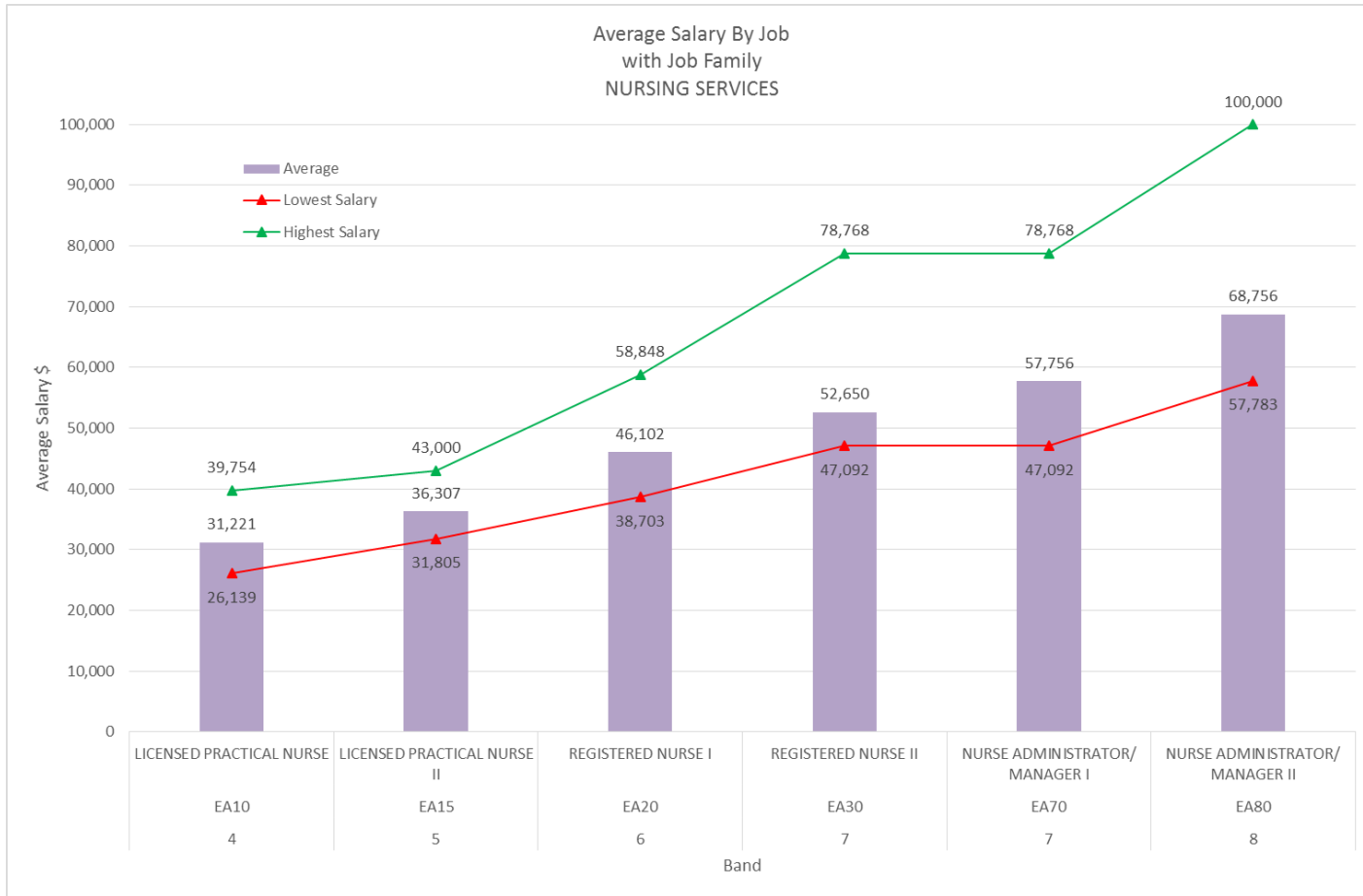
# Component Analysis

## Internal Equity and Salary Disparities – Admin/Program Management



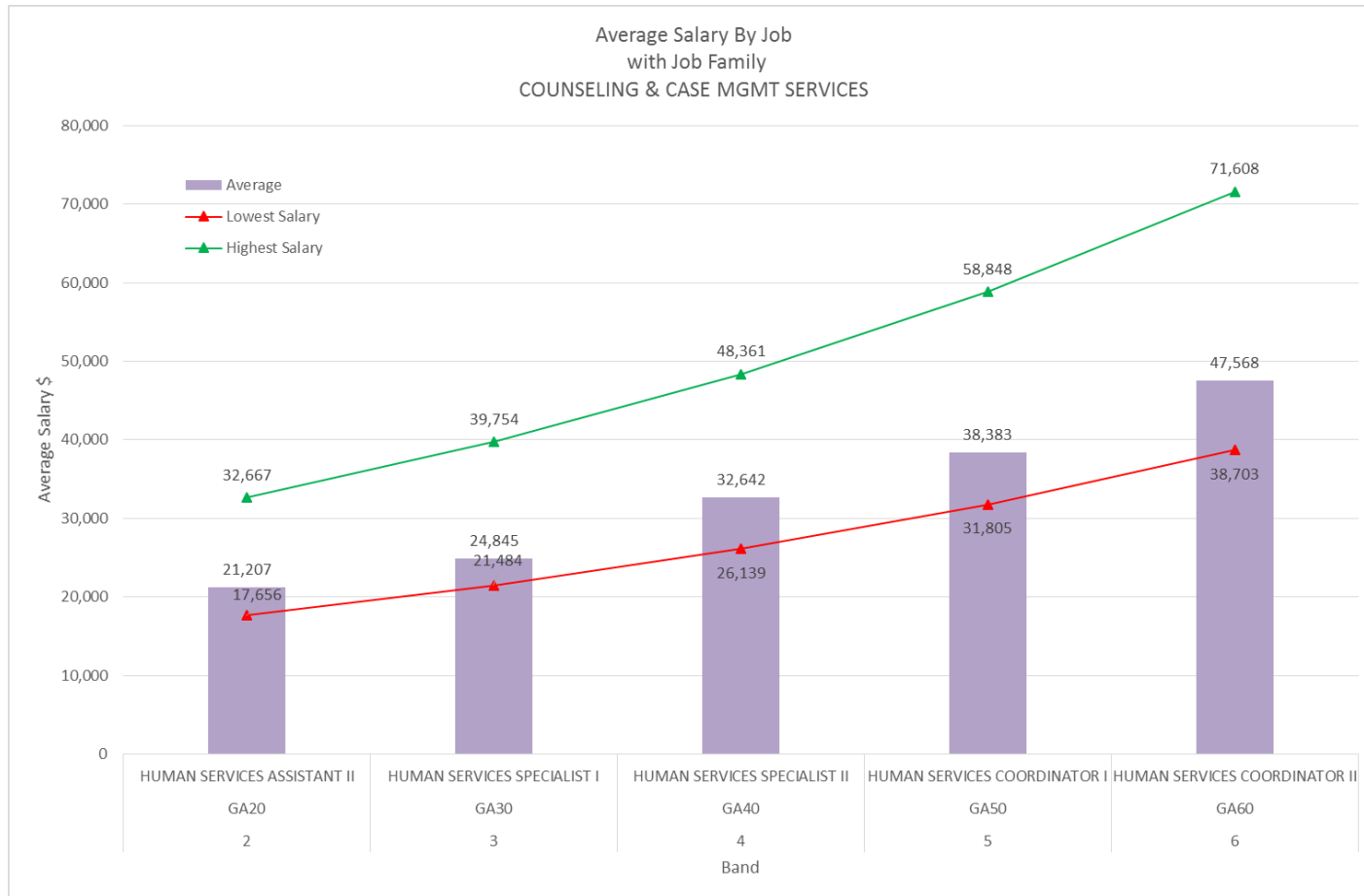
# Component Analysis

## Internal Equity and Salary Disparities – Nursing Services



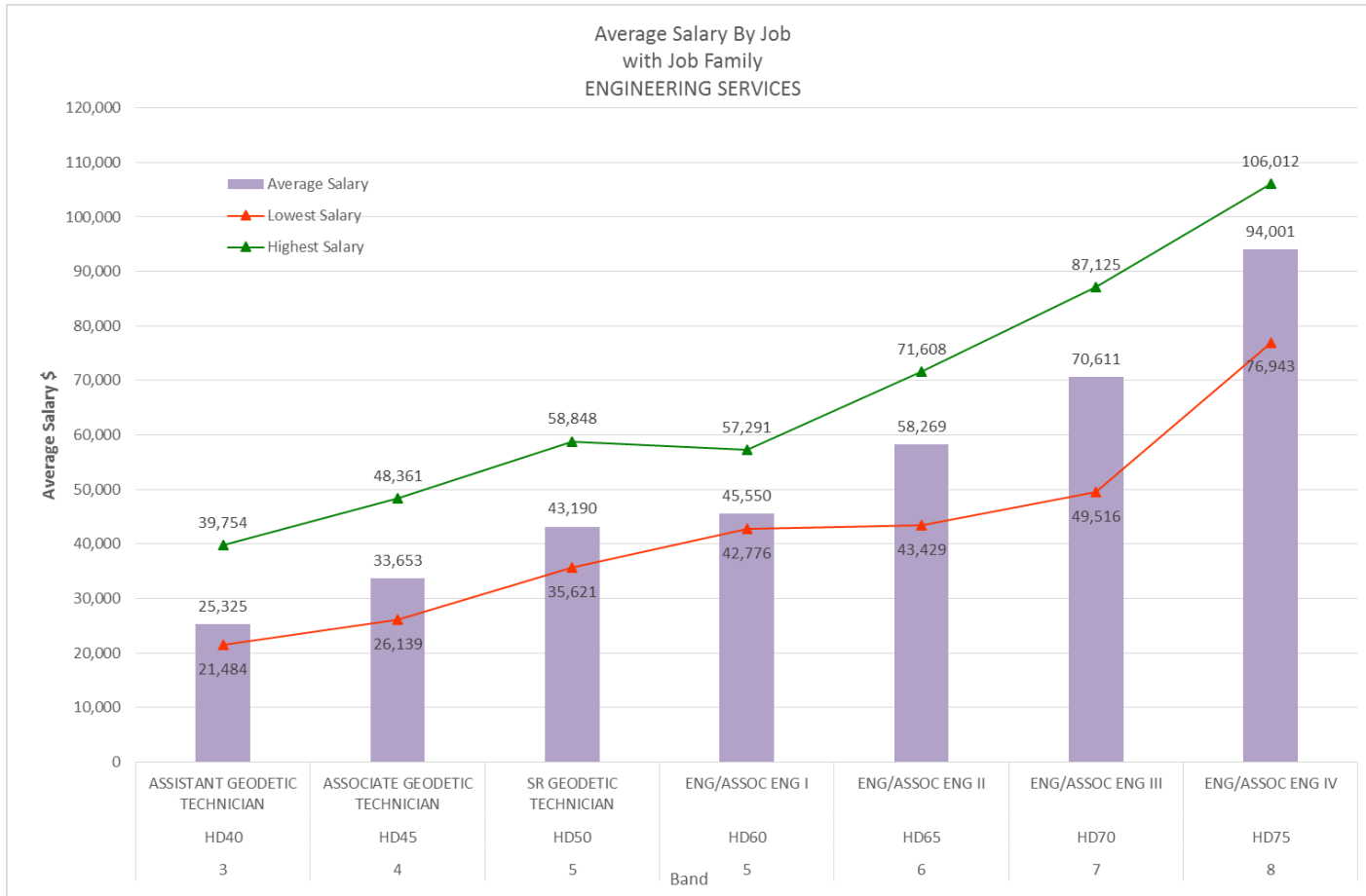
# Component Analysis

## Internal Equity and Salary Disparities – Counseling & Case Mgmt



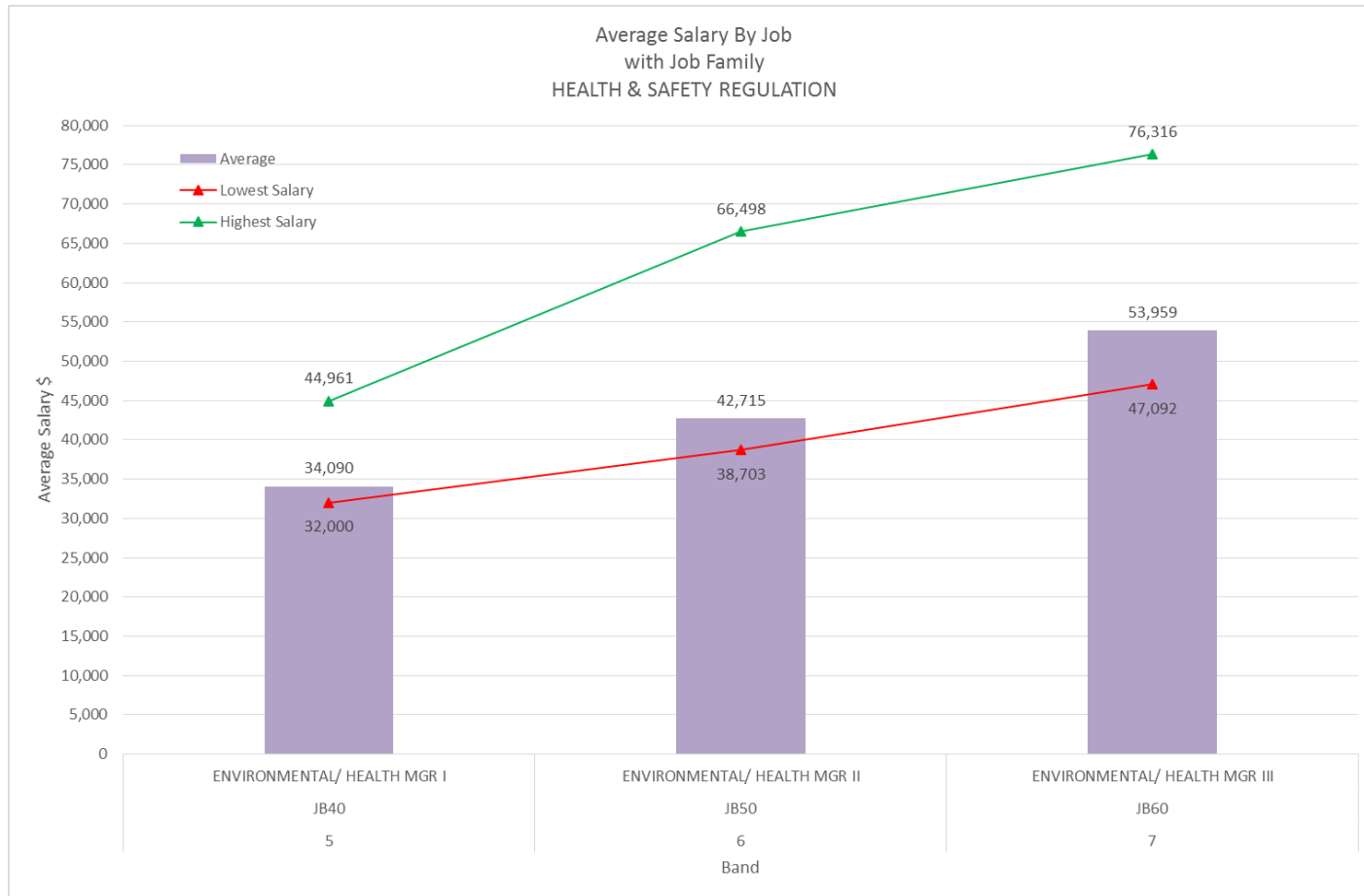
# Component Analysis

## Internal Equity and Salary Disparities – Engineering Services



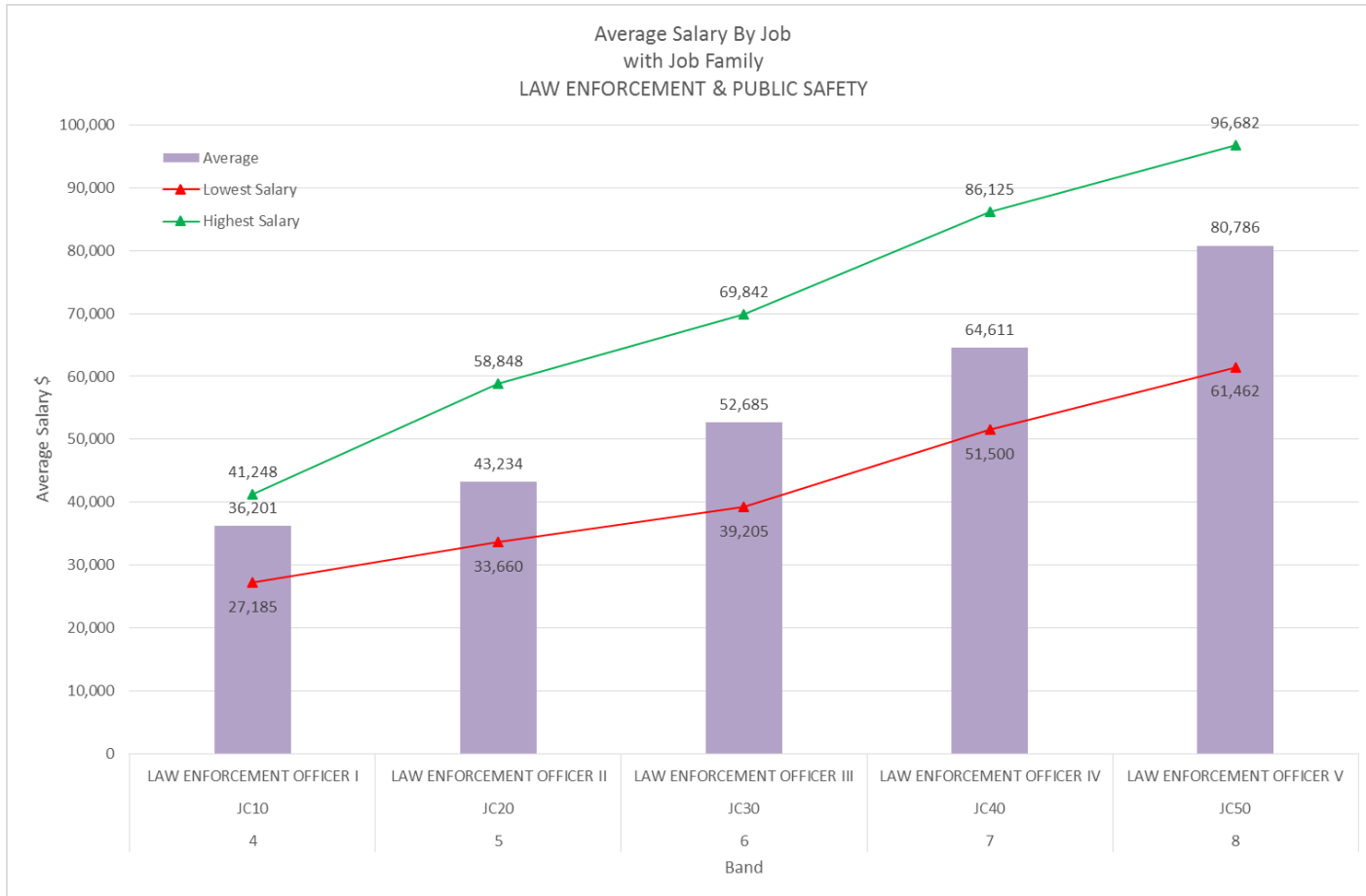
# Component Analysis

## Internal Equity and Salary Disparities – Health & Safety Regulation



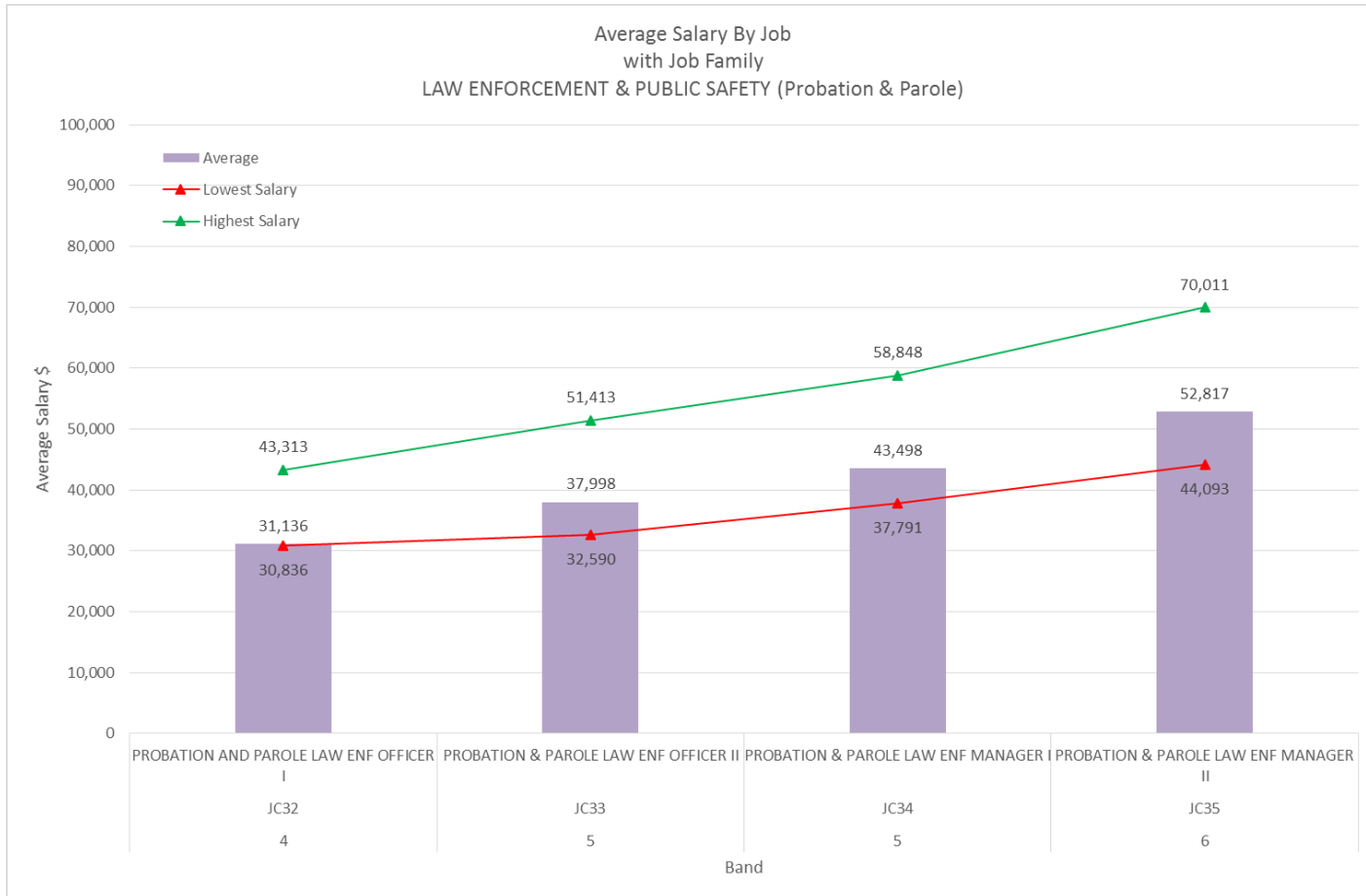
# Component Analysis

## Internal Equity and Salary Disparities – Law Enforcement



# Component Analysis

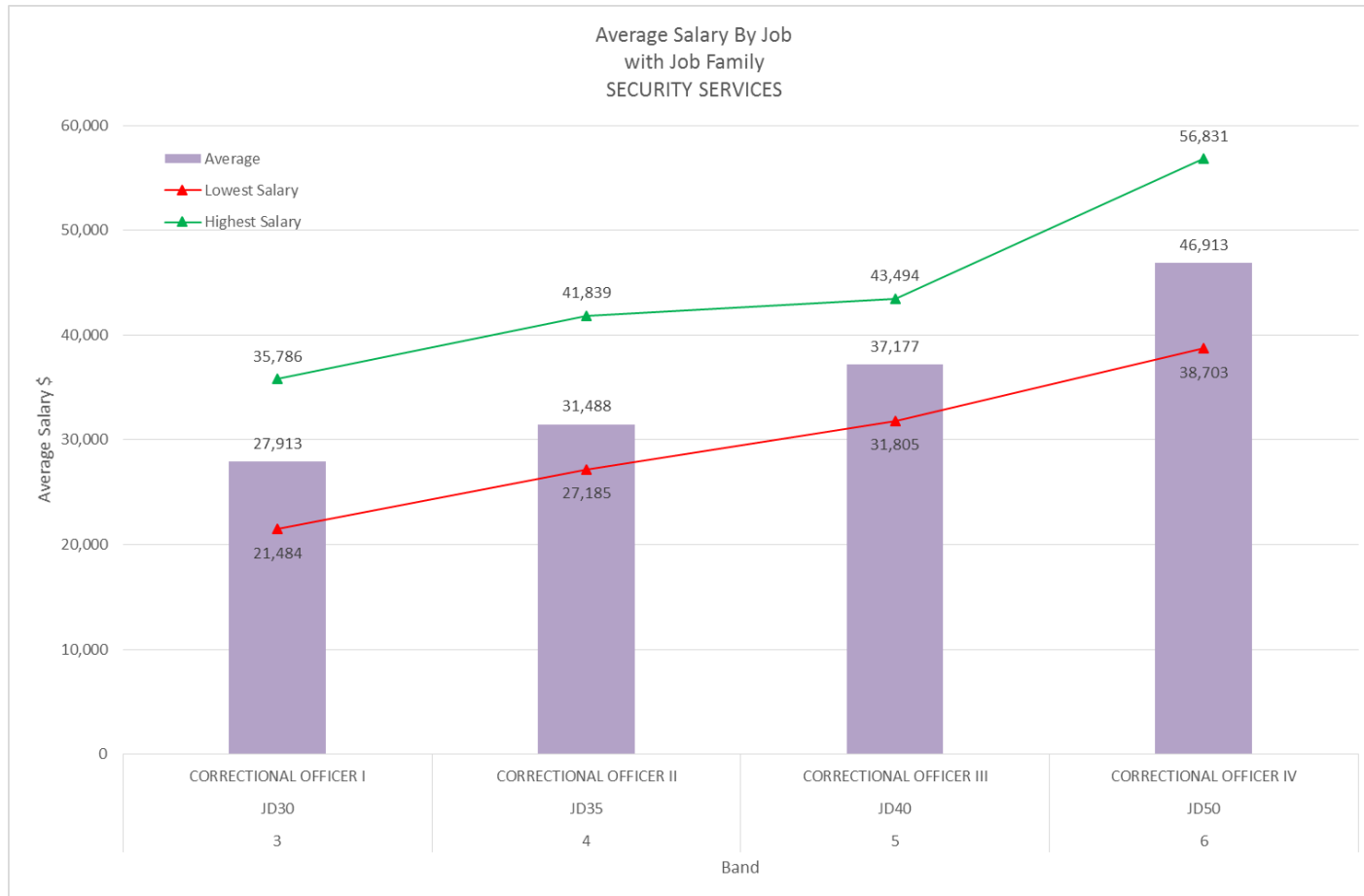
## Internal Equity and Salary Disparities – Public Safety





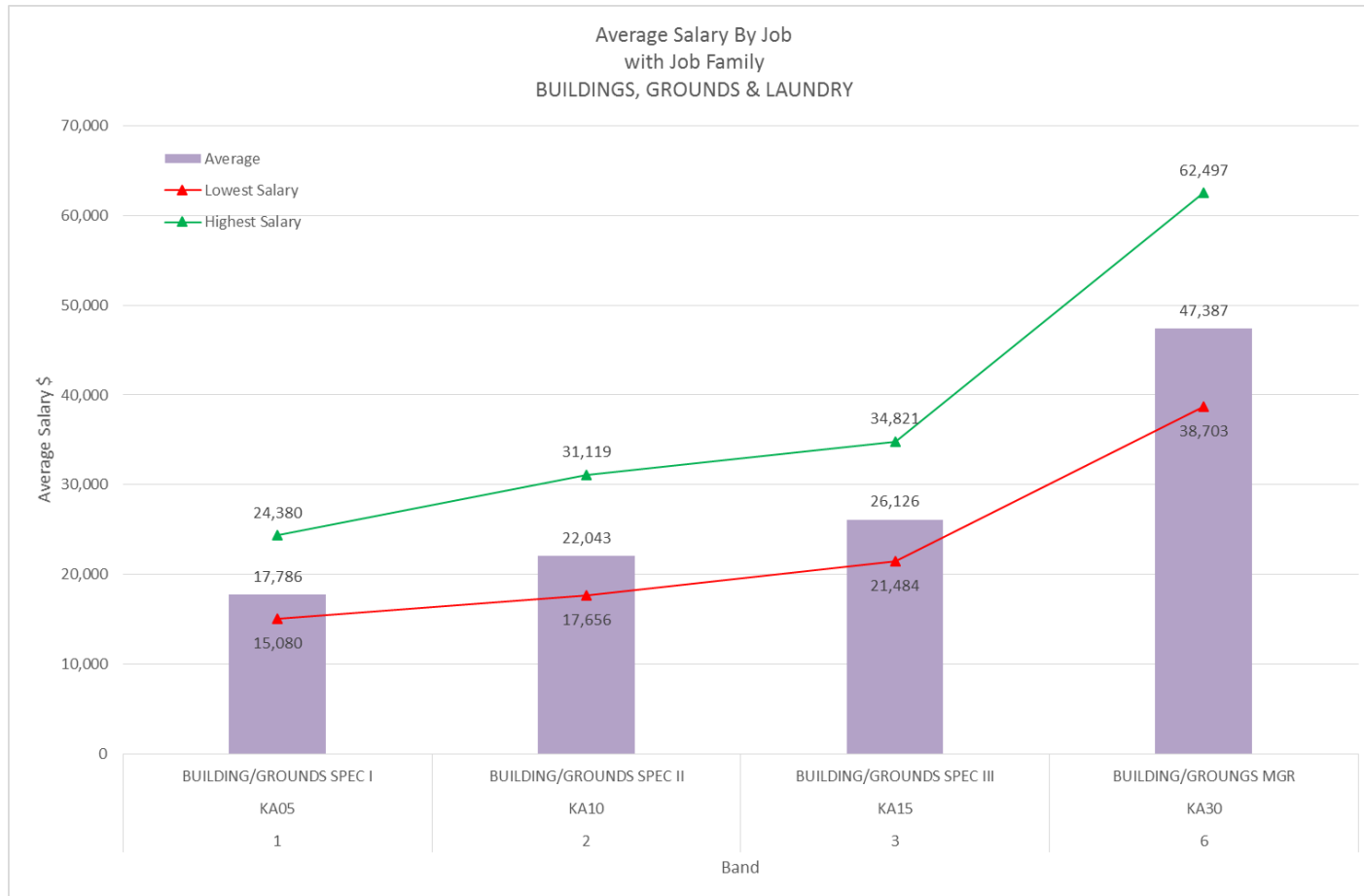
# Component Analysis

## Internal Equity and Salary Disparities – Security Services



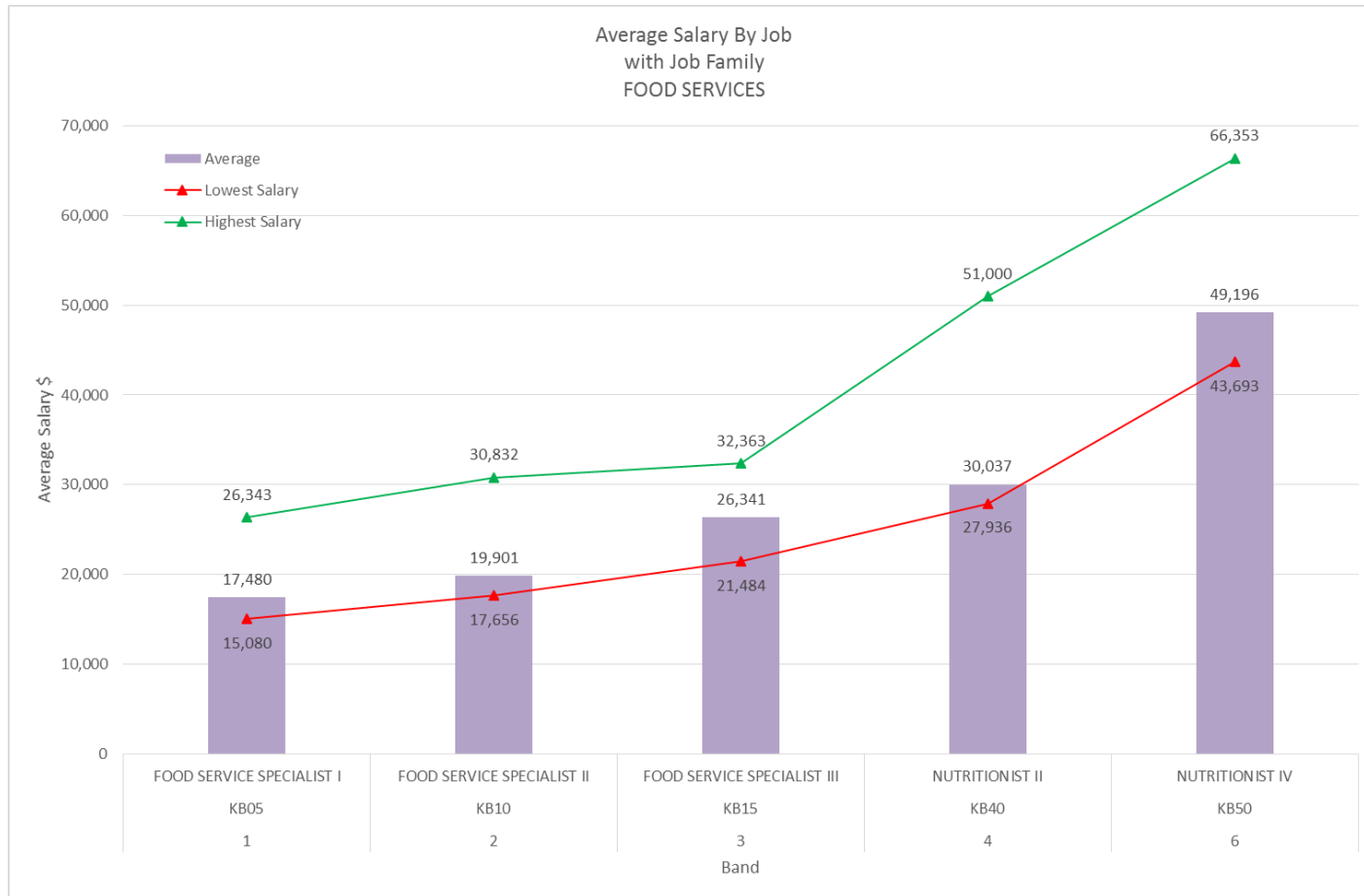
# Component Analysis

## Internal Equity and Salary Disparities – Bldg, Grounds & Laundry



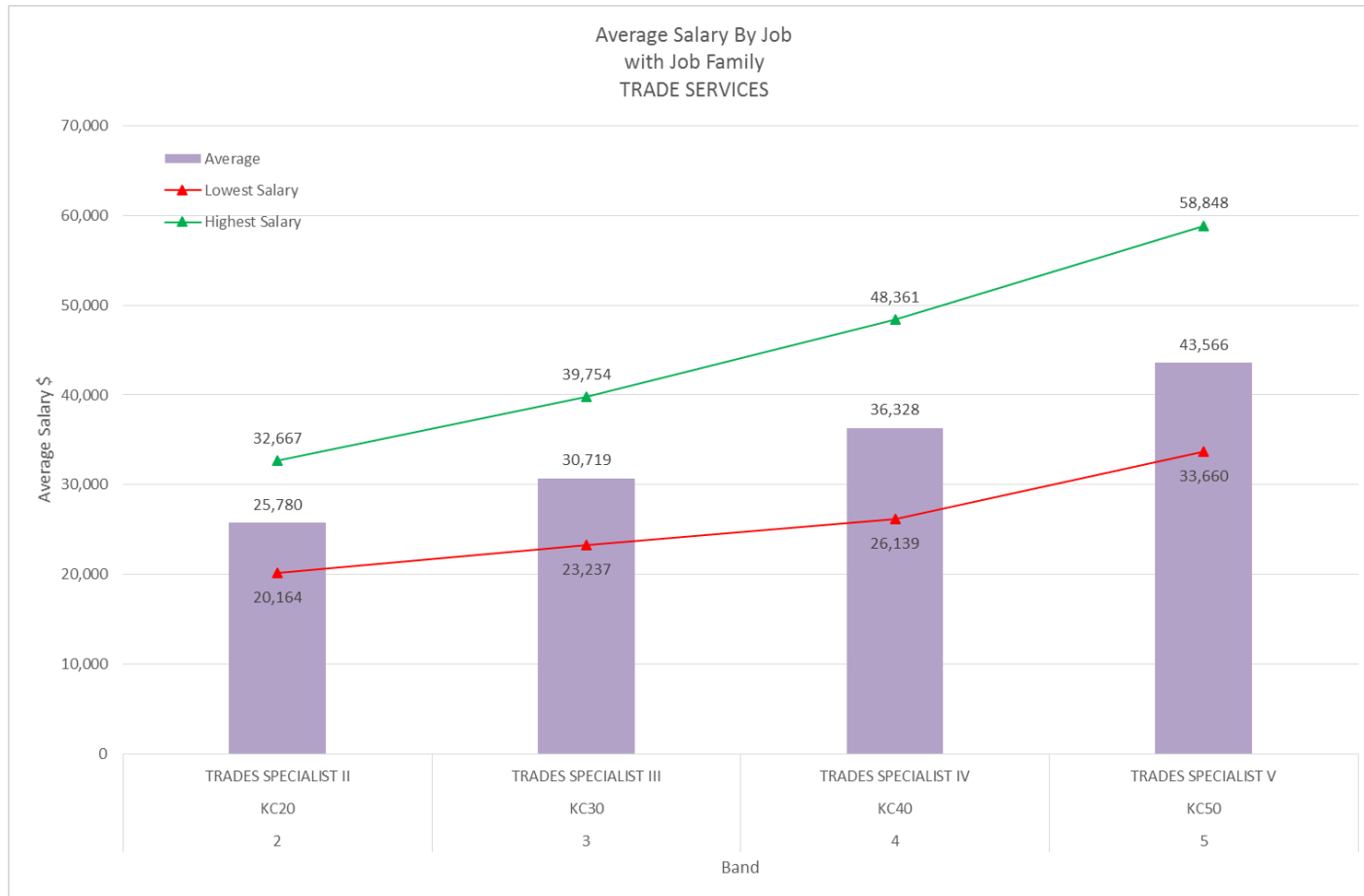
# Component Analysis

## Internal Equity and Salary Disparities – Food Services



# Component Analysis

## Internal Equity and Salary Disparities – Trade Services



# Internal Equity - By Agency

# Component Analysis

## Internal Equity and Salary Disparities – By Agency

These tables show the current compa-ratio for each of the 70 Agencies, sorted from highest to lowest.

Agency	# of Employees	Average Actual Salary	Average Comparative Ratio
Governor's Off-Mansion & Grounds	1	\$30,832	123%
Public Service Commission	30	\$69,957	117%
Patient Compensation	3	\$53,390	111%
The S C Infrastructure Bank Board	2	\$75,132	109%
S C Conservation Bank	2	\$75,527	109%
Ethics Commission	10	\$49,129	107%
Commission On Higher Education	25	\$64,564	106%
SC Aeronautics	7	\$62,821	105%
Dept Of Alcohol & Drug Abuse Svc	20	\$59,449	105%
Department Of Commerce	84	\$67,958	105%
Financial Institutional Board	36	\$56,664	104%
Election Commission	16	\$47,752	104%
TEC & Comprehensive Educ Board	73	\$64,325	103%
Housing Authority	114	\$55,220	103%
Rural Infrastructure Authority	7	\$61,546	101%
Department Of Transportation	4375	\$40,959	100%
Sea Grant Consortium	9	\$55,623	100%
Patriot's Point	81	\$39,026	100%
Revenue and Fiscal Affairs Office	65	\$58,836	100%
Adjutant Generals Office	107	\$47,828	98%
Office Of Inspector General	6	\$53,971	98%

# Component Analysis

## Internal Equity and Salary Disparities – By Agency (continued)

Agency	# of Employees	Average Actual Salary	Average Comparative Ratio
State Fiscal Account Authority	109	\$58,339	98%
Attorney General's Office	186	\$53,987	97%
Department of Insurance	79	\$53,487	97%
Commission on Indigent Defense	35	\$55,576	97%
Department of Public Safety	1232	\$45,434	96%
Office of The Comptroller	27	\$59,945	96%
Commission on Minority Affairs	8	\$52,997	95%
Secretary of State	29	\$45,212	95%
Public Employee Benefits Authority	245	\$52,175	94%
Vocational Rehabilitation	1163	\$43,815	94%
Museum Commission	25	\$45,759	94%
Department Of Natural Resources	669	\$44,691	93%
State Library	36	\$44,514	93%
Department of Education	909	\$45,077	93%
State Auditor Office	44	\$50,959	93%
Dept of Consumer Affairs	37	\$44,705	92%
Dept of Archives And History	30	\$42,072	92%
Office of the State Treasurer	54	\$55,691	92%
Lieutenant Governor's Office	34	\$52,269	92%
Department of Revenue	656	\$44,798	92%
Labor License & Regulation	352	\$46,132	92%
State Accident Fund	64	\$43,087	91%
Law Enforcement Training Council	114	\$46,070	91%
Educational Television Commission	120	\$45,326	91%
Governor's Off-Sled	559	\$50,514	90%
Department of Administration	609	\$47,755	90%

# Component Analysis

## Internal Equity and Salary Disparities – By Agency (continued)

Agency	# of Employees	Average Actual Salary	Average Comparative Ratio
Arts Commission	16	\$45,889	90%
Workers Compensation	45	\$43,857	90%
Dept of Probation, Parole & Pardon	642	\$39,224	88%
School for the Deaf and Blind	210	\$35,322	87%
Department of Corrections	5000	\$33,882	87%
Department of Agriculture	128	\$35,656	87%
Department of Social Services	3332	\$35,823	86%
Dept of Parks, Rec and Tourism	359	\$34,952	86%
Dept of Employment & Workforce	643	\$39,659	86%
Department of Mental Health	3977	\$36,586	86%
Dept of Disabilities & Special Need	1768	\$28,685	85%
Department of Motor Vehicles	1197	\$31,295	85%
Dept of Health And Env Control	3052	\$43,632	84%
Dept of Health And Human Services	862	\$42,143	84%
Human Affairs Commission	32	\$40,145	83%
SC Dept Juvenile Justice	1208	\$34,926	83%
Confed Relic Rm And Mil Commission	4	\$39,393	83%
Forestry Commission	328	\$32,356	83%
Higher Education Tuition Grant	3	\$43,649	83%
Wil Lou Gray Opportunity School	73	\$33,584	82%
Procurement Review Panel	2	\$45,700	82%
Commission For The Blind	91	\$36,483	81%
John De La Howe School	71	\$31,194	80%
<b>Total Employees</b>	<b>35,541</b>	<b>Total Comparative Ratio</b>	<b>91%</b>



# Classified Pay Bands

# Classified Pay Bands

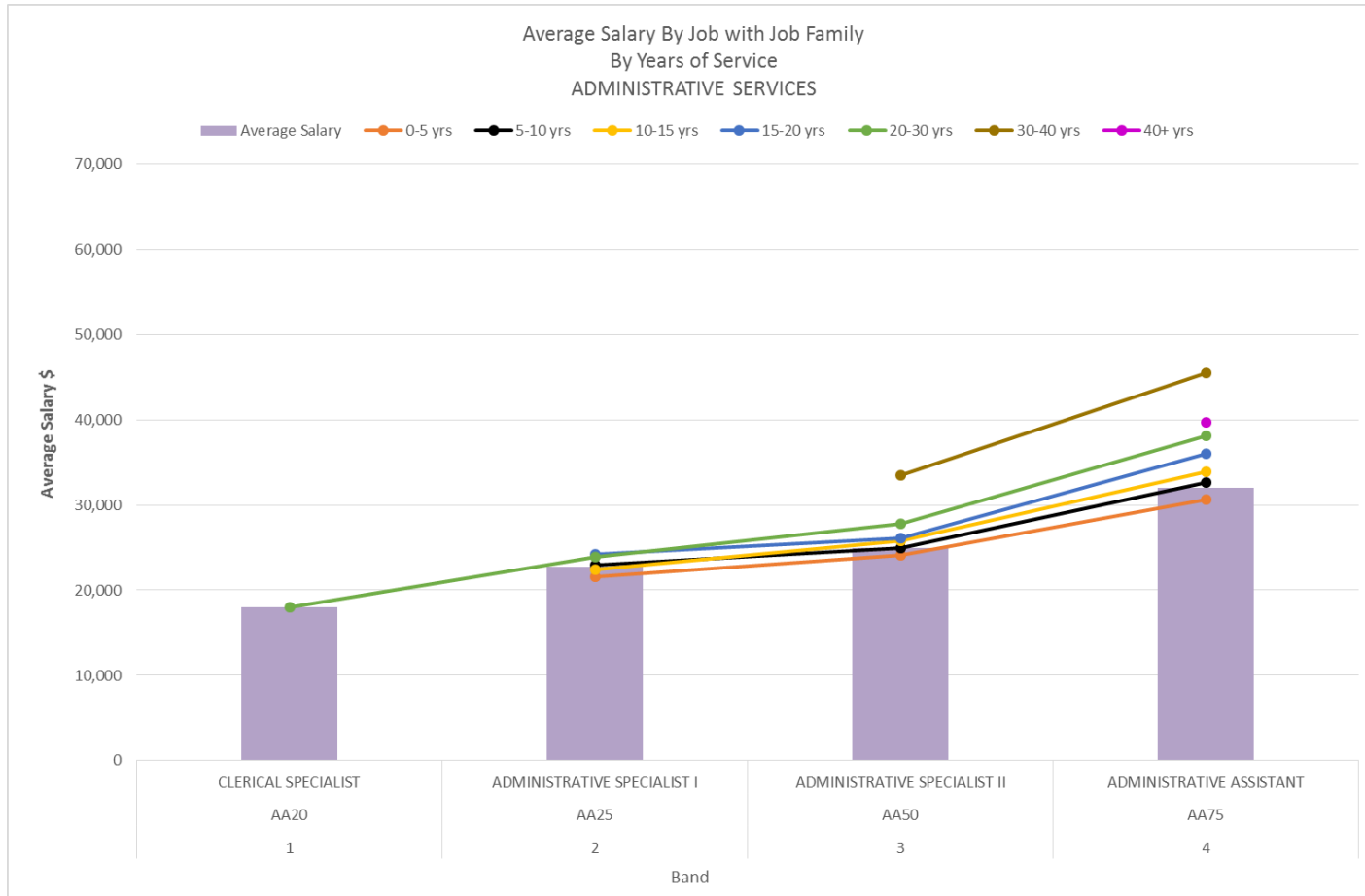
## State of South Carolina Classified Pay Bands

Band	Minimum	Midpoint	Maximum
1	\$15,080	\$20,959	\$26,838
2	\$17,656	\$25,161	\$32,667
3	\$21,484	\$30,619	\$39,754
4	\$26,139	\$37,250	\$48,361
5	\$31,805	\$45,326	\$58,848
6	\$38,703	\$55,155	\$71,608
7	\$47,092	\$67,108	\$87,125
8	\$57,299	\$81,655	\$106,012
9	\$69,717	\$99,352	\$128,987
10	\$84,828	\$120,884	\$156,941

# Internal Equity - By Years of Service

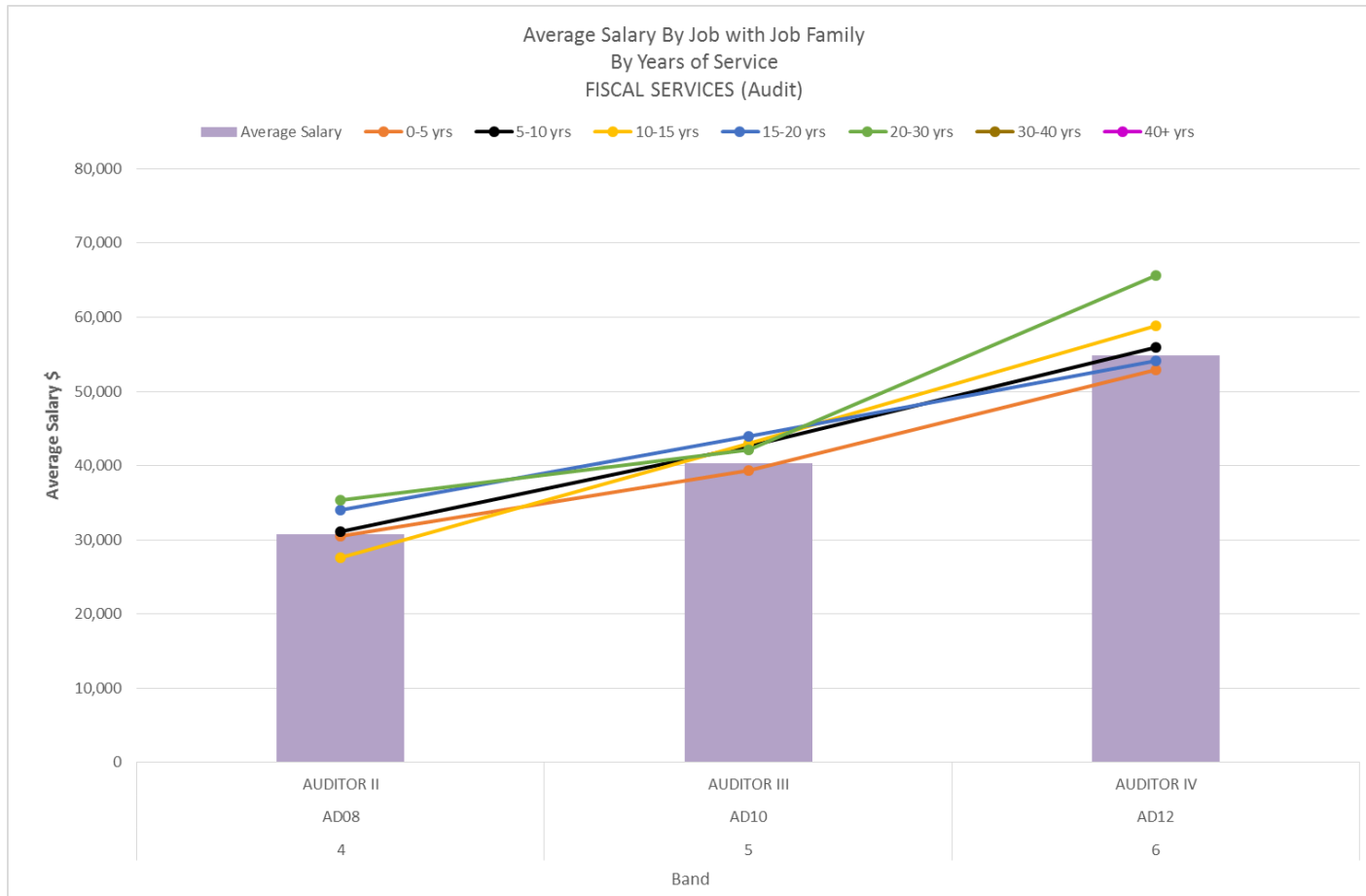
# Component Analysis

## Internal Equity and Salary Disparities – Administrative Services



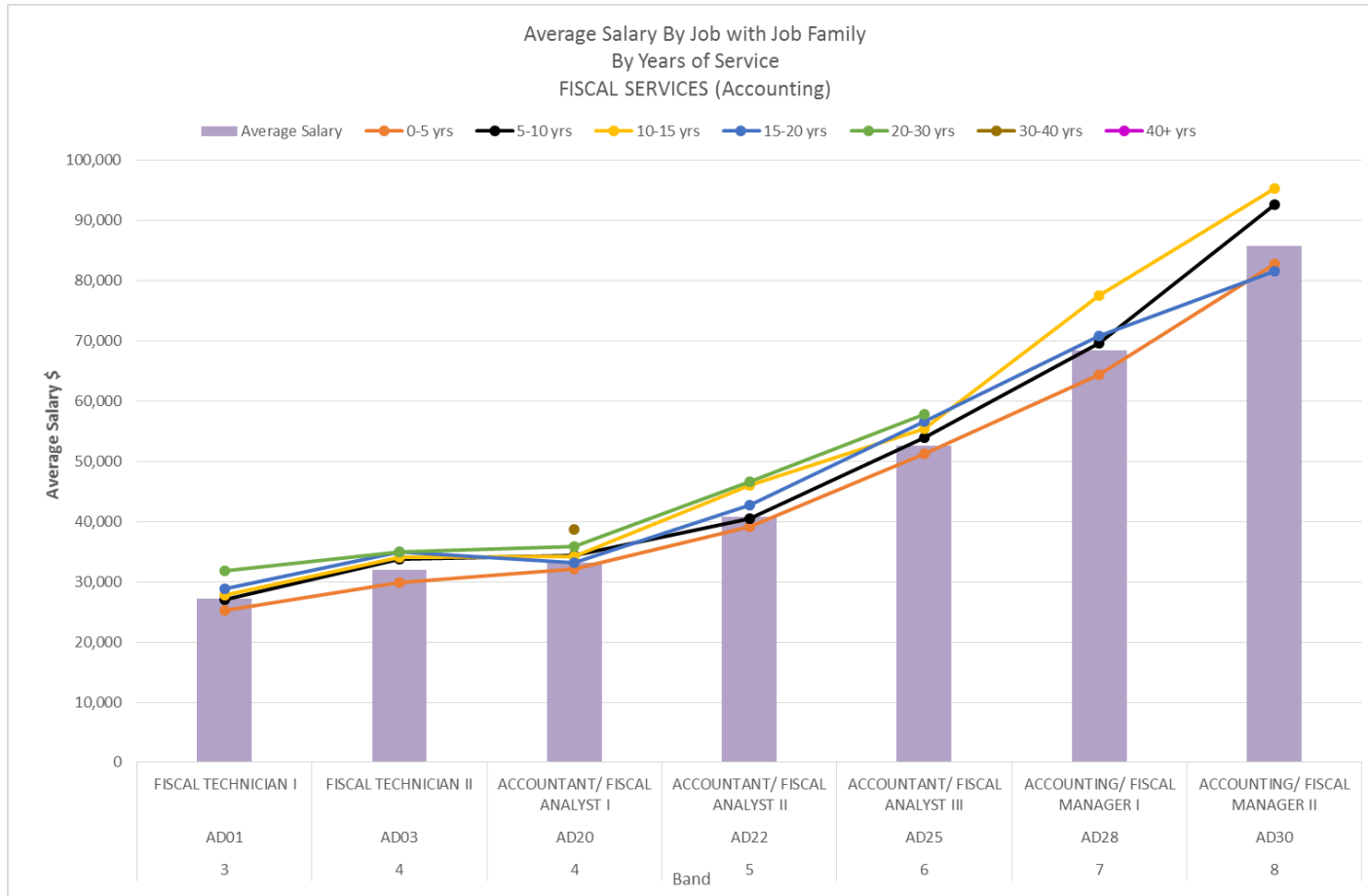
# Component Analysis

## Internal Equity and Salary Disparities – Fiscal Services (Audit)



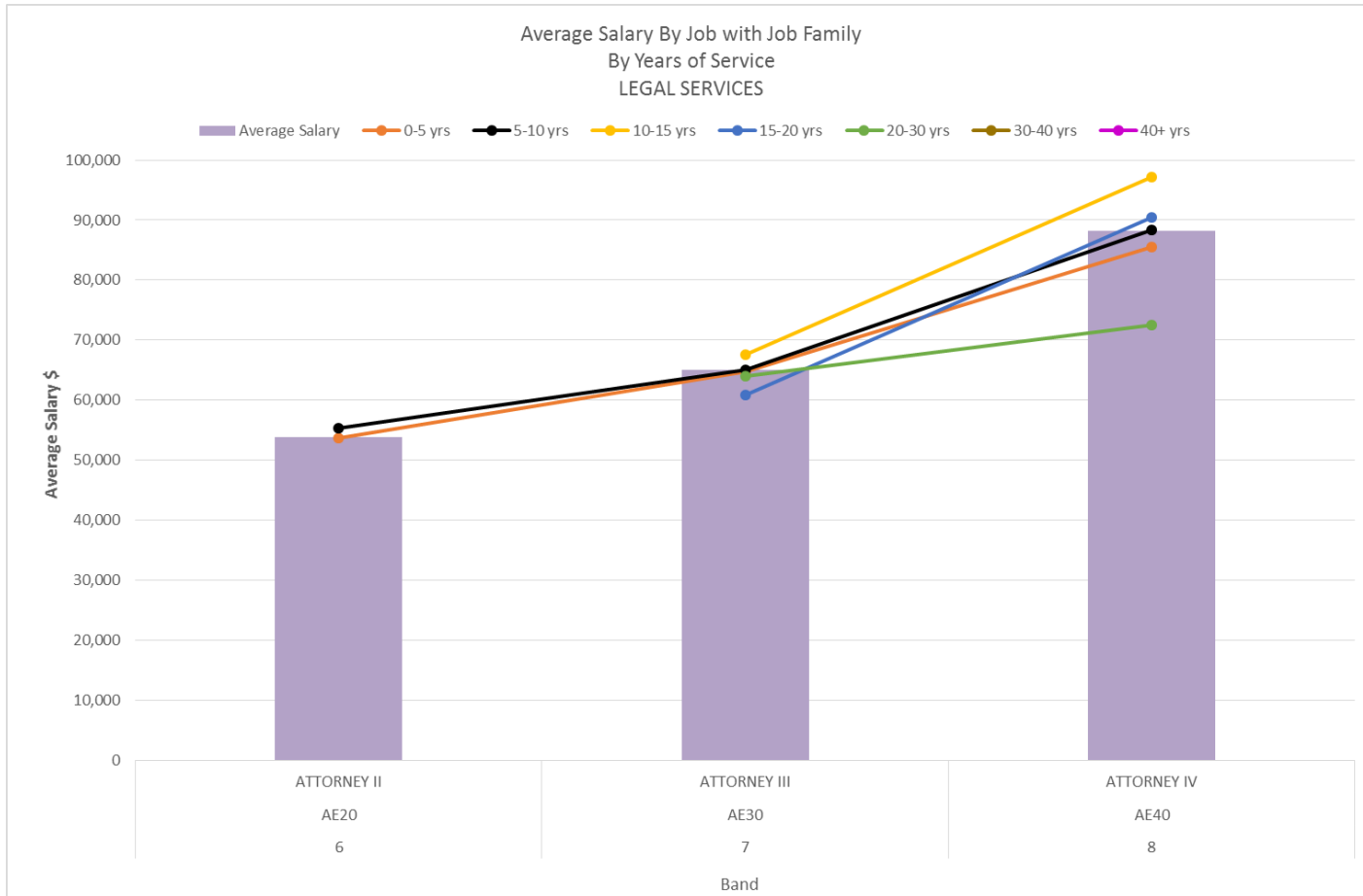
# Component Analysis

## Internal Equity and Salary Disparities – Fiscal Services (Accounting)



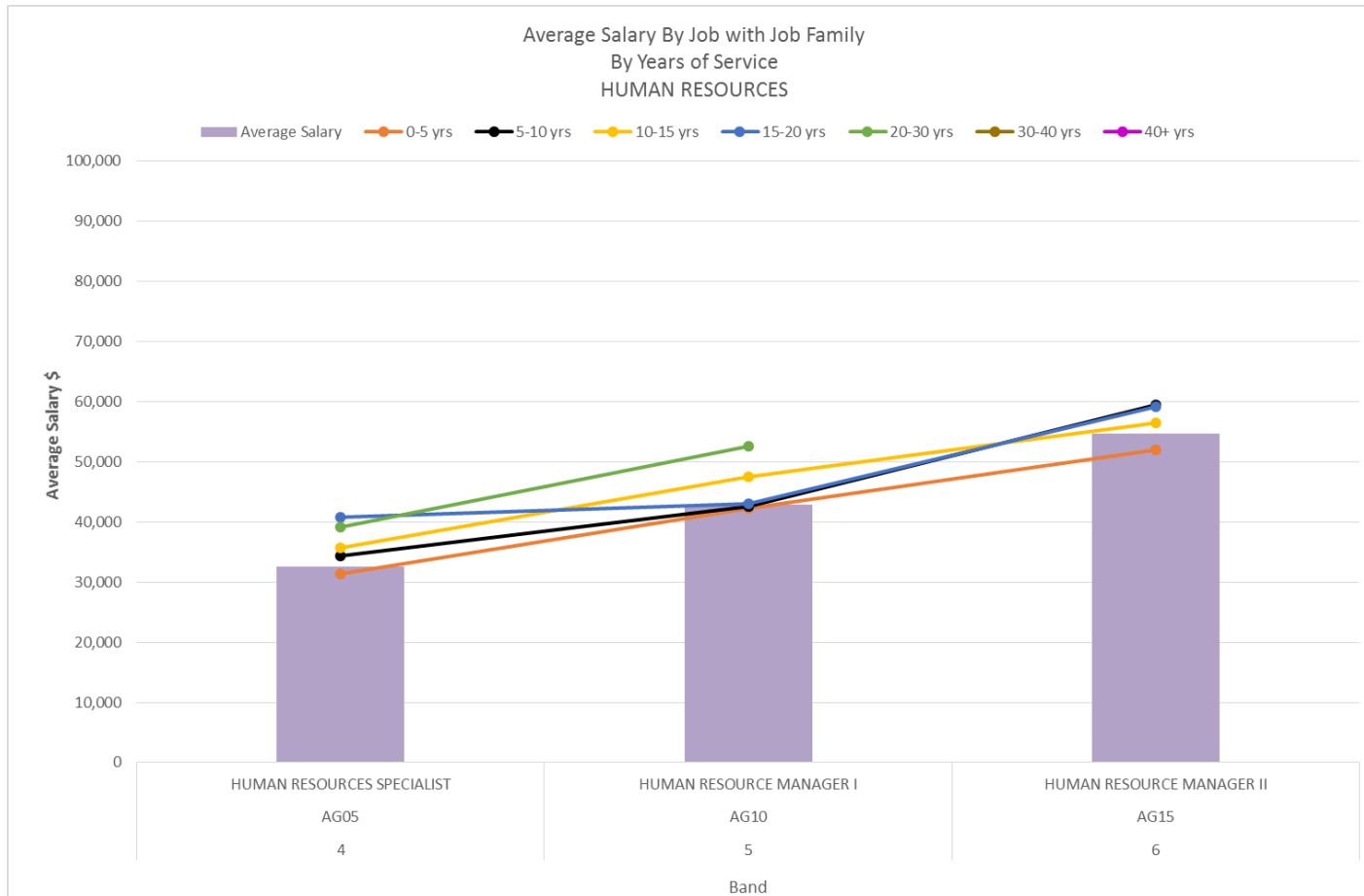
# Component Analysis

## Internal Equity and Salary Disparities – Legal Services



# Component Analysis

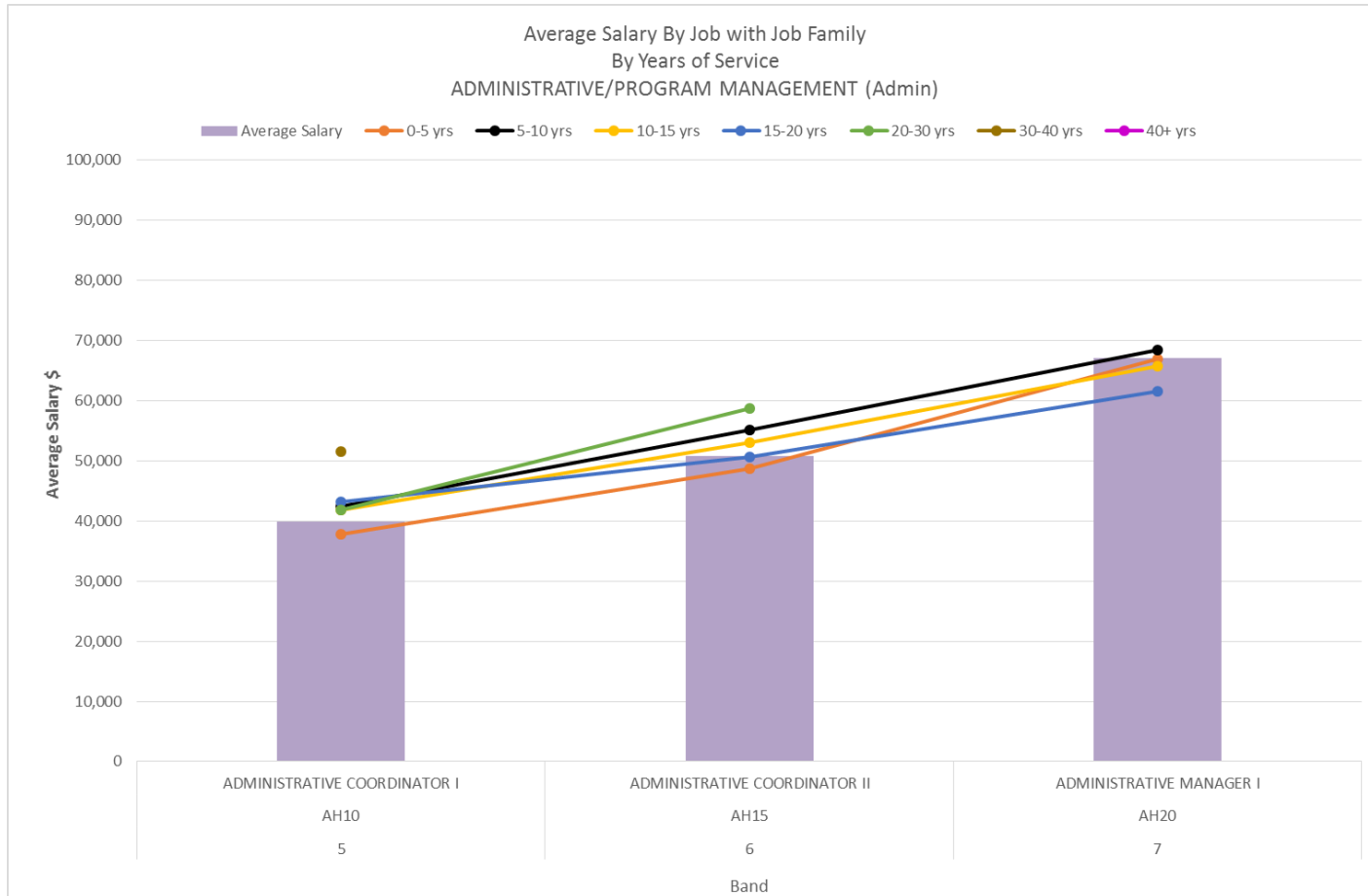
## Internal Equity and Salary Disparities – Human Resources





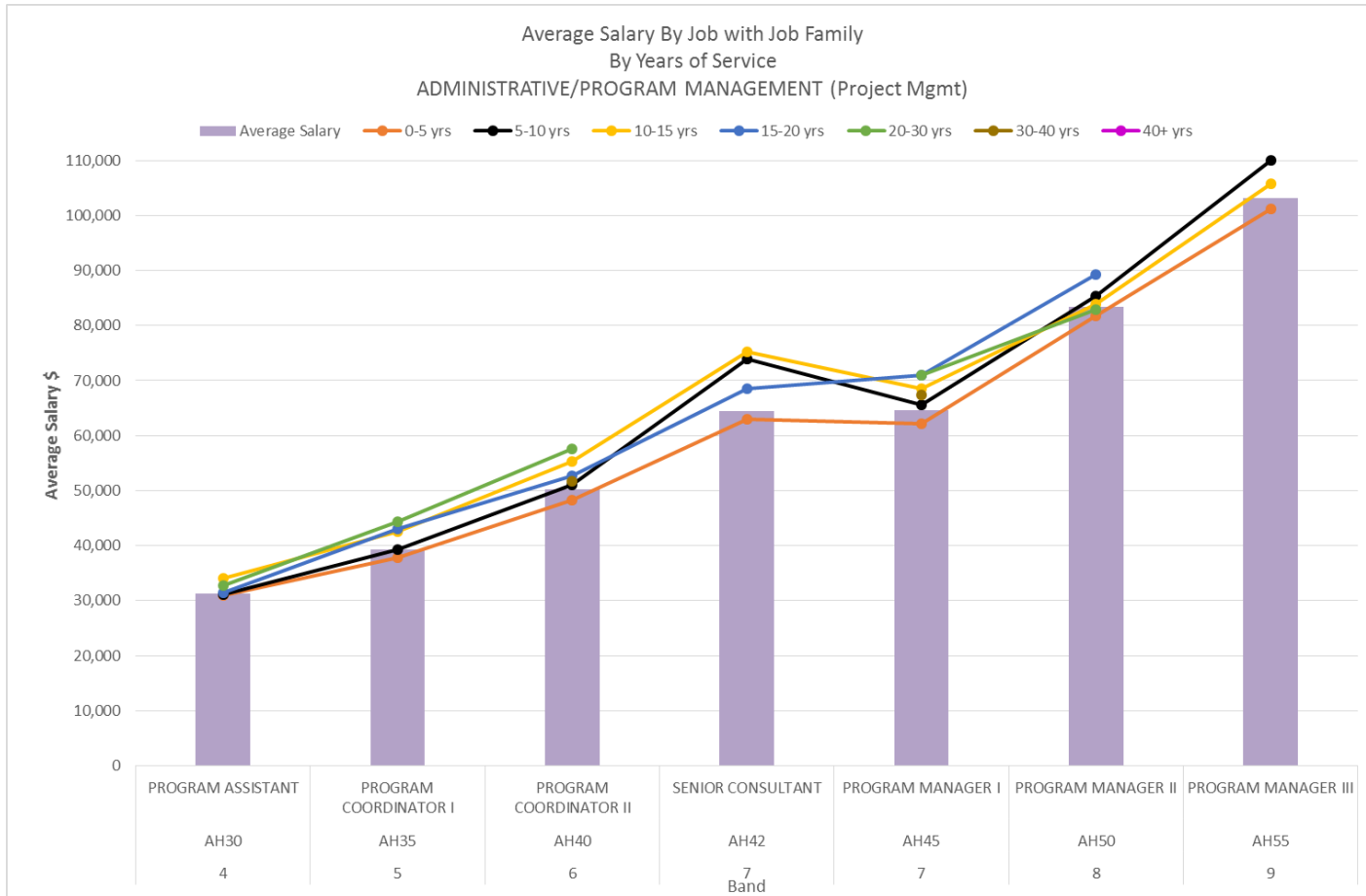
# Component Analysis

## Internal Equity and Salary Disparities – Administrative/Program Mgmt



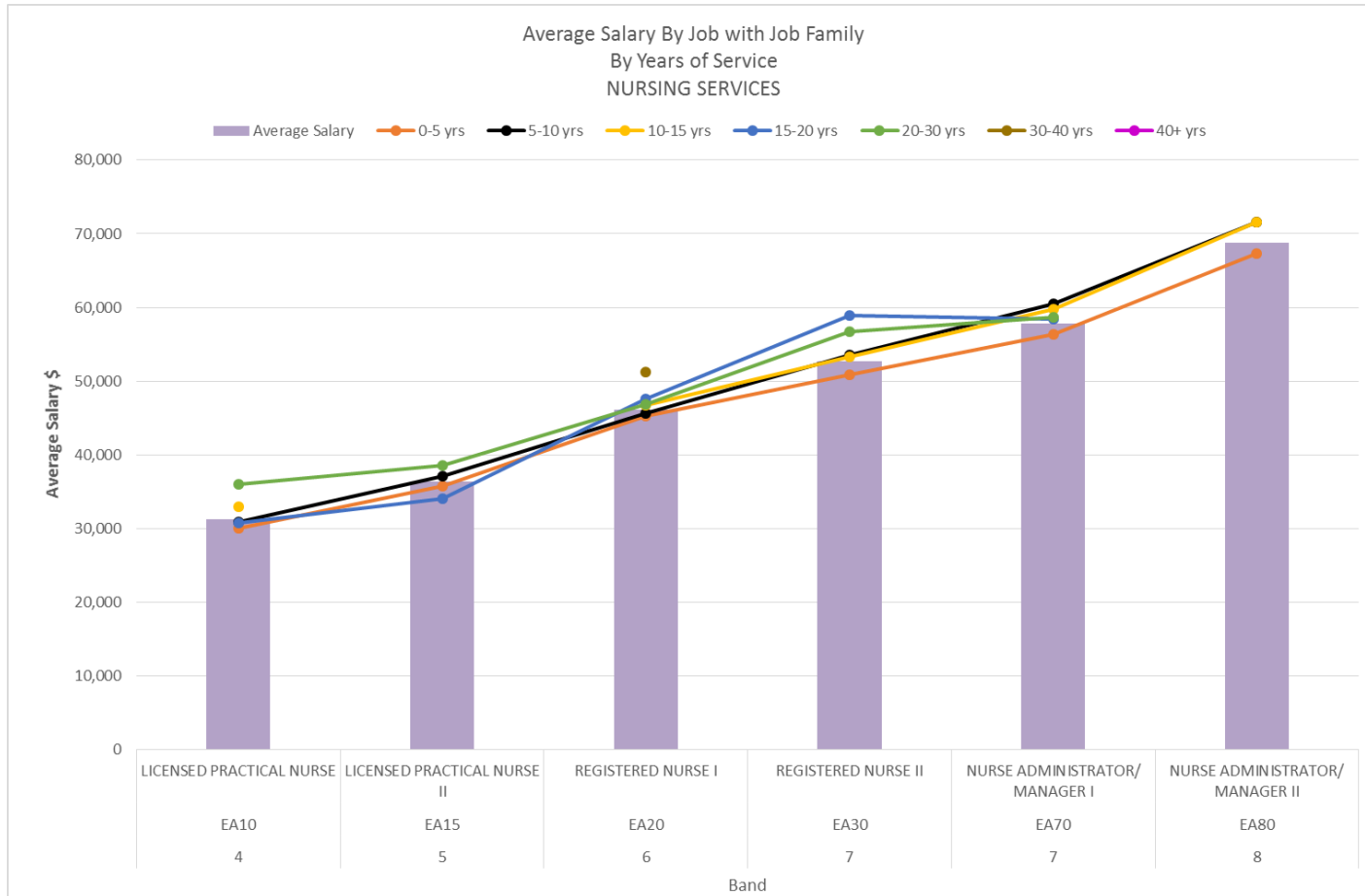
# Component Analysis

## Internal Equity and Salary Disparities – Admin/Program Management



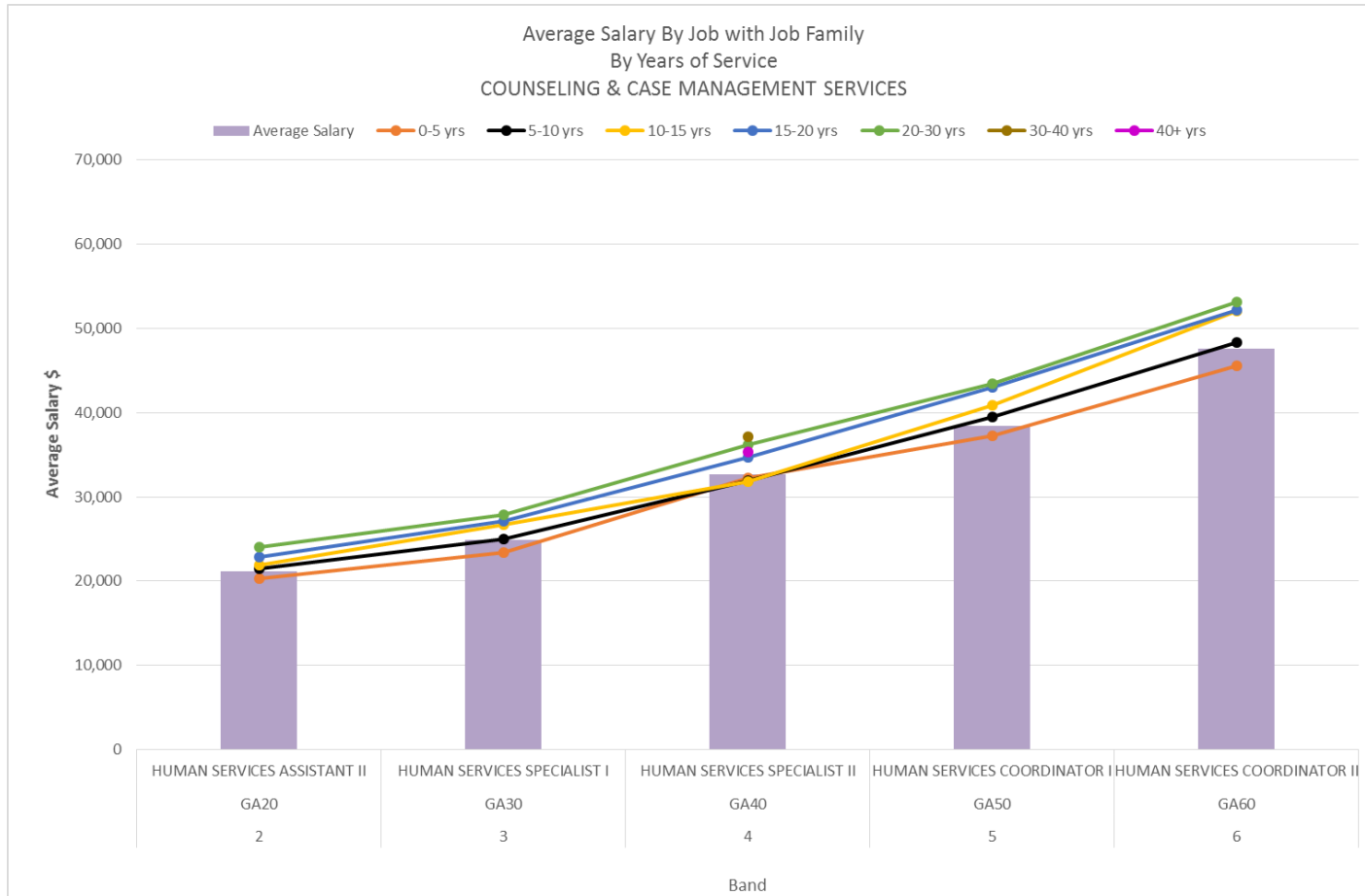
# Component Analysis

## Internal Equity and Salary Disparities – Nursing Services



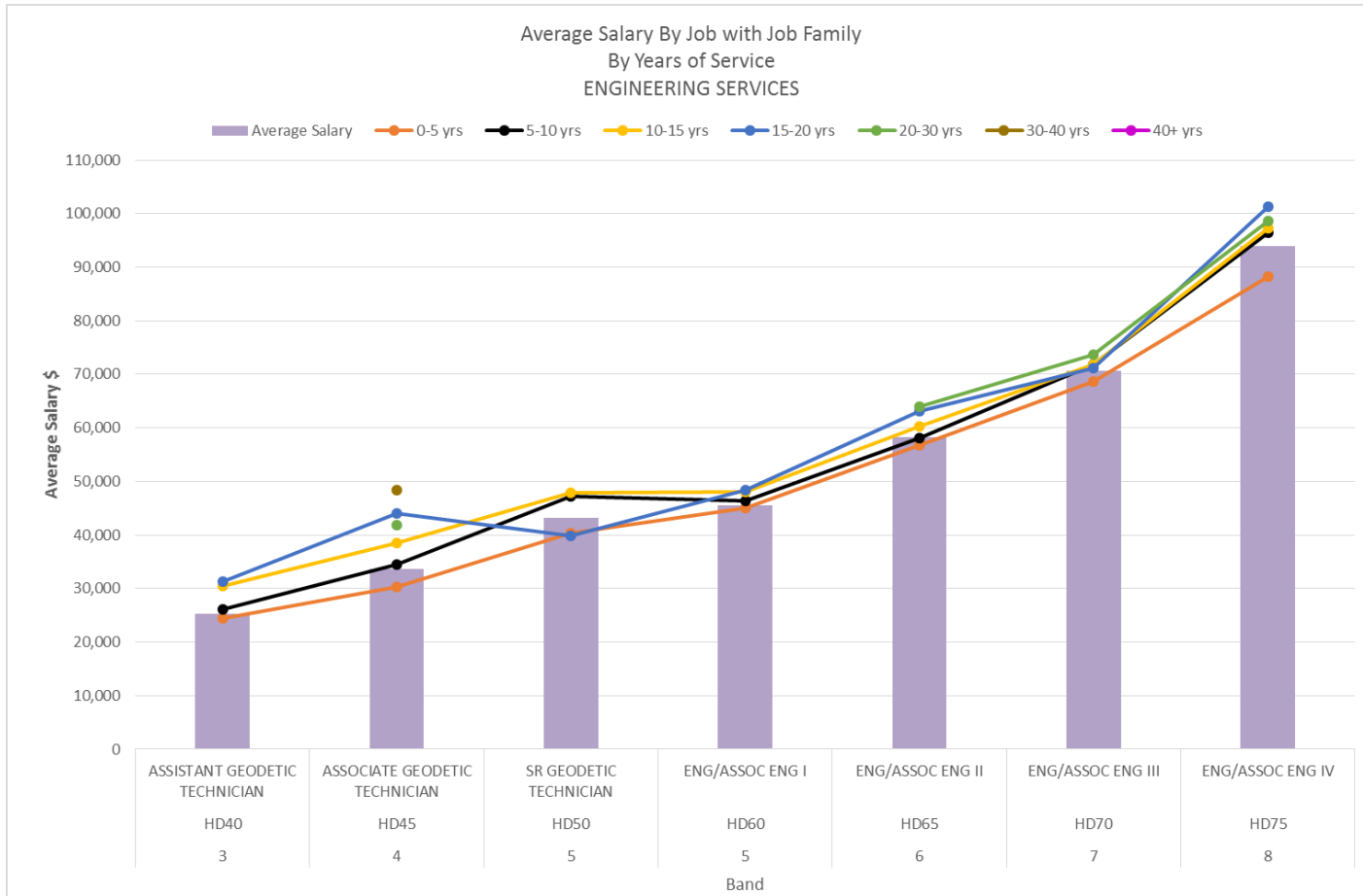
# Component Analysis

## Internal Equity and Salary Disparities – Counseling & Case Mgmt



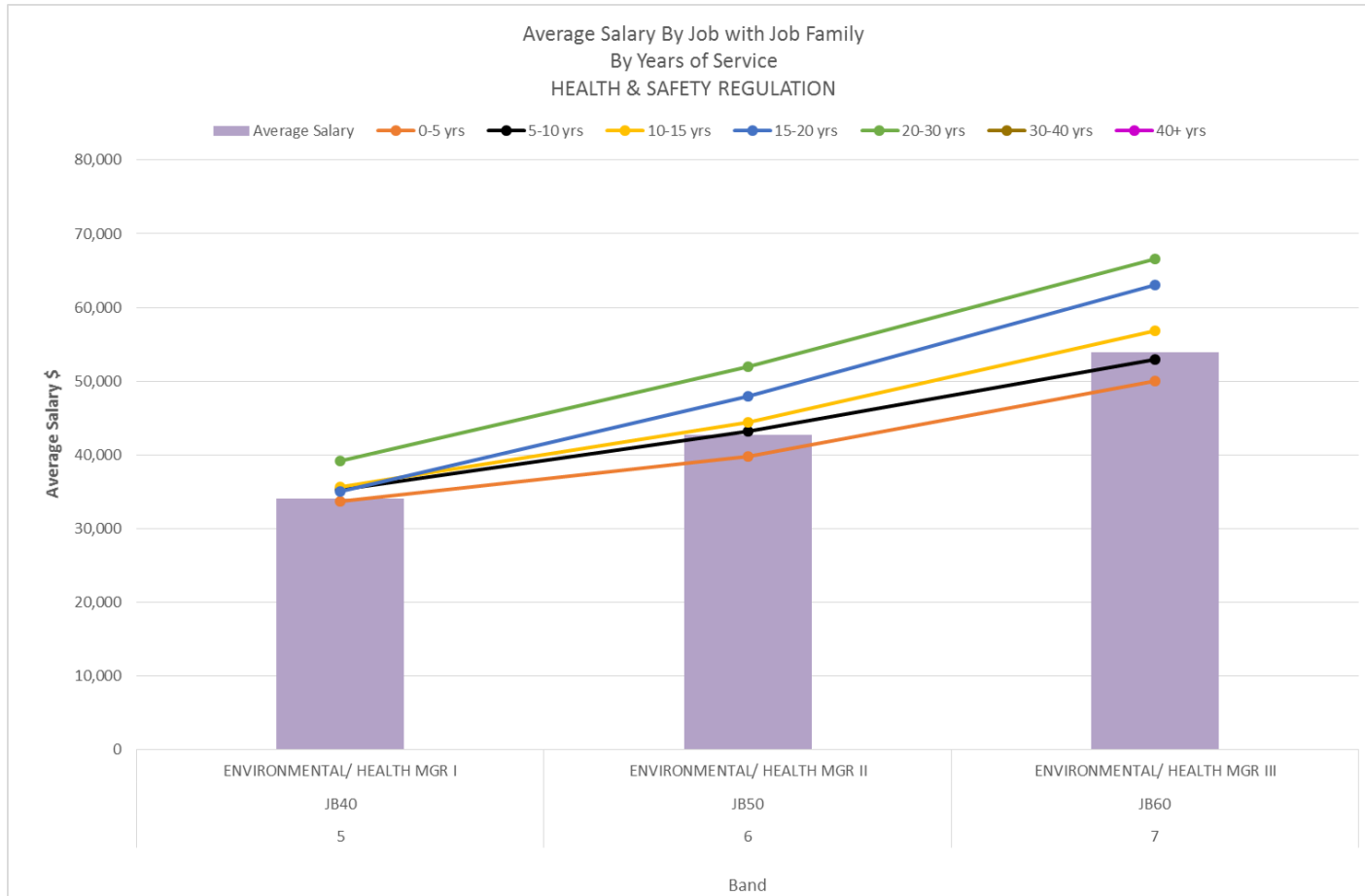
# Component Analysis

## Internal Equity and Salary Disparities – Engineering Services



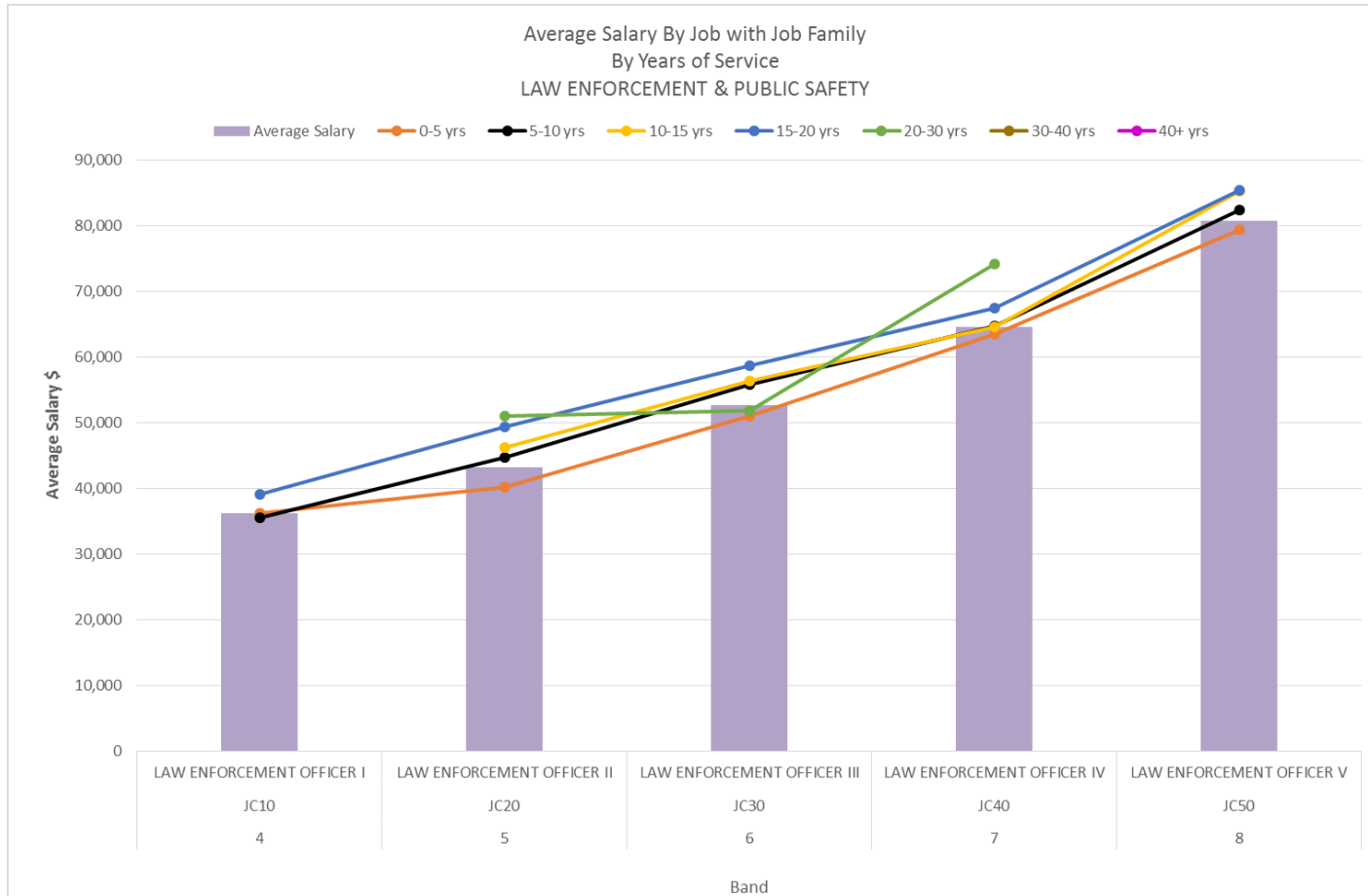
# Component Analysis

## Internal Equity and Salary Disparities – Health & Safety Regulation



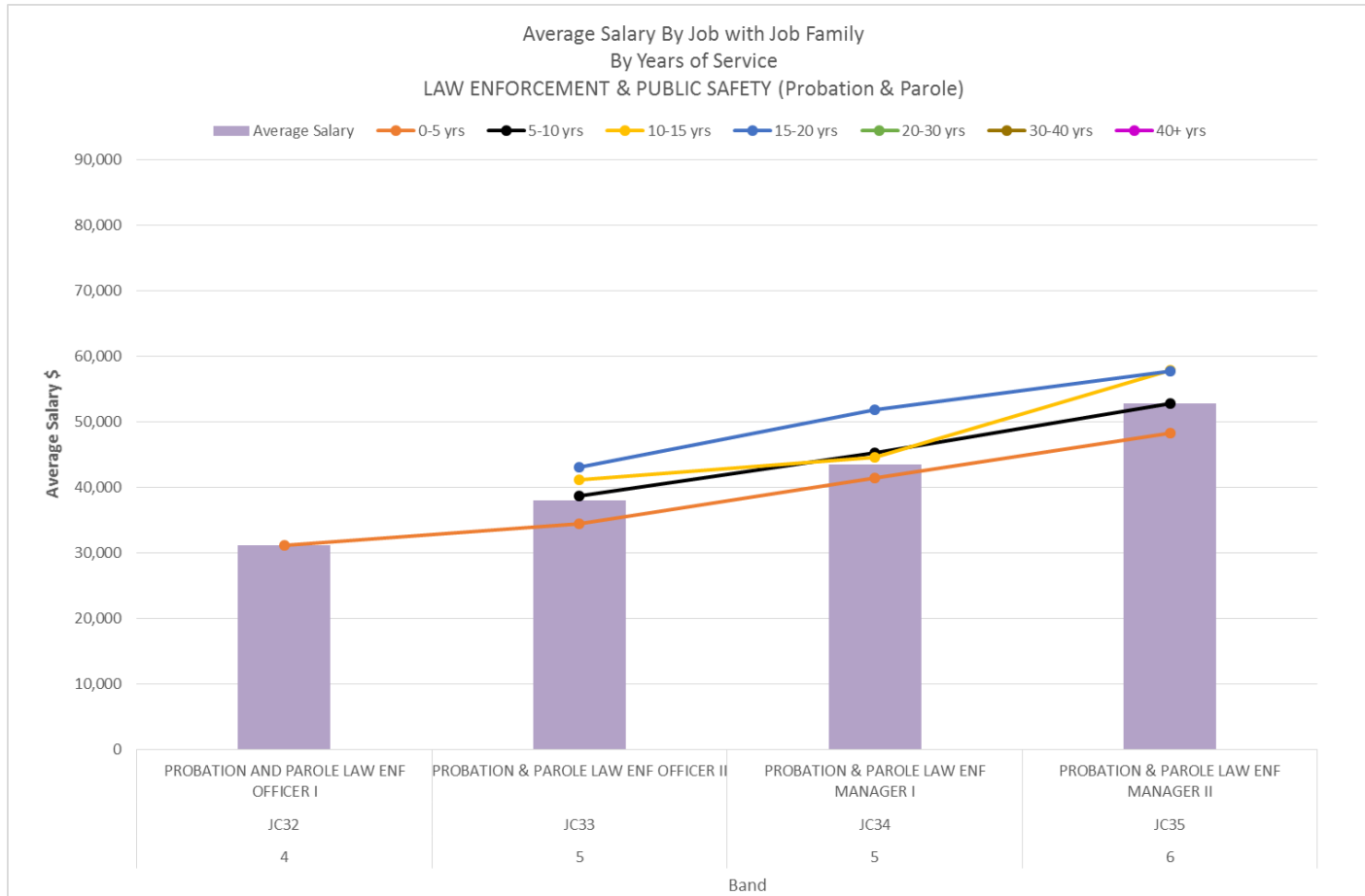
# Component Analysis

## Internal Equity and Salary Disparities – Law Enforcement



# Component Analysis

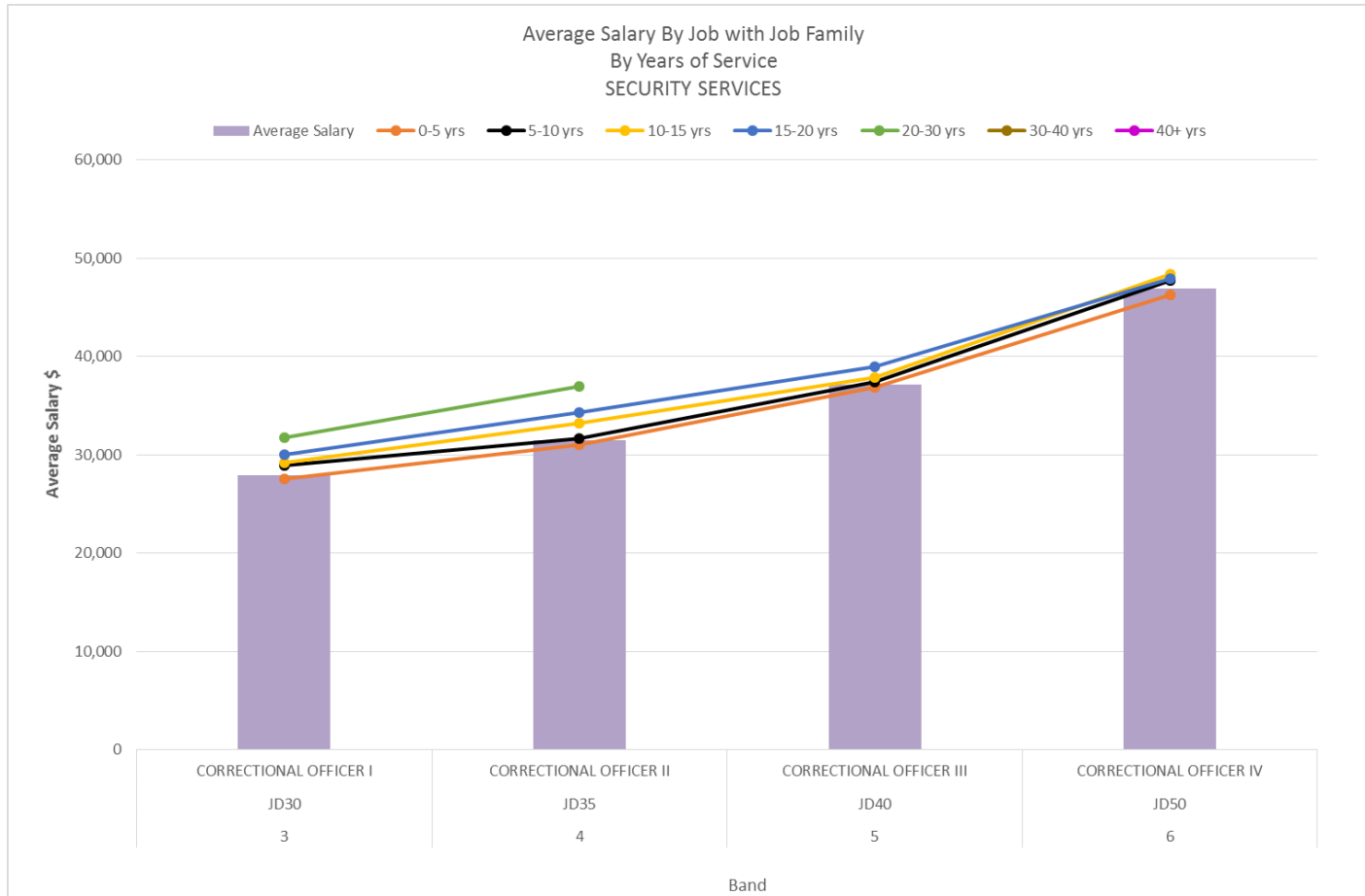
## Internal Equity and Salary Disparities – Public Safety





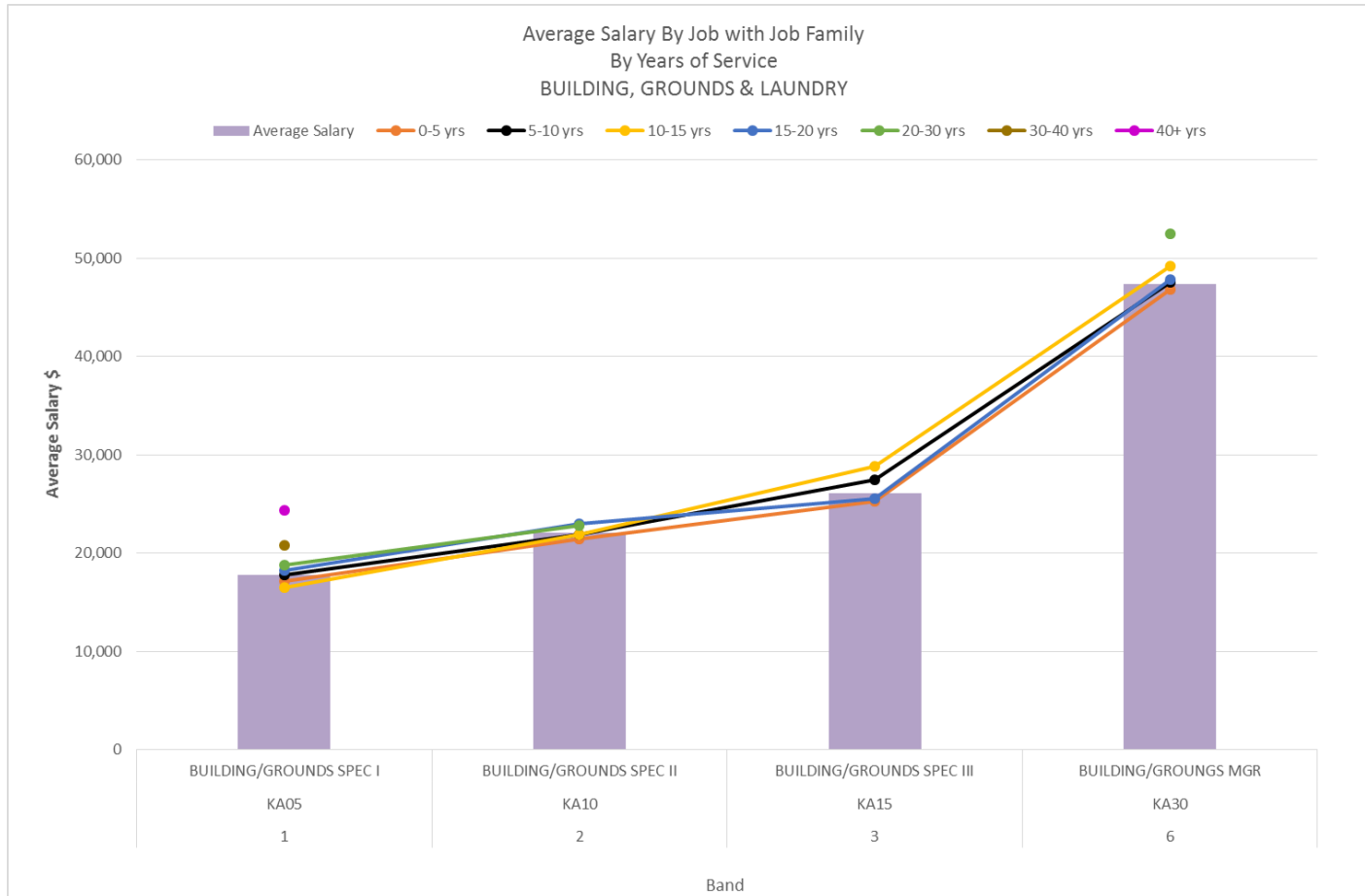
# Component Analysis

## Internal Equity and Salary Disparities – Security Services



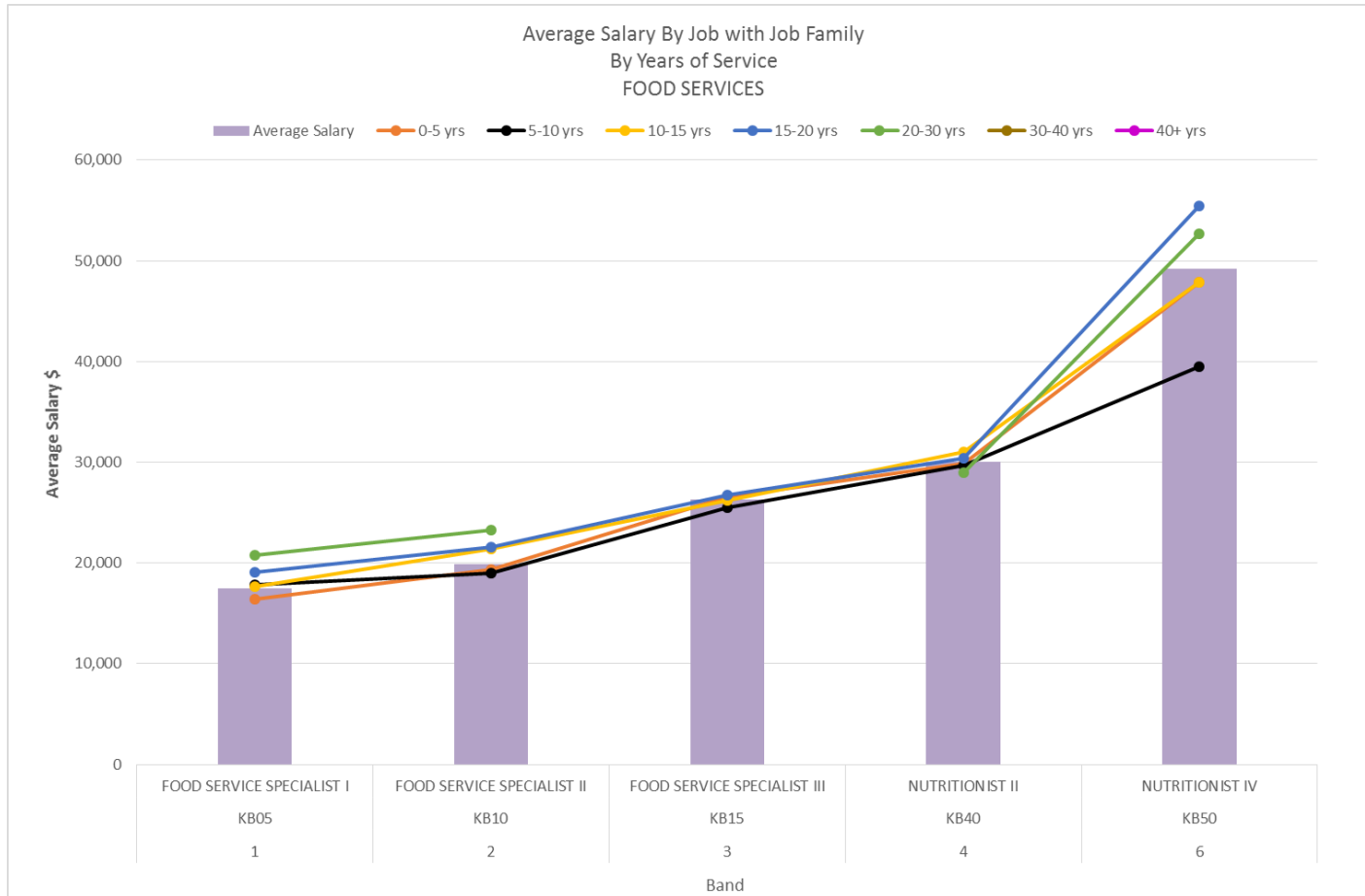
# Component Analysis

## Internal Equity and Salary Disparities – Bldg, Grounds & Laundry



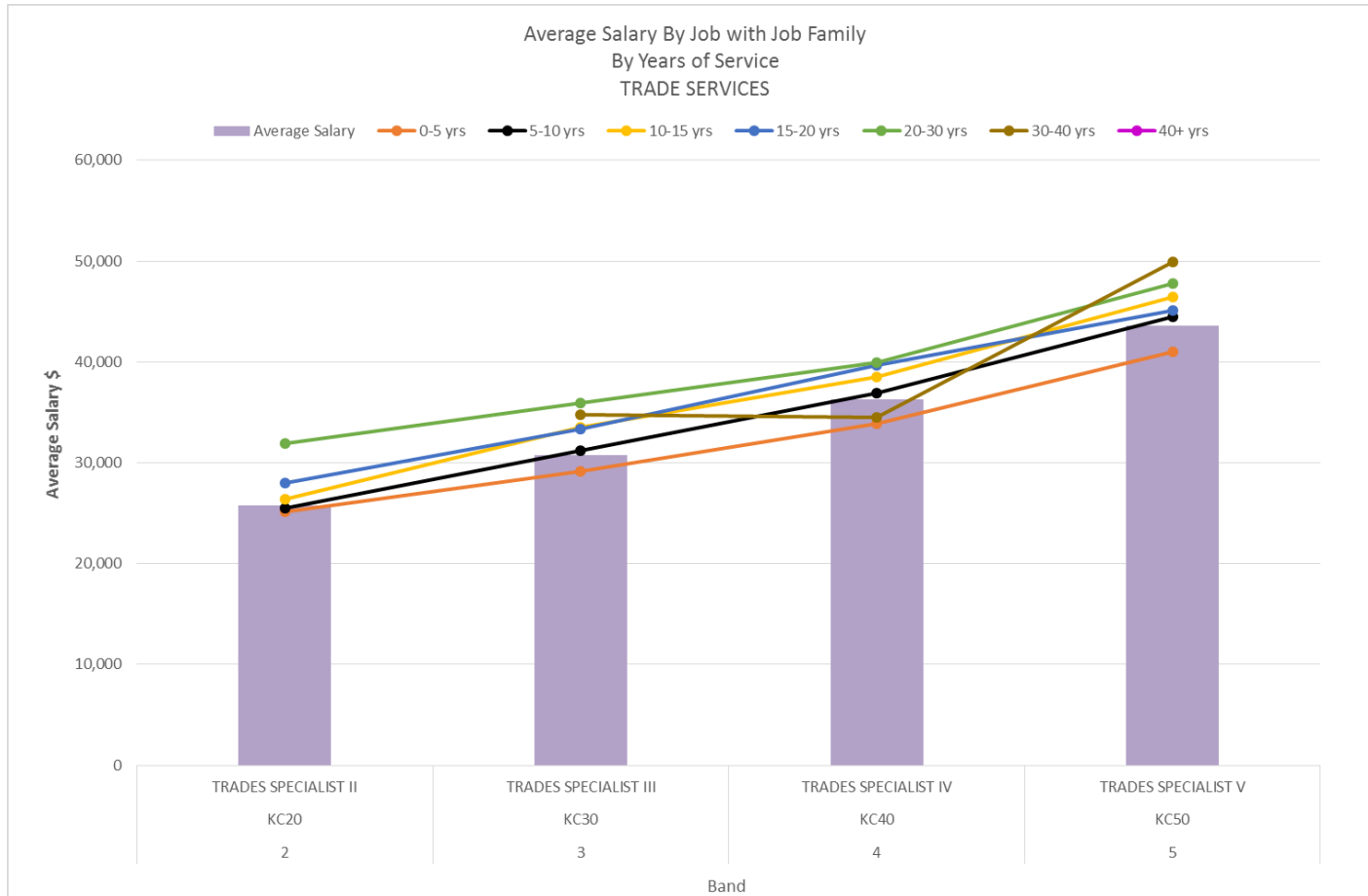
# Component Analysis

## Internal Equity and Salary Disparities – Food Services



# Component Analysis

## Internal Equity and Salary Disparities – Trade Services



# Agency Size - By Employee Group

# Component Analysis

Agency by Employee Group (sorted largest to smallest)

Agency	FTE Employees				Temporary		Temporary Grant		Time Limited		TOTAL	
	Classified		Unclassified		#	%	#	%	#	%	#	%
	#	%	#	%								
DEPARTMENT OF CORRECTIONS	4989	95%	61	1%	160	3%	15	0.3%		0%	5225	12%
DEPARTMENT OF TRANSPORTATION	4387	99%	4	0%	15	0%	5	0.1%		0%	4411	10%
DEPARTMENT OF MENTAL HEALTH	3991	92%	114	3%	253	6%		0.0%		0%	4358	10%
DEPARTMENT OF SOCIAL SERVICES	3353	82%	5	0%	208	5%	512	12.5%	10	0%	4088	10%
DEPT OF HEALTH AND ENV CONTROL	3058	89%	5	0%	246	7%	112	3.3%	3	0%	3424	8%
DEPT OF DISABILITIES&SPEC NEED	1774	90%	1	0%	194	10%		0.0%		0%	1969	5%
VOCATIONAL REHABILITATION	1163	80%	16	1%	264	18%		0.0%	2	0%	1445	3%
DEPARTMENT OF EDUCATION	914	63%	122	8%	367	25%	18	1.2%	22	2%	1443	3%
SC DEPT JUVENILE JUSTICE	1210	89%	66	5%	78	6%	1	0.1%		0%	1355	3%
DEPARTMENT OF PUBLIC SAFETY	1232	94%	3	0%	65	5%	9	0.7%		0%	1309	3%
DEPARTMENT OF MOTOR VEHICLES	1207	93%	6	0%	88	7%	2	0.2%		0%	1303	3%
DEPT OF HEALTH AND HUMAN SVCS	865	75%	7	1%	74	6%	214	18.4%	1	0%	1161	3%
DEPARTMENT OF NAT. RESOURCES	670	73%	13	1%	112	12%	100	10.9%	20	2%	915	2%
DEPARTMENT OF ADMINISTRATION	608	77%	39	5%	23	3%	8	1.0%	115	15%	793	2%
DEPT OF EMPLOYMENT & WORKFORCE	643	85%	7	1%	31	4%	73	9.7%		0%	754	2%
DEPARTMENT OF REVENUE	658	89%	1	0%	81	11%		0.0%		0%	740	2%
DEPT OF PARKS, REC AND TOURISM	357	49%	2	0%	372	51%	1	0.1%		0%	732	2%
DEPT OF PROB, PAROLE & PARDON	645	96%	4	1%	22	3%	1	0.1%		0%	672	2%
GOVERNOR'S OFF-SLED	561	85%	1	0%	69	10%	29	4.4%		0%	660	2%
LABOR LICENSE & REGULATION	356	56%	2	0%	277	44%		0.0%		0%	635	2%
ADJUTANT GENERALS OFFICE	107	18%	1	0%	195	33%	246	42.0%	37	6%	586	1%
SCHOOL FOR THE DEAF AND BLIND	209	53%	89	23%	53	13%	1	0.3%	43	11%	395	1%
FORESTRY COMMISSION	329	91%	2	1%	30	8%		0.0%		0%	361	1%
PUBLIC EMPLOYEE BENEFITS AUTH	246	94%	8	3%	7	3%		0.0%		0%	261	1%
DEPARTMENT OF AGRICULTURE	128	50%	1	0%	120	47%	1	0.4%	5	2%	255	1%
ATTORNEY GENERAL'S OFFICE	186	79%	2	1%	40	17%	6	2.6%		0%	234	1%
TEC & COMPREHENSIVE EDUC BOARD	73	31%	6	3%	154	66%	1	0.4%		0%	234	1%
EDUCATIONAL TELEVISION COMM	120	78%	1	1%	31	20%	2	1.3%		0%	154	0%
PATRIOT'S POINT	82	57%	1	1%	61	42%		0.0%		0%	144	0%
HOUSING AUTHORITY	112	83%	1	1%	12	9%		0.0%	10	7%	135	0%

# Component Analysis

## Agency by Employee Group (continued)

Agency	FTE Employees				Temporary		Temporary Grant		Time Limited		TOTAL	
	Classified		Unclassified		#	%	#	%	#	%	#	%
	#	%	#	%								
STATE FISCAL ACCT AUTHORITY	110	90%	7	6%	2	2%		0.0%	3	2%	122	0%
LAW ENFORCEMENT TRNING COUNCIL	114	95%	1	1%		0%	5	4.2%		0%	120	0%
COMMISSION FOR THE BLIND	91	81%	1	1%	17	15%	4	3.5%		0%	113	0%
DEPARTMENT OF COMMERCE	84	79%	4	4%	18	17%		0.0%	1	1%	107	0%
JOHN DE LA HOWE SCHOOL	71	68%	15	14%	18	17%		0.0%		0%	104	0%
WIL LOU GRAY OPPORTUNITY SCH	73	72%	18	18%	11	11%		0.0%		0%	102	0%
DEPARTMENT OF INSURANCE	79	81%	5	5%	13	13%	1	1.0%		0%	98	0%
MUSEUM COMMISSION	26	30%	1	1%	58	66%		0.0%	3	3%	88	0%
OFFICE OF REGULATORY STAFF	0	0%	71	88%	7	9%		0.0%	3	4%	81	0%
REVENUE AND FISCAL AFFAIRS OFF	64	83%	2	3%	2	3%		0.0%	9	12%	77	0%
OFFICE OF THE STATE TREASURER	55	79%	4	6%	11	16%		0.0%		0%	70	0%
COMMISSION ON INDIGENT DEFENSE	37	53%	33	47%		0%		0.0%		0%	70	0%
STATE ACCIDENT FUND	64	98%	1	2%		0%		0.0%		0%	65	0%
WORKERS COMPENSATION	45	79%	8	14%	4	7%		0.0%		0%	57	0%
STATE AUDITOR OFFICE	43	96%	2	4%		0%		0.0%		0%	45	0%
LIEUTENANT GOVERNOR'S OFFICE	34	77%	7	16%	3	7%		0.0%		0%	44	0%
DEPT OF ALCOHOL&DRUG ABUSE SVC	21	48%	1	2%	1	2%	12	27.3%	9	20%	44	0%
DEPT OF ARCHIVES AND HISTORY	30	73%	1	2%	6	15%		0.0%	4	10%	41	0%
DEPT OF CONSUMER AFFAIRS	37	90%	1	2%	3	7%		0.0%		0%	41	0%
COMMISSION ON HIGHER EDUCATION	25	63%	1	3%	4	10%	10	25.0%		0%	40	0%
STATE LIBRARY	37	97%	1	3%		0%		0.0%		0%	38	0%
PUBLIC SERVICE COMMISSION	30	79%	7	18%		0%		0.0%	1	3%	38	0%
HUMAN AFFAIRS COMMISSION	32	86%	1	3%	4	11%		0.0%		0%	37	0%
FINANCIAL INSTITUTIONAL BOARD	36	97%	1	3%		0%		0.0%		0%	37	0%
SECRETARY OF STATE	29	91%	1	3%	2	6%		0.0%		0%	32	0%
OFFICE OF THE COMPTRROLLER	27	84%	2	6%	3	9%		0.0%		0%	32	0%
GOVERNOR'S OFF-MANSION & GRNDS	1	4%	6	26%	16	70%		0.0%		0%	23	0%
ARTS COMMISSION	16	80%	1	5%	3	15%		0.0%		0%	20	0%
SEA GRANT CONSORTIUM	9	45%	1	5%	6	30%	4	20.0%		0%	20	0%
SC AERONAUTICS	7	35%	1	5%	12	60%		0.0%		0%	20	0%

# Component Analysis

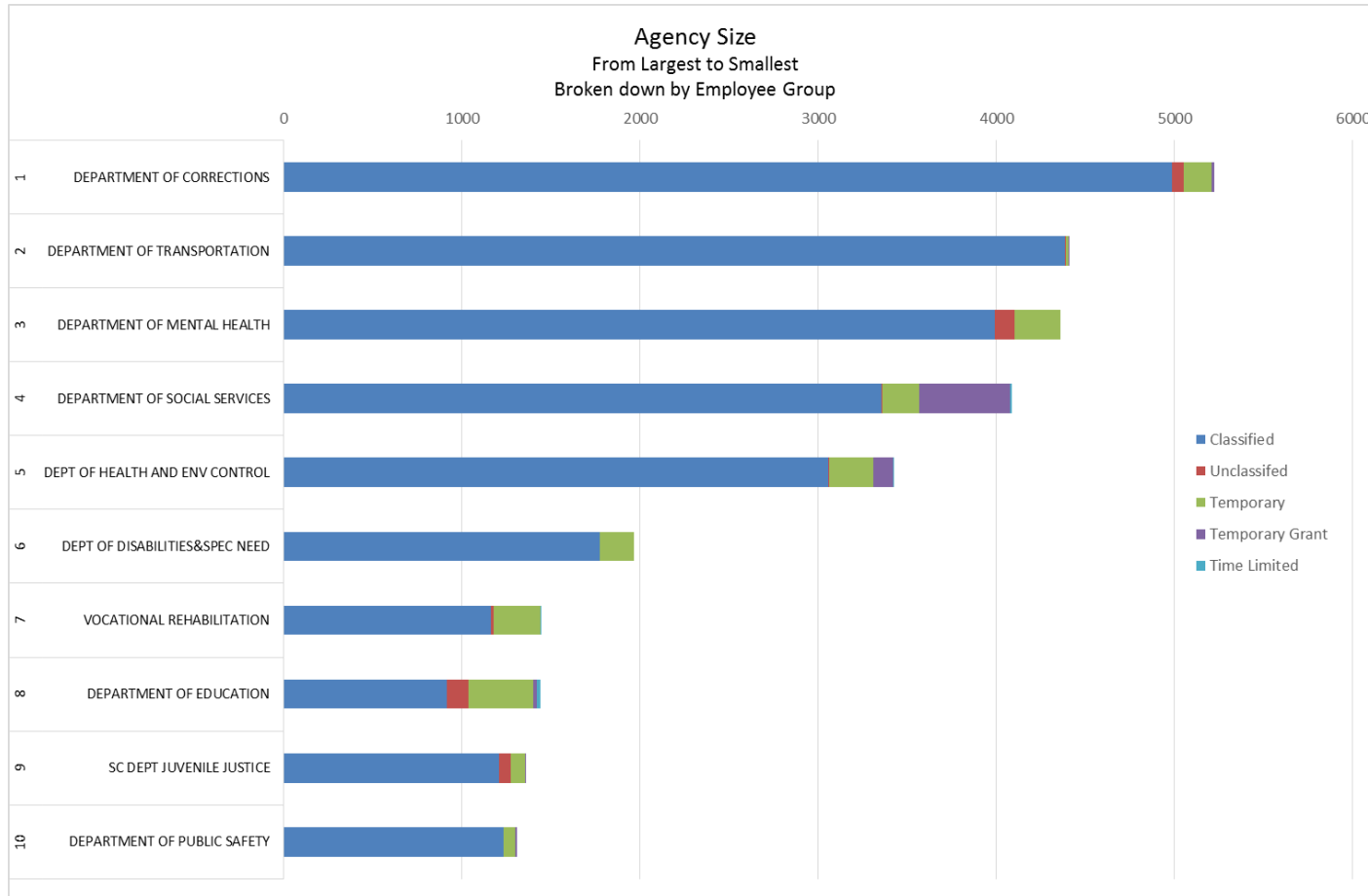
## Agency by Employee Group (continued)

Agency	FTE Employees				Temporary		Temporary Grant		Time Limited		TOTAL	
	Classified		Unclassified		#	%	#	%	#	%	#	%
	#	%	#	%								
GOVERNOR'S OFFICE		0%	18	100%		0%		0.0%		0%	18	0%
ELECTION COMMISSION	17	94%	1	6%		0%		0.0%		0%	18	0%
ETHICS COMMISSION	10	77%	1	8%	2	15%		0.0%		0%	13	0%
COMMISSION ON MINORITY AFFAIRS	8	73%	1	9%	2	18%		0.0%		0%	11	0%
CONFED RELIC RM AND MIL COMM	4	50%	1	13%	3	38%		0.0%		0%	8	0%
RURAL INFRASTRUCTURE AUTHORITY	7	88%	1	13%		0%		0.0%		0%	8	0%
OFFICE OF INSPECTOR GENERAL	6	86%	1	14%		0%		0.0%		0%	7	0%
HIGHER EDUCATION TUITION GRANT	3	75%	1	25%		0%		0.0%		0%	4	0%
S C CONSERVATION BANK	2	50%		0%	2	50%		0.0%		0%	4	0%
PATIENT COMPENSATION	3	75%	1	25%		0%		0.0%		0%	4	0%
THE S C INFRASTRUCTURE BANK BD	2	50%		0%	2	50%		0.0%		0%	4	0%
PROCUREMENT REVIEW PANEL	2	100%		0%		0%		0.0%		0%	2	0%
<b>Totals</b>	<b>35,624</b>	<b>85%</b>	<b>823</b>	<b>2%</b>	<b>3937</b>	<b>9%</b>	<b>1,393</b>	<b>3.3%</b>	<b>301</b>	<b>1%</b>	<b>42,078</b>	<b>100%</b>



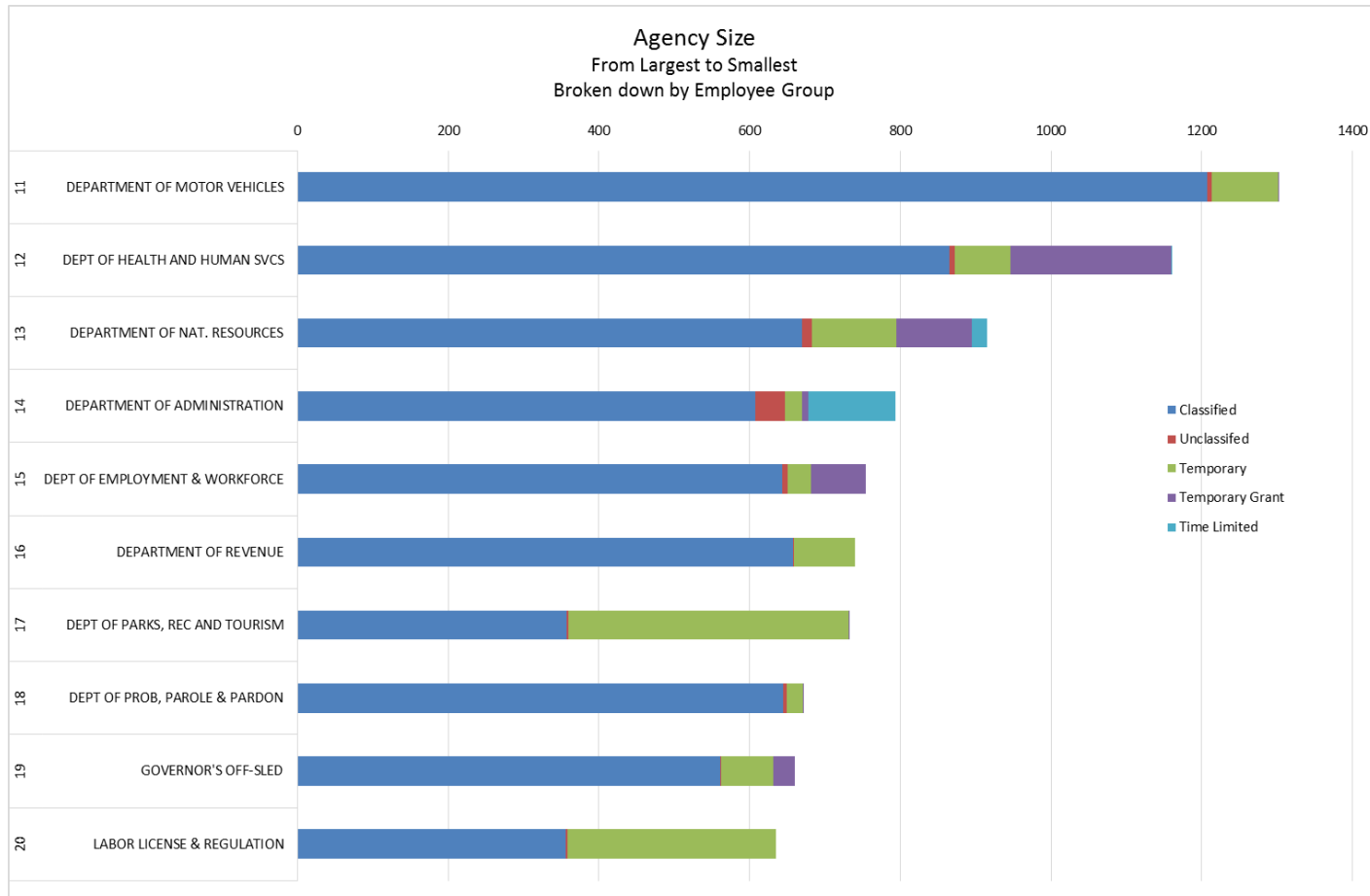
# Component Analysis

## Agency by Employee Group



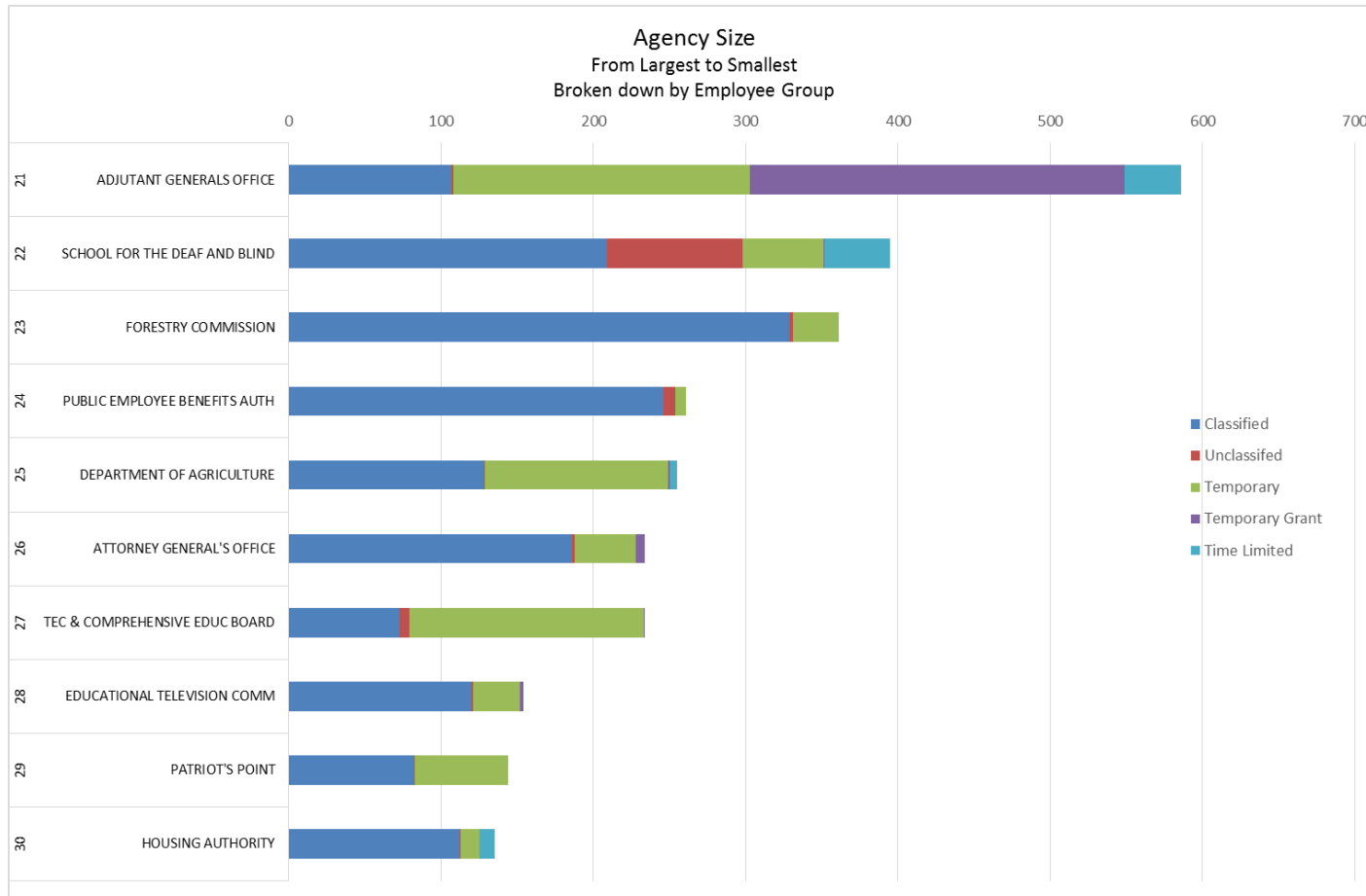
# Component Analysis

## Agency by Employee Group (continued)



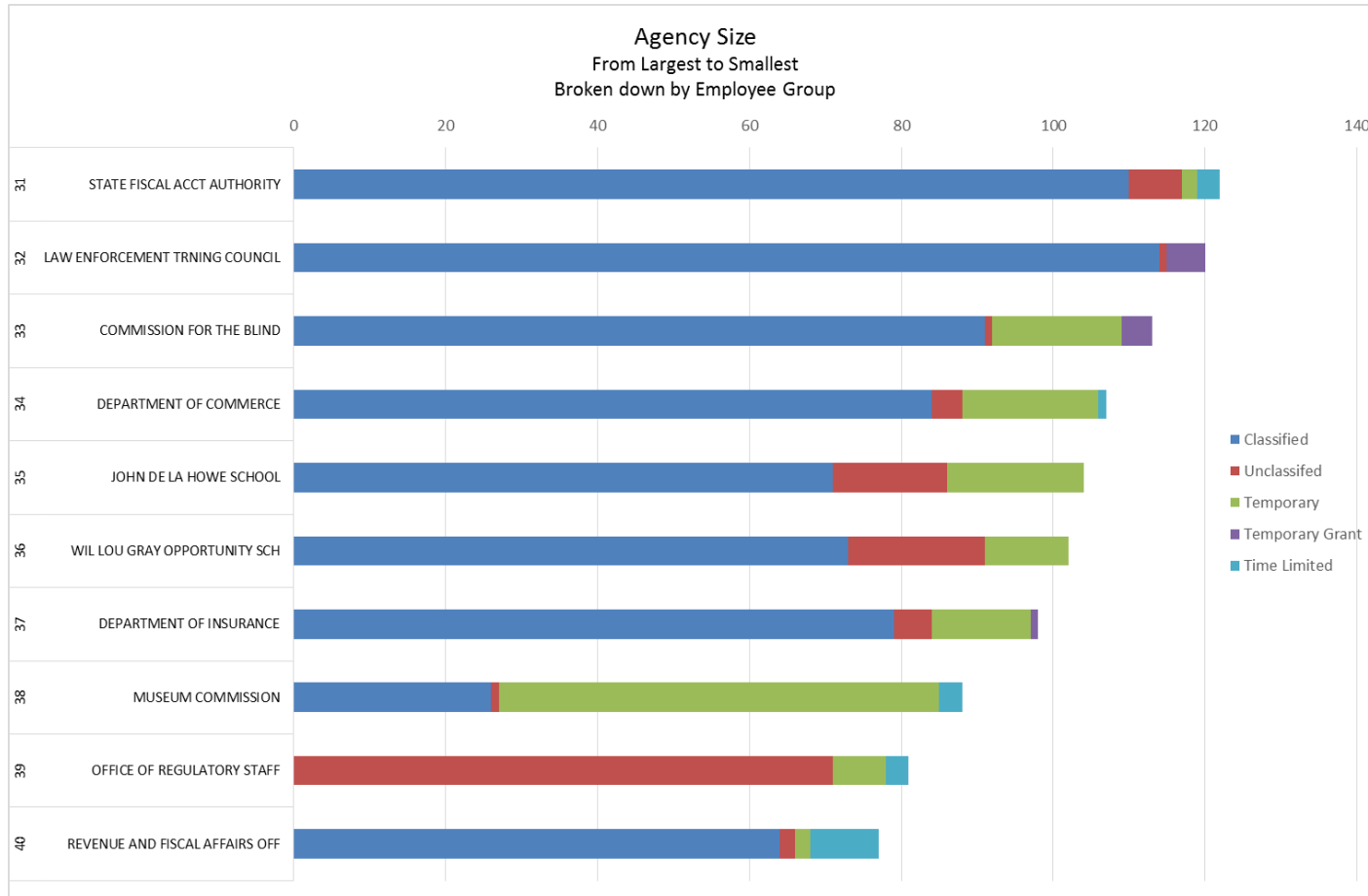
# Component Analysis

## Agency by Employee Group (continued)



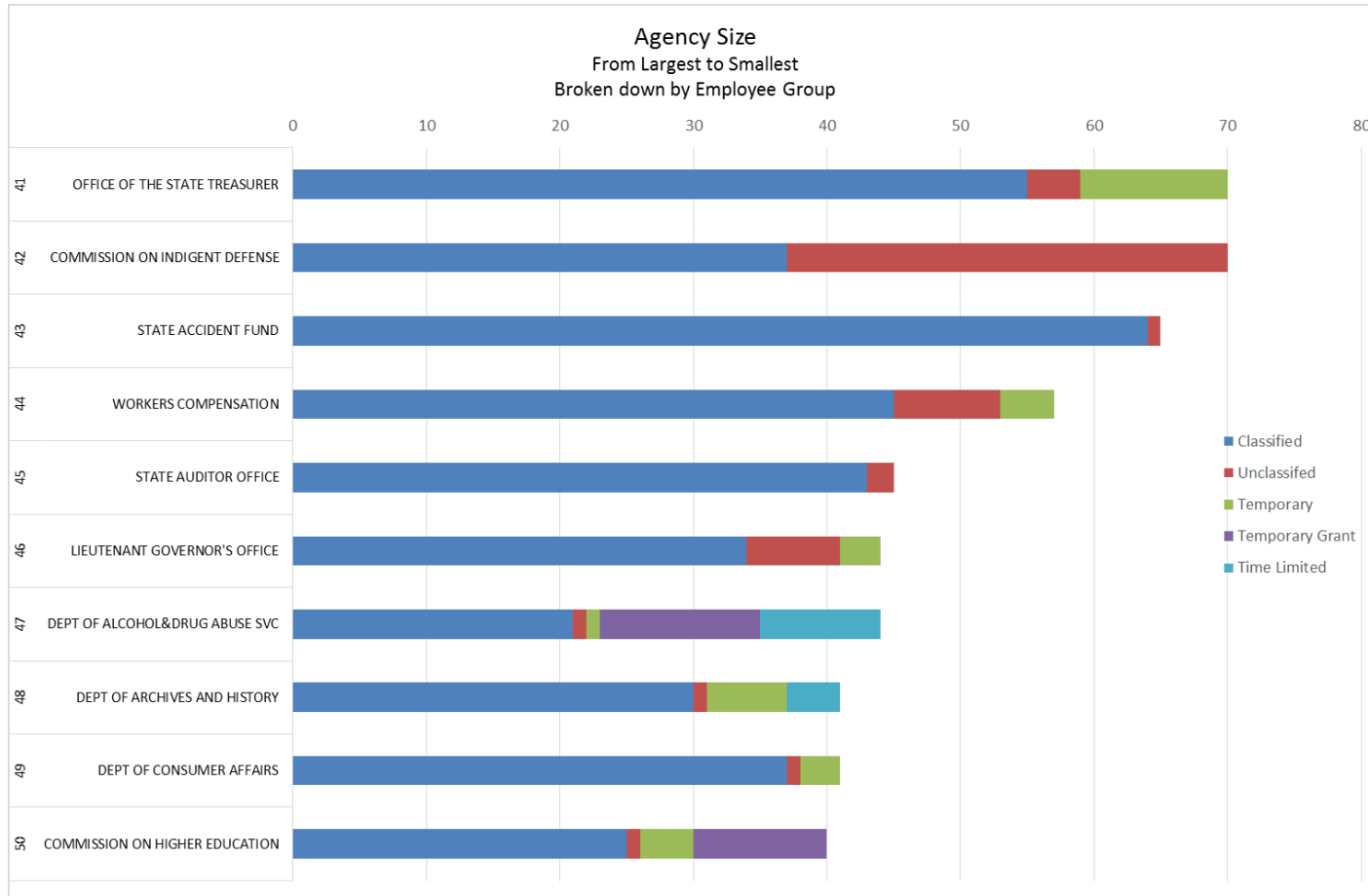
# Component Analysis

## Agency by Employee Group (continued)



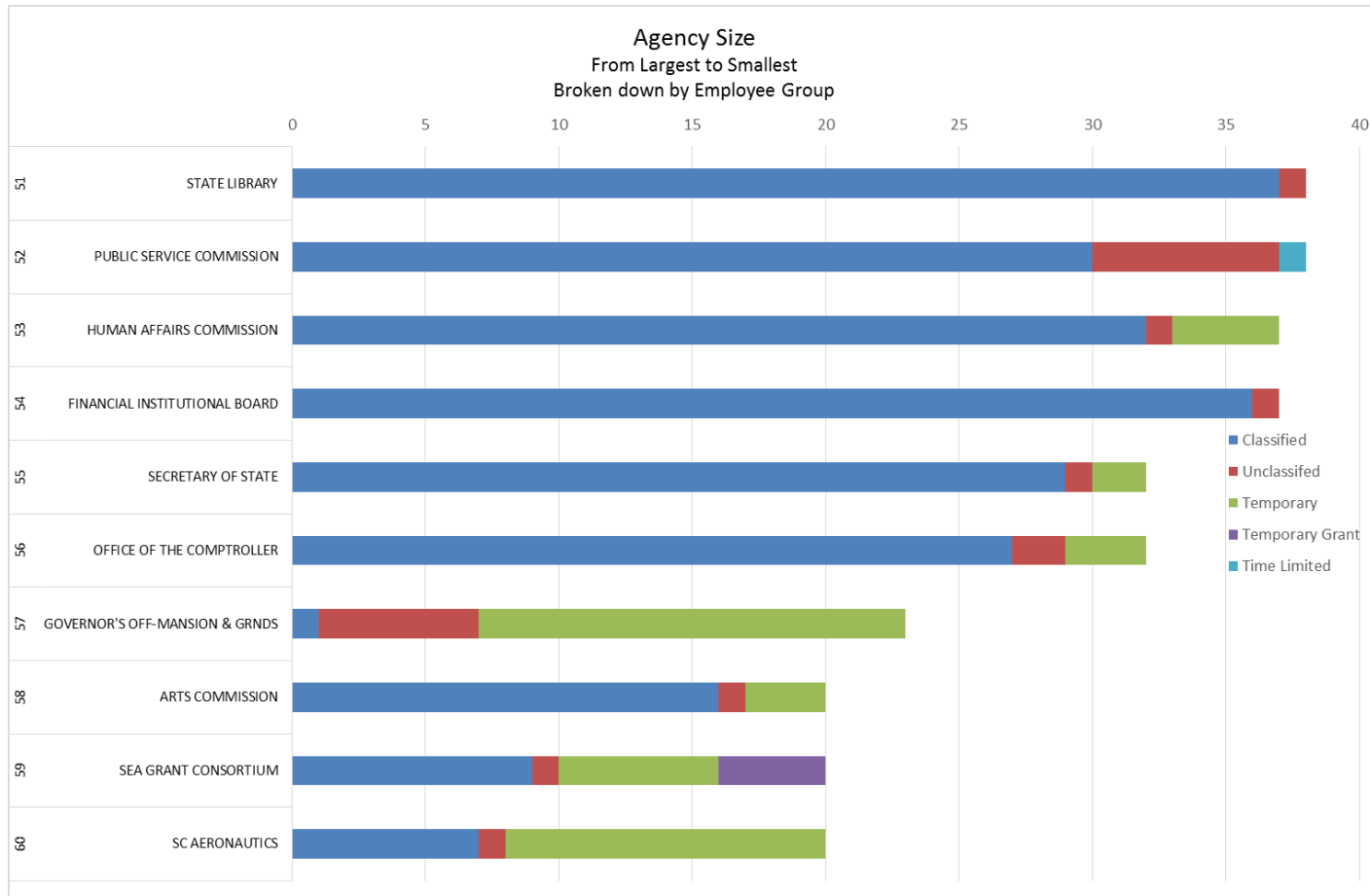
# Component Analysis

## Agency by Employee Group (continued)



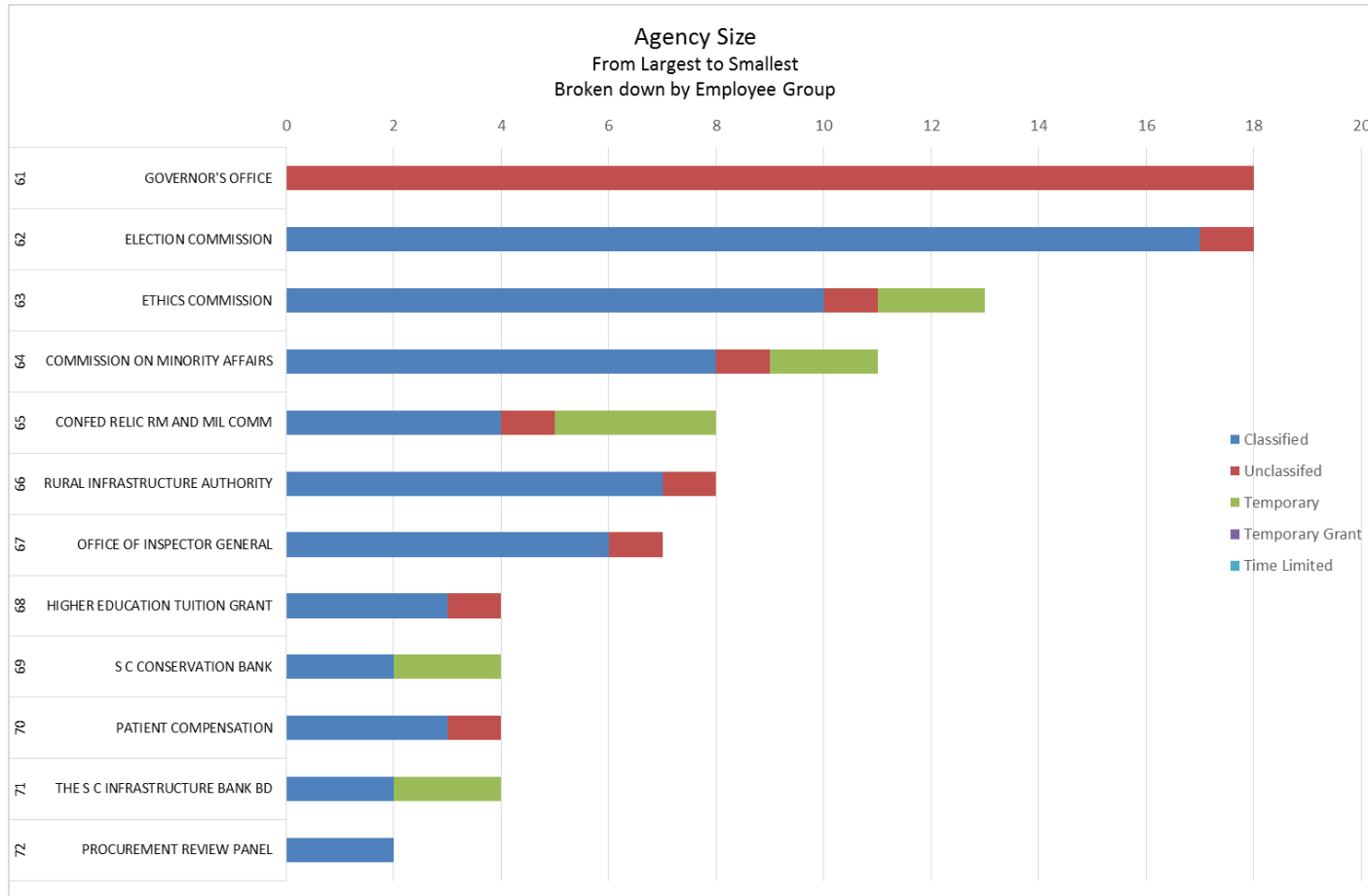
# Component Analysis

## Agency by Employee Group (continued)



# Component Analysis

## Agency by Employee Group (continued)



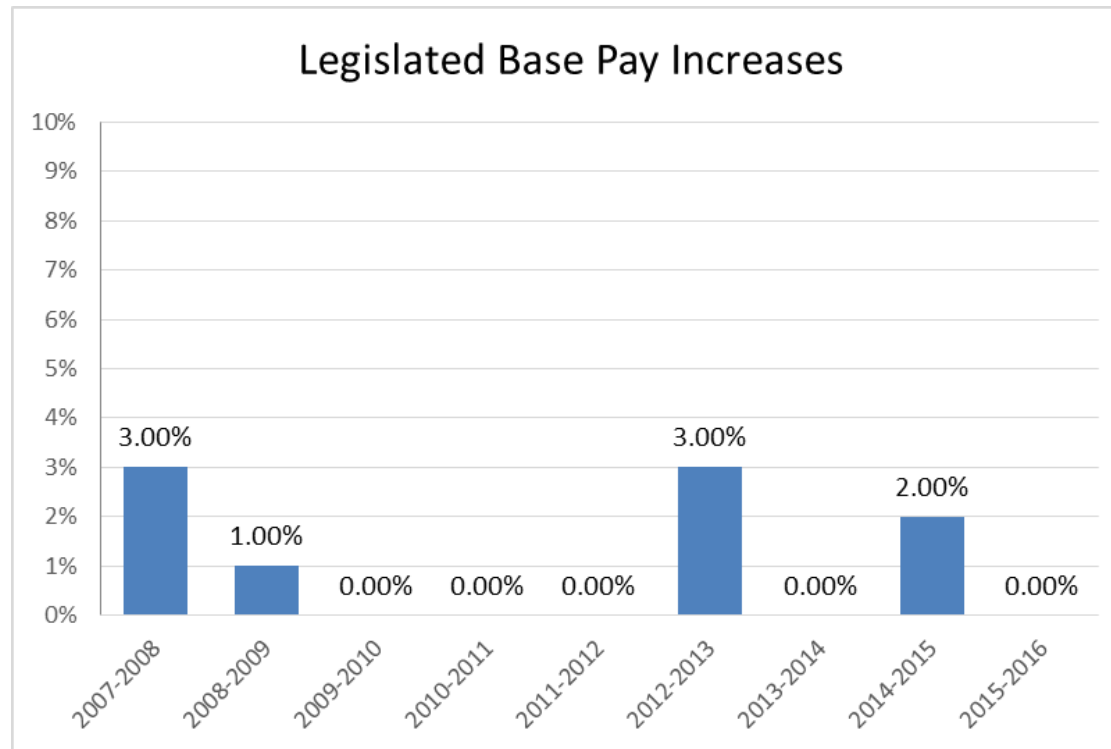
# Changes in Salary Over Time



# Component Analysis

## Base Pay Increases

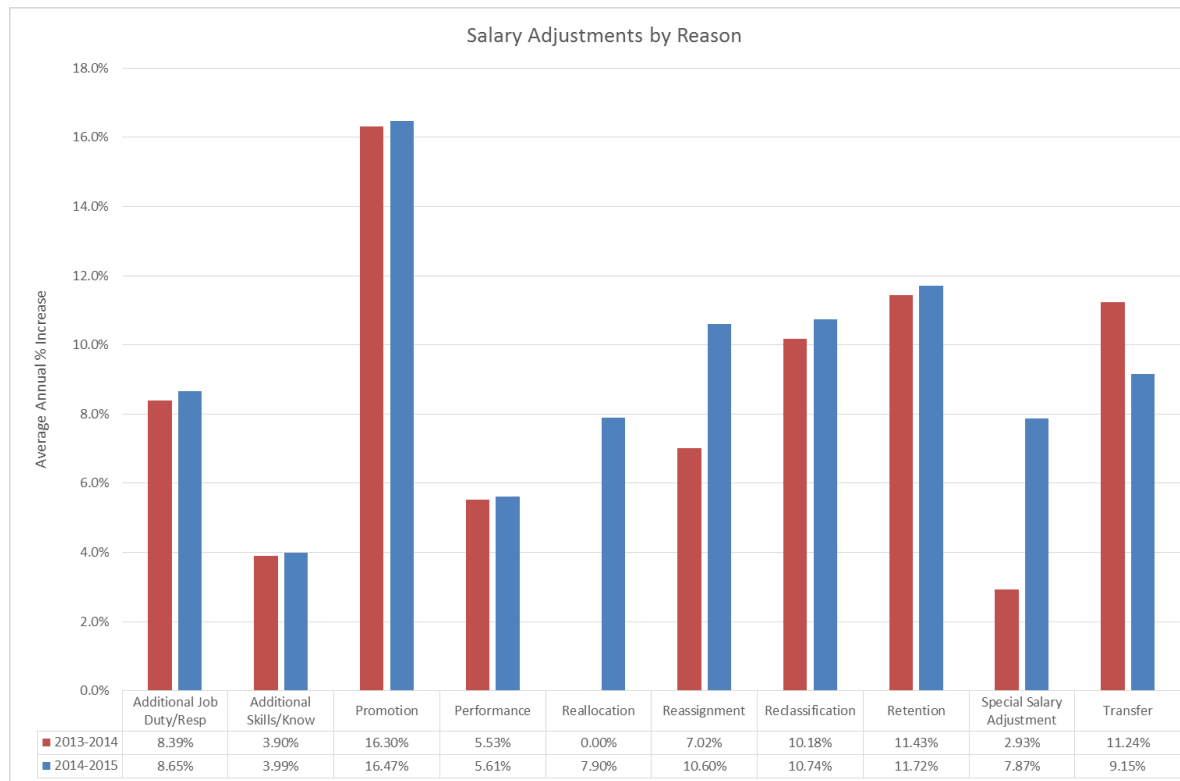
This graph presents legislated changes in base pay since 2007. There was no change in fiscal years 2009-2010, 2010-2011, 2013-2014 and 2015-2016.



# Component Analysis

## Reasons for Salary Adjustments

The graph shows reasons for salary adjustments, and the associated annual percentage increase to salaries for each, over the past two fiscal years.



# Component Analysis

## Reasons for Salary Adjustments

The table below shows the number of increases by reason for salary adjustment for the past two fiscal years.

Increase Type	FY 2014-15		FY 2013-14	
	# of Increases	Average Increase Amount	# of Increases	Average Increase Amount
Additional Job Duty/Respty.	1,487	\$3,549.95	1,217	\$3,443.47
Additional Skills/Know	2,154	\$1,265.87	2,057	\$1,173.32
Promotion	1,888	\$5,507.77	1,656	\$5,244.61
Performance	1,649	\$2,665.19	1,249	\$2,422.63
Reallocation	208	\$3,378.61	0	\$0.00
Reassignment	800	\$3,027.60	1,951	\$2,286.25
Reclassification	1,004	\$3,980.24	777	\$3,762.78
Retention	51	\$5,402.23	39	\$4,803.05
Special Salary Adjustment	3,122	\$2,488.79	1,505	\$879.73
Transfer	127	\$3,872.00	5	\$4,454.60
<b>Grand Total</b>	<b>12,490</b>	<b>\$3,079.05</b>	<b>10,456</b>	<b>\$2,604.52</b>
<b>Total Spend</b>		<b>\$38,457,290.88</b>		<b>\$27,232,911.92</b>

# Market Competitiveness - Base Salary

# Market Competitiveness

## Base Salary – NCASG Survey

### Occupational Category versus NCASG

- The following table reflects the comparison of average salary for benchmark positions in each of South Carolina’s occupational categories compared to the Weighted Average of the NCASG market.
- Highlighted are the occupational categories for which actual pay or midpoints lags the market by more than 20%.

Occupational Category	# of Benchmarks	SC Average Salary Variance from NCASG Weighted Average	SC Midpoint Variance from NCASG Weighted Average
Administration	25	-11%	-4%
Agriculture & Natural Services	10	-23%	-10%
Education	4	-22%	-11%
Health Services	19	-16%	-6%
Human Services	8	-13%	-10%
Information Services	4	-23%	-19%
Law Enforcement & Support Services	18	-19%	-10%
Technical Services	9	-9%	-14%
Trade Services	11	-14%	-9%
<b>Total</b>	<b>108</b>	<b>-15%</b>	<b>-8%</b>

# Market Competitiveness

## Base Salary

### Benchmark Competitiveness at Weighted Average

South Carolina Job & Employee Data					NCASG			Mercer (Government Sector)			Mercer (South Carolina State)			
Occupational Category	Job Title	Band	# of EEs	Band Midpoint	Average Salary	Weighted Average	SC vs Market	SC Midpt vs Market	Weighted Average	SC vs Market	SC Midpt vs Market	Weighted Average	SC vs Market	SC Midpt vs Market
Administration	Administrative Specialist I	2	103	\$25,161	\$22,733	\$34,005	-33%	-26%	\$33,274	-32%	-22%	\$35,389	-36%	-29%
Administration	Administrative Specialist II	3	2090	\$30,619	\$25,017	\$33,984	-26%	-10%	\$31,910	-22%	-3%	\$33,474	-25%	-14%
Administration	Administrative Assistant	4	1400	\$37,250	\$32,004	\$38,491	-17%	-3%	\$38,860	-18%	-2%	\$39,628	-19%	-3%
Administration	Program Coordinator I	5	787	\$45,326	\$39,273	\$40,490	-3%	12%						
Administration	Program Coordinator II	6	964	\$55,155	\$50,295	\$59,110	-15%	-7%						
Administration	Program Manager I	7	769	\$67,108	\$64,635	\$64,018	1%	5%						
Administration	Program Manager II	8	353	\$81,655	\$83,354	\$87,064	-4%	-6%						
Administration	Executive Assistant I	6	32	\$55,155	\$53,861	\$47,260	14%	17%						
Administration	Fiscal Technician II	4	162	\$37,250	\$31,993	\$35,369	-10%	5%	\$29,118	10%	46%	\$29,852	7%	28%
Administration	Auditor III	5	145	\$45,326	\$40,279	\$50,009	-19%	-9%	\$62,388	-35%	-24%	\$81,869	-51%	-38%
Administration	Accountant/Fiscal Analyst I	4	105	\$37,250	\$33,279	\$46,196	-28%	-19%	\$29,118	14%	46%	\$29,852	11%	28%
Administration	Accountant/Fiscal Analyst II	5	200	\$45,326	\$40,791	\$51,144	-20%	-11%	\$34,399	19%	48%	\$33,269	23%	-26%
Administration	Accountant/Fiscal Analyst III	6	183	\$55,155	\$52,985	\$53,225	0%	4%	\$39,385	35%	44%	\$43,883	21%	28%
Administration	Accounting/Fiscal Manager III	9	6	\$99,352	\$105,545	\$91,044	16%	9%				\$129,984	-19%	-24%
Administration	Examiner II	6	9	\$55,155	\$47,844	\$54,922	-13%	0%						
Administration	Hearings Officer II	5	0	\$45,326										
Administration	Claims Analyst II	6	7	\$55,155	\$49,948	\$43,105	16%	28%						
Administration	Economist	7	0	\$67,108										
Administration	Human Resources Specialist	4	137	\$37,250	\$32,638	\$37,986	-14%	-2%				\$63,521	-49%	-45%
Administration	Human Resources Manager I	5	112	\$45,326	\$42,831	\$52,995	-19%	-14%	\$66,200	-35%	-32%	\$79,426	-46%	-40%
Administration	Human Resources Manager II	6	65	\$55,155	\$54,663	\$60,802	-10%	-9%				\$77,240	-29%	-33%
Administration	Human Resources Director I	7	33	\$67,108	\$69,731	\$71,077	-2%	-6%	\$106,199	-34%	-36%	\$112,036	-38%	-39%
Administration	Instructor/Training Coordinator II	5	67	\$45,326	\$42,756	\$52,991	-19%	-14%				\$55,559	-23%	-15%
Administration	Benefits Counsellor II	5	32	\$45,326	\$41,062	\$47,637	-14%	-5%				\$51,794	-21%	-12%
Administration	Attorney II	6	61	\$55,155	\$53,913	\$73,026	-26%	-24%	\$63,466	-15%	-9%	\$77,965	-31%	-22%
Administration	Procurement Specialist II	5	51	\$45,326	\$39,381	\$50,803	-22%	-11%	\$68,020	-42%	-25%	\$80,976	-51%	-43%
Administration	Project Manager II	8	10	\$81,655	\$83,878	\$80,080	5%	2%	\$76,728	9%	11%	\$80,344	4%	3%
Agriculture & Natural Services	Field Specialist II	4	10	\$37,250	\$30,552	\$45,505	-33%	-18%						
Agriculture & Natural Services	Geologist/Hydrologist I	5	10	\$45,326	\$34,897	\$59,961	-42%	-24%						
Agriculture & Natural Services	Geologist/Hydrologist II	6	16	\$55,155	\$42,091	\$53,455	-21%	3%						
Agriculture & Natural Services	Forester II	5	28	\$45,326	\$38,109	\$48,379	-21%	-6%						
Agriculture & Natural Services	Wildlife Biologist II	5	23	\$45,326	\$39,485	\$46,042	-14%	-2%						
Agriculture & Natural Services	Wildlife Biologist III	6	38	\$55,155	\$50,428	\$60,376	-16%	-9%						
Agriculture & Natural Services	Wildlife Biologist IV	7	25	\$67,108	\$62,843	\$54,223	16%	24%						
Agriculture & Natural Services	Natural Resource Technician II	3	30	\$30,619	\$27,291	\$40,988	-33%	-25%						
Agriculture & Natural Services	Park Ranger	3	39	\$30,619	\$24,758	\$39,386	-37%	-22%						
Agriculture & Natural Services	Park Manager I	4	27	\$37,250	\$34,379	\$52,586	-35%	-29%						

# Market Competitiveness

## Base Salary

### Benchmark Competitiveness at Weighted Average (continued)

South Carolina Job & Employee Data					NCASG			Mercer (Government Sector)			Mercer (South Carolina State)			
Occupational Category	Job Title	Band #	of EEs	Band Midpoint	Average Salary	Weighted Average	SC vs Market	SC Midpt vs Market	Weighted Average	SC vs Market	SC Midpt vs Market	Weighted Average	SC vs Market	SC Midpt vs Market
Education	Educational Specialist	4	1	\$37,250	\$34,677	\$63,438	-45%	-41%						
Education	Archivist III	4	4	\$37,250	\$33,463	\$48,259	-31%	-23%						
Education	Library Specialist	4	4	\$37,250	\$31,189	\$35,399	-12%	5%	\$47,358	-34%	-18%			
Education	Library Manager I	5	7	\$45,326	\$41,063	\$54,059	-24%	-16%	\$47,358	-13%	0%			
Health Services	Microbiologist I	5	0	\$45,326										
Health Services	Chemist I	5	10	\$45,326	\$34,876	\$49,591	-30%	-9%				\$61,780	-44%	-11%
Health Services	Laboratory Technologist II	5	36	\$45,326	\$38,765	\$38,495	1%	18%						
Health Services	Licensed Practical Nurse	4	142	\$37,250	\$31,213	\$40,188	-22%	-7%	\$35,892	-13%	6%	\$47,912	-35%	-23%
Health Services	Registered Nurse I	6	284	\$55,155	\$46,012	\$54,575	-16%	1%	\$50,795	-9%	14%			
Health Services	Registered Nurse II	7	465	\$67,108	\$52,628	\$63,371	-17%	6%	\$55,308	-5%	23%			
Health Services	Nurse Practitioner I	8	33	\$81,655	\$77,124	\$67,451	14%	21%						
Health Services	Nurse Administrator/Manager II	8	83	\$81,655	\$68,838	\$72,910	-6%	12%						
Health Services	Medical Assistant Technician I	2	47	\$25,161	\$23,777	\$29,032	-18%	-13%						
Health Services	Medical Assistant Technician II	3	36	\$30,619	\$27,778	\$33,113	-16%	-8%						
Health Services	Technical Medical Associate I	4	4	\$37,250	\$33,763	\$50,318	-33%	-26%						
Health Services	Technical Medical Associate II	5	3	\$45,326	\$43,840	\$47,282	-7%	-4%						
Health Services	Recreation Specialist II	3	11	\$30,619	\$25,507	\$40,450	-37%	-24%						
Health Services	Occupational Therapist	8	8	\$81,655	\$70,883	\$46,543	52%	75%						
Health Services	Physical Therapist I	8	8	\$81,655	\$84,554	\$48,639	74%	68%						
Health Services	Pharmacist I	8	38	\$81,655	\$80,639	\$98,165	-18%	-17%	\$103,919	-22%	-22%			
Health Services	Physician's Assistant	8	2	\$81,655	\$84,063	\$91,217	-8%	-10%						
Health Services	Speech and Hearing Therapist II	5	3	\$45,326	\$42,612	\$59,412	-28%	-24%						
Health Services	Health Educator I	4	0	\$37,250		\$42,876		-13%						
Health Services	Health Educator II	5	12	\$45,326	\$38,126	\$57,560	-34%	-21%						
Human Services	Human Services Assistant II	2	1359	\$25,161	\$21,210	\$30,151	-30%	-17%						
Human Services	Human Services Specialist II	4	2167	\$37,250	\$32,633	\$34,769	-6%	7%						
Human Services	Human Services Coordinator I	5	2120	\$45,326	\$38,405	\$39,145	-2%	16%						
Human Services	Human Services Coordinator III	7	21	\$67,108	\$65,722	\$65,498	0%	2%						
Human Services	Psychologist I	8	39	\$81,655	\$77,842	\$169,238	-54%	-52%						
Human Services	Chaplain I	4	1	\$37,250	\$31,620	\$44,502	-29%	-16%						
Human Services	Social Worker I	3	0	\$30,619		\$48,242		-37%						
Human Services	Social Worker II	4	0	\$37,250										
Human Services	Social Worker III	5	133	\$45,326	\$42,609	\$48,242	-12%	-6%						
Information Services	Communications Specialist I	2	6	\$25,161	\$23,877	\$40,267	-41%	-38%						
Information Services	Graphic Artist I	3	1	\$30,619	\$32,844	\$43,552	-25%	-30%						
Information Services	Public Information Director I	6	35	\$55,155	\$52,269	\$54,002	-3%	2%						
Information Services	Statistical and Research Analyst III	5	25	\$45,326	\$39,925	\$51,935	-23%	-13%						

# Market Competitiveness

## Base Salary

### Benchmark Competitiveness at Weighted Average (continued)

South Carolina Job & Employee Data						NCASG			Mercer (Government Sector)			Mercer (South Carolina State)		
Occupational Category	Job Title	Band #	of EEs	Band Midpoint	Average Salary	Weighted Average	SC vs Market	SC Midpt vs Market	Weighted Average	SC vs Market	SC Midpt vs Market	Weighted Average	SC vs Market	SC Midpt vs Market
Law Enforcement & Support Services	EP Coordinator I	5	17	\$45,326	\$43,268	\$46,806	-8%	-3%						
Law Enforcement & Support Services	Environmental Health Manager I	5	188	\$45,326	\$34,090	\$42,837	-20%	6%	\$68,117	-50%	-34%	\$102,049	-67%	-54%
Law Enforcement & Support Services	Environmental Health Manager II	6	251	\$55,155	\$42,757	\$47,162	-9%	17%	\$68,117	-37%	-19%	\$102,049	-58%	-44%
Law Enforcement & Support Services	Investigator II	4	13	\$37,250	\$34,056	\$41,839	-19%	-11%						
Law Enforcement & Support Services	Investigator III	5	80	\$45,326	\$43,003	\$45,946	-6%	-1%						
Law Enforcement & Support Services	Fingerprint Examiner	4	6	\$37,250	\$33,270	\$42,982	-23%	-13%						
Law Enforcement & Support Services	Forensic Technician II	4	7	\$37,250	\$30,494	\$56,503	-46%	-34%						
Law Enforcement & Support Services	Inspector I	3	4	\$30,619	\$25,122	\$45,907	-45%	-33%						
Law Enforcement & Support Services	Inspector II	4	30	\$37,250	\$35,592	\$52,886	-33%	-30%						
Law Enforcement & Support Services	Law Enforcement Officer I	4	275	\$37,250	\$36,201	\$61,619	-41%	-40%						
Law Enforcement & Support Services	Law Enforcement Officer II	5	729	\$45,326	\$43,234	\$48,951	-12%	-7%						
Law Enforcement & Support Services	Law Enforcement Officer III	6	392	\$55,155	\$52,685	\$71,037	-26%	-22%						
Law Enforcement & Support Services	Probation & Parole Law Enforcement Officer II	5	217	\$45,326	\$37,998	\$42,235	-10%	7%						
Law Enforcement & Support Services	Probation & Parole Law Enforcement Manager I	5	50	\$45,326	\$43,498	\$45,242	-4%	0%						
Law Enforcement & Support Services	Law Enforcement Officer IV	7	176	\$67,108	\$64,611	\$85,182	-24%	-21%						
Law Enforcement & Support Services	Security Specialist I	1	0	\$20,959										
Law Enforcement & Support Services	Correctional Officer I	3	1824	\$30,619	\$27,913	\$38,185	-27%	-20%						
Law Enforcement & Support Services	Correctional Officer II	4	1331	\$37,250	\$31,484	\$41,929	-25%	-11%						
Law Enforcement & Support Services	Correctional Officer IV	6	152	\$55,155	\$46,913	\$55,723	-16%	-1%						
Technical Services	State Appraiser II	6	13	\$55,155	\$57,822	\$44,014	31%	25%						
Technical Services	Electronics Technician I	3	2	\$30,619	\$26,563	\$41,116	-35%	-26%						
Technical Services	Engineering/Geodetic Technician I	2	0	\$25,161		\$40,938		-39%						
Technical Services	Engineer/Associate Engineer I	5	143	\$45,326	\$45,550	\$52,203	-13%	-13%				\$66,011	-31%	-31%
Technical Services	Engineer/Associate Engineer II	6	267	\$55,155	\$58,269	\$67,645	-14%	-18%						
Technical Services	Director of Engineering	9	15	\$99,352	\$113,470	\$103,425	10%	-4%	\$105,417	8%	-12%			
Technical Services	Architect/Design Engineer	6	0	\$55,155		\$72,789		-24%						
Technical Services	GIS Analyst	5	8	\$45,326	\$40,674	\$58,257	-30%	-22%	\$58,306	-30%	-19%			
Technical Services	Right-of-Way Agent II	5	20	\$45,326	\$42,805	\$48,198	-11%	-6%						
Trade Services	Building/Grounds Specialist I	1	139	\$20,959	\$17,765	\$24,499	-27%	-14%	\$29,179	-39%	-22%			
Trade Services	Food Service Specialist I	1	97	\$20,959	\$17,431	\$25,223	-31%	-17%	\$24,253	-28%	-12%			
Trade Services	Food Service Specialist VI	6	19	\$55,155	\$44,247	\$49,395	-10%	12%	\$47,228	-6%	24%			
Trade Services	Nutritionist I	3	0	\$30,619		\$51,214		-40%						
Trade Services	Dietitian Director/Consultant	7	1	\$67,108	\$57,011	\$44,527	28%	51%						
Trade Services	Trades Specialist I	1	0	\$20,959										
Trade Services	Trades Specialist II	2	1039	\$25,161	\$25,780	\$37,208	-31%	-32%	\$48,531	-47%	-47%			
Trade Services	Trades Specialist III	3	645	\$30,619	\$30,719	\$40,937	-25%	-25%	\$48,531	-37%	-36%			
Trade Services	Trades Specialist IV	4	560	\$37,250	\$36,328	\$37,208	-2%	0%	\$48,531	-25%	-22%			
Trade Services	Trades Specialist V	5	330	\$45,326	\$43,566	\$48,556	-10%	-7%						
Trade Services	Trades Manager	6	33	\$55,155	\$54,373	\$67,934	-20%	-19%						
Trade Services	Mechanic I	2	6	\$25,161	\$25,531	\$57,268	-55%	-56%	\$42,184	-39%	-40%	\$50,080	-49%	-48%





# Benefits Review

# Benefits Review

## Paid Holidays

Leave Component	South Carolina Summary of Current Provisions	State Government Practice	Private Sector Practice
Paid Holidays	13 Paid Holidays.	Practice varies from State to State, with 90% of all States providing 10 or more holidays, with the maximum being 17.  For Southeastern States, all provide in the range of 11-13 paid holidays, with the average being 11.5 paid holidays.	Most common number of paid holidays is 10.

# Benefits Review

## Annual Leave

Leave Component	South Carolina Summary of Current Provisions	State Government Practice	Private Sector Practice						
Annual Leave	<p>A summary of the schedule is as follows:</p> <p>1-10 years of service: 15 days/year annual leave.</p> <p>For 11-21 years of service: an additional 1.25 days/year annual leave.</p> <p>For 22+ years of service: 30 days annual leave/year.</p>	<p>Average for Southeastern States is as follows:</p> <table border="0"> <tr> <td>1-4 years</td> <td>13 days</td> </tr> <tr> <td>10 years</td> <td>19 days</td> </tr> <tr> <td>25+ years</td> <td>25 days</td> </tr> </table>	1-4 years	13 days	10 years	19 days	25+ years	25 days	<p>The most typical practice is to start at 10 days/year with increase to 15 days at 5 years, 20 days at 15 years and 25 days at 25 years.</p> <p>Increasing prevalence is the use of PTO (paid time off) which is a combination of sick leave and annual leave. Over 50% of organizations in the private sector have such plans. Mercer reports increase from 38% of organizations in 2010 to 55% of organizations in 2014. Prevalence is lower in the public sector, being greater in local government than State government.</p> <p>For example, if an employee was eligible for 20 days annual leave and 10 days sick leave in the previous plan, if the organization has a PTO plan, that employee is eligible for 30 days PTO.</p>
1-4 years	13 days								
10 years	19 days								
25+ years	25 days								

# Benefits Review

## Sick Leave

Leave Component	South Carolina Summary of Current Provisions	State Government Practice	Private Sector Practice
Sick Leave	<p>15 days/year. Can accrue up to 195 days and carry over up to 180 days.</p> <p>Upon retirement, can get a credit of up to 90 days of unused sick leave towards retirement. (For employees who joined SCRS prior to July 1, 2012 only.)</p>	<p>Typical State Government practice is 12-14 days.</p> <p>Average for Southeastern States is 13 days.</p> <p>Majority of Southeastern States have an unlimited cap on the accrual of sick leave.</p>	<p>Most common practice is 10-12 days in combination with a STD (short term disability) plan.</p> <p>Most common practice in the private sector is that unused sick leave has no value upon retirement.</p> <p>Increasing prevalence of the use of PTO (paid time off) plans. See notes on Annual Leave page.</p>

# Benefits Review

## Retirement

Leave Component	South Carolina Summary of Current Provisions	State Government Practice	Private Sector Practice
Retirement	<p>The plan with the most members is the Defined Benefit plan (SCRS plan). It has different Classes of members depending on the date joined. The benefit formula at which an unreduced benefit can be drawn varies for the different classes of members. The retirement formula is <math>1.82 \times \text{years of service} \times \text{average final compensation}</math>. For members joining after July 1, 2012, the rule of 90 applies, being a combination of age and service. For members joining before July 1, 2012, an unreduced benefit is available after 28 years of service.</p> <p>Employees contribute 8.16% of salary on an annual basis. This is the highest employee contribution as compared to Southeastern States.</p> <p>In 2001, the State introduced a Defined Contribution plan. Employees contribute 8.16% of salary and the State contributes 5% of salary.</p> <p>A deferred compensation plan is also available where employees can contribute up to \$18,000.</p>	<p>DB plans are the most common practice in all State Governments. In the Southeastern States, all have a DB plan. The majority have a deferred compensation plan in which there is no state contribution. A few have a DC plan.</p> <p>The typical retirement formula in the Southeastern States is in the range of 1.7-1.85% of base salary. The average employee contribution in the Southeastern States is 4.9% of base salary, with the range being 0-8%.</p>	<p>36% of private sector organizations have DB plans and this percentage has been reducing. 100% of organizations have DC plans.</p> <p>For those private sector organizations that have DB plans, the vast majority require no employee contribution.</p> <p>The most common contribution by an employee as a percentage of salary is 6% with the average match by the employer being 3%.</p> <p>In any retirement plan, there are 3 key components: the employee contribution, the employer contribution and the benefit. In a DB plan, the benefit is known and the variables are the employee and employer contributions. For a DC plan, the benefit is unknown and hence, the employee carries more of the risk.</p>

# Benefits Review

## Health Insurance

Leave Component	South Carolina Summary of Current Provisions	State Government Practice	Private Sector Practice
Health Insurance	<p>The State offers 3 plans, being the SHP Savings Plan the SHP Standard Plan and the Medicare Supplement Plan. The SHP Savings Plan is a high deductible plan. The Savings Plan has annual deductible limits of \$3600 for single and \$7200 for family and the Standard Plan equivalents are \$445 and \$890 respectively. The Standard Plan is the most used plan.</p> <p>Co-insurance maximum for the Savings Plan is \$2400 for singles and \$4800 for family In-network. Out-of-network maximum is double in-network. For the Standard Plan, the co-insurance maximum for singles is \$2540 and \$5080 for family in-network. Out-of-network maximums are double that of in-network.</p> <p>For the Standard Plan, the Monthly premiums for the Savings Plan are \$9.70 for single and \$113.20 for family. For the Standard Plan, they are \$97.98 and \$306.86 respectively.</p> <p>Employee cost sharing is 21.3% of premium.</p>	<p>Health plans are the benefits component that varies the most across State Governments as they are “local market” in nature. In addition, this is the benefit component that is most “in flux” due to the ongoing impact of the Affordable Care Act.</p> <p>For the equivalent of the SHP Standard Plan, the average of other States in network deductible for single is \$400 and for family \$850.</p> <p>Out of pocket maximum is \$1375 and for family is \$2750.</p> <p>The most prevalent employee cost sharing for employees in State Government is 7-15%.</p>	<p>The most common practice in the private sector market is to offer two plans, a high deductible plan which is the equivalent of the State’s Savings Plan and a plan which is the equivalent of the State’s Standard Plan.</p> <p>For the equivalent of the SHP Standard Plan, the average in network deductible for single is \$550 and for family \$1500.</p> <p>Out of pocket maximum is \$2550 and for family is \$5000.</p> <p>The most prevalent employee cost sharing for employees in the private sector is in the range of 15-29%.</p>

# Definition of Terms

# Definition of Terms

Job Family	A series of jobs that are engaged in similar kinds of work. They may be found in numerous agencies. Examples include: Nurses, Accountants, Park Rangers, Attorneys.
Occupational Category	A grouping of job families that are broadly similar in function. For example: Trades, Law Enforcement, Human Services, Health Services.
Midpoint	The mathematical value that is equidistant between the minimum value of a pay band and the maximum value of the pay band.
Compa-ratio	Salary expressed as a percentage of the midpoint of a pay band. For example: if the midpoint value is \$100,000 and the salary is \$91,000, the compa-ratio is 91%.
DSHR	Division of State Human Resources.
NCASG	National Compensation Association of State Governments.