

AGENCY NAME:	South Carolina Department of Public Safety		
AGENCY CODE:	K05	SECTION:	63



Fiscal Year 2013-14 Accountability Report

SUBMISSION FORM

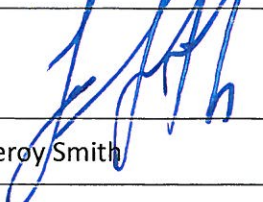
AGENCY MISSION

The South Carolina Department of Public Safety (SCDPS) is South Carolina's largest law enforcement agency. The **mission** of SCDPS is to protect and serve the public with the highest standard of conduct and professionalism; to save lives through educating its citizens on highway safety and diligent enforcement of laws governing traffic, motor vehicles, and commercial carriers; and to ensure a safe, secure environment for the citizens of the state of South Carolina and its visitors.

Please identify your agency's preferred contacts for this year's accountability report.

	<u>Name</u>	<u>Phone</u>	<u>Email</u>
PRIMARY CONTACT:	Major J.D. Moore	(803)896-9693	jerrymoore@scdps.gov
SECONDARY CONTACT:	Ashley D. Engram	(803)896-0122	ashleyengram@scdps.gov

I have reviewed and approved the enclosed FY 2013-14 Accountability Report, which is complete and accurate to the extent of my knowledge.

AGENCY DIRECTOR (SIGN/DATE):	 09/15/14
(TYPE/PRINT NAME):	Director Leroy Smith
BOARD/CMSN CHAIR (SIGN/DATE):	
(TYPE/PRINT NAME):	

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AGENCY'S DISCUSSION AND ANALYSIS

South Carolina Department of Public Safety's (SCDPS) *vision* is to ensure that this agency is setting the standard for public safety excellence as a cohesive team by making South Carolina a safer place to live, work, and visit through protection, education, and service. Embedded within SCDPS' efforts and initiatives to be of service to the public are the SCDPS' *core values: Integrity, Excellence, Accountability, and Leadership.*

SCDPS has four law enforcement divisions: Highway Patrol, State Transport Police, Bureau of Protective Services, and Immigration Enforcement as well as five core operating divisions: Communications, Human Resources, Information Technology, Financial Services, and Highway Safety and Justice Programs. These divisions work diligently towards the agency's mission and vision by enforcing and upholding State and Federal laws, providing and maintaining security, and working to reduce fatalities.

During the 2013-2014 fiscal year, SCDPS has encountered internal and external challenges that have had an impact on the agency's performance in the past year. These internal and external challenges primarily include:

- Staff development;
- Recruiting and retention efforts;
- Sustaining a viable vehicle fleet rotation;
- Reducing the highway fatality rate in SC; and
- Introducing and supporting new technologies.

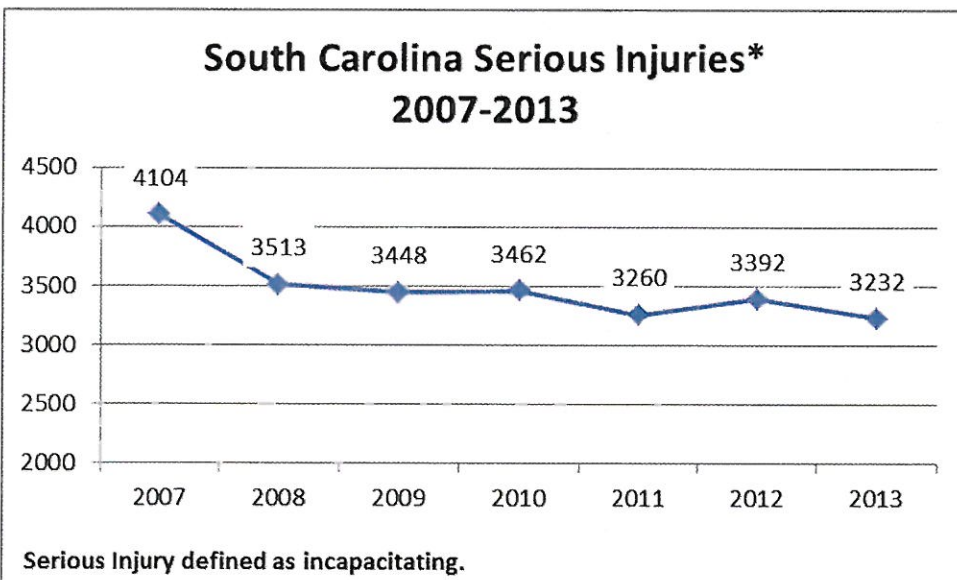
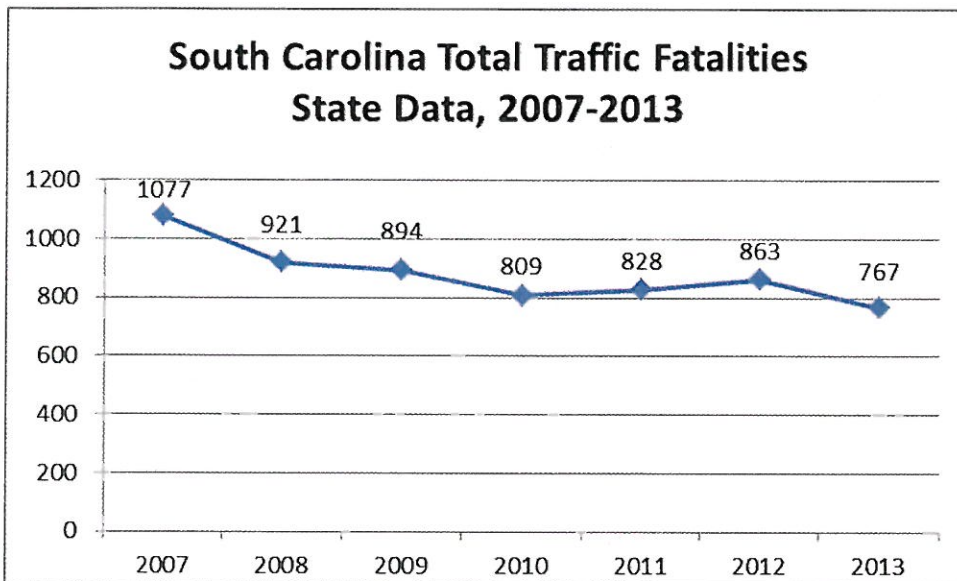
Despite the internal and external challenges, SCDPS continues to make strives and advancements by incorporating highway safety campaigns and educational initiatives such as:

- Target Zero
- Prom Safety talks
- W8 2 Text
- Buckle Up SC
- Sober or Slammer
- Hands Across the Border
- 100 Deadly Days of Summer
- LOOK
- And others

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SCDPS will continue to strive to implement effective outreach programs, safety campaigns, uphold State and Federal laws as it relates to commercial motor vehicles and highway safety, enforcing immigration laws pursuant to Federal and State statutes, and partner with other law enforcement agencies on highway safety initiatives. SCDPS will also continue to reach out to the public by working with Families of Highway Fatalities, posting safety information via official social media sites, and partnering with schools to encourage, support, and promote public safety.

The following shows the progress towards SCDPS' mission.



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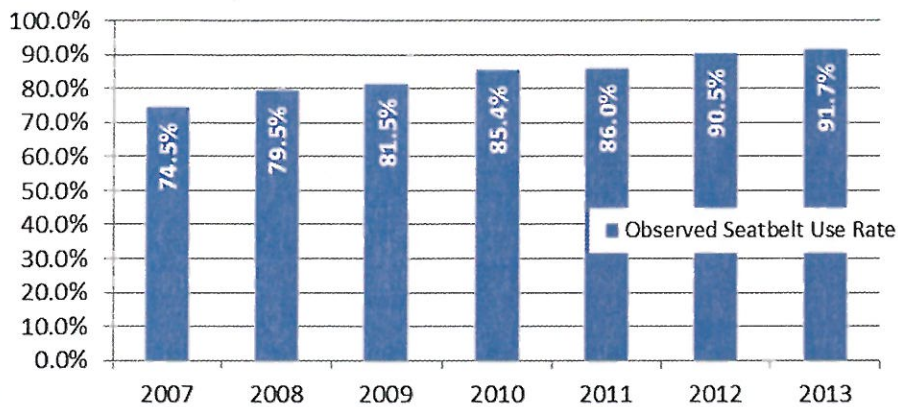
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SC Observed Seatbelt Use, 2007-2013



Figures based on an annual observational survey conducted by USC.

CMV TRAFFIC COLLISION QUICK FACTS

	2012	2013	% CHANGE
FATAL COLLISIONS	86	68	-20.9%
INJURY COLLISIONS	1,085	1,099	1.3%
PROPERTY DAMAGE ONLY COLLISIONS	1,161	1,201	3.4%
TOTAL COLLISIONS	2,332	2,368	1.5%
FATALITIES	91	73	-19.8%
NON-FATAL INJURIES	1,779	1,717	-3.5%
ECONOMIC LOSS*	\$175,231,000	\$150,969,600	-13.8%

*Economic Loss is calculated using the latest information from the National Safety Council, Estimating the Costs of Unintentional Injuries, 2012.

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SOUTH CAROLINA TRAFFIC COLLISION QUICK FACTS 2013

PRELIMINARY DATA

	2009	2010	2011	2012	2013	% Change 2008- 2012	% Change 2011 - 2012
Fatal Collisions	817	750	767	807	719	-12.0%	-10.9%
Injury Collisions	31,086	31,152	29,739	32,301	32,380	4.2%	0.2%
Property Damage Only Collisions	74,961	75,771	71,313	75,156	78,501	4.7%	4.5%
Total Collisions	106,864	107,673	101,864	108,271	111,717	4.5%	3.2%
Fatalities	894	809	828	863	767	-14.2%	-11.1%
Non-fatal Injuries	48,303	48,707	46,020	50,017	50,261	4.1%	0.5%
Fatalities From Collisions Involving*:							
Truck Tractors	71	52	74	69	49	-31.0%	-29.0%
Motorcycles	95	84	105	110	127	33.7%	15.5%
Pedalcycles	13	14	15	14	15	15.4%	7.1%
Pedestrians	90	95	113	123	101	12.2%	-17.9%
Trains	5	3	4	0	1	-80.0%	100.0%
Motorized Bikes	18	31	24	40	23	27.8%	-42.5%
School Buses	4	3	0	3	7	75.0%	133.3%
SUV's	214	207	207	214	190	-11.2%	-11.2%
Vans	59	58	56	51	49	-16.9%	-3.9%
Pick Up Trucks	244	199	199	199	182	-25.4%	-8.5%
Economic Loss (billions)	2.67	2.74	2.71	2.81	not available		
Vehicle Miles Traveled (billions)	48.60	49.12	48.73	48.90	49.31	1.5%	0.8%
Roadway Miles	66,262	66,023	65,997	66,244	66,400	0.2%	0.2%
Motor Vehicle Registrations	3,906,300	3,950,498	3,998,948	4,050,858	4,110,000	5.2%	1.5%
Licensed Drivers	3,343,014	3,409,412	3,471,654	3,532,421	3,595,000	7.5%	1.8%
Mileage Injury Rate**	99	99	94	102	102	2.6%	-0.3%
Mileage Death Rate***	1.84	1.65	1.70	1.76	1.56	-15.4%	-11.9%
Registration Fatality Rate****	228.9	204.8	207.1	213.0	186.6	-18.5%	-12.4%

*Includes all fatalities of all unit types in the collisions

**Traffic injuries per 100 million vehicle miles of travel

***Traffic fatalities per 100 million vehicle miles of travel

****Traffic Fatalities per million registered vehicles

Data Sources:

Economic Loss Formula: National Safety Council

Vehicle Miles Traveled and Roadway Miles: South Carolina Department of Transportation

Motor Vehicle Registrations and Licensed Drivers: South Carolina Department of Motor Vehicles

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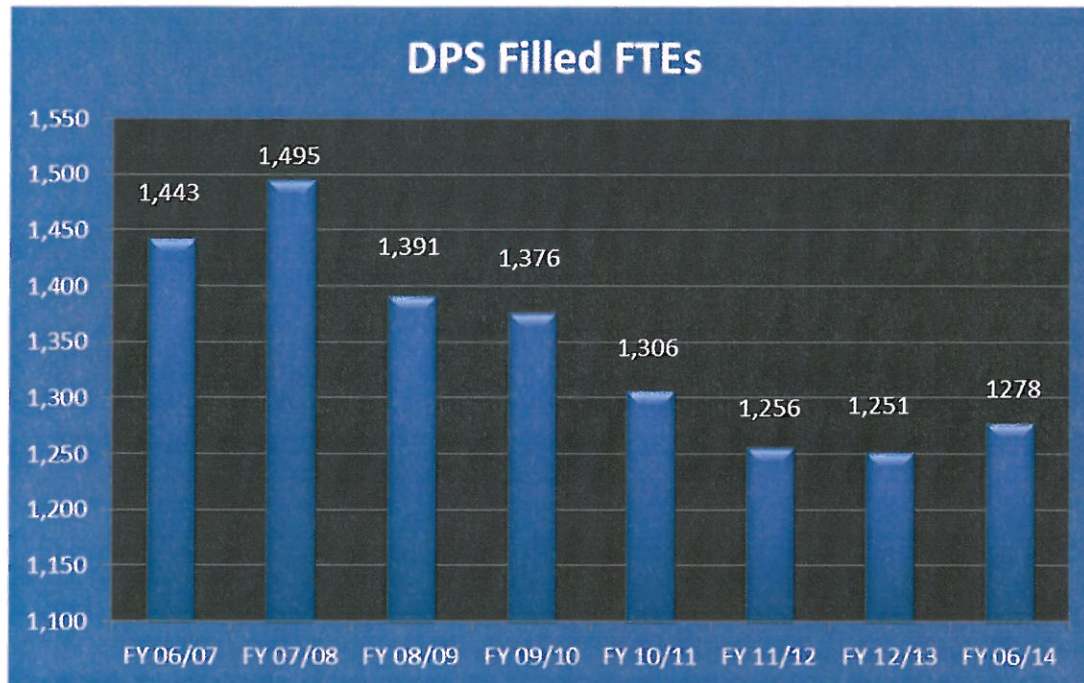
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Program Template

Program/Title	Purpose	General	FY 2012-13 Expenditures		TOTAL	General	FY 2013-14 Expenditures		TOTAL	Associated Objective(s)
			Other	Federal			Other	Federal		
I. Administrative Services	To support the agency by providing high quality human resources, financial, technological, and legal services.	\$ 3,787,965	\$ 2,894,439	\$ -	\$ 6,682,404	\$ 3,392,843	\$ 3,227,417	\$ -	\$ 6,620,260	
II.A.1. Highway Patrol/Illegal Immigration	To provide equitable service and protection, uphold the laws of the constitutions of the United States and the State of South Carolina, in order to promote a safe and secure environment for the public.	\$ 43,766,821	\$ 20,958,925	\$ -	\$ 64,725,746	\$ 44,023,926	\$ 22,441,572	\$ 12,501	\$ 66,477,999	
II.B. State Transport Police	To protect the public by enforcing State and Federal laws governing commercial motor vehicles.	\$ 2,216,059	\$ 4,288,737	\$ 2,590,565	\$ 9,095,361	\$ 2,032,984	\$ 3,935,826	\$ 3,256,407	\$ 9,225,216	
II.C. Bureau of Protective Services	To provide law enforcement, public safety, and security services for visitors and employees at the Capitol Complex, members of the Legislature, and at several state agencies.	\$ 1,892,896	\$ 1,412,234		\$ 3,305,130	\$ 2,293,151	\$ 984,127	\$ -	\$ 3,277,278	
II.D. Hall of Fame	To serve as a memorial to South Carolina law enforcement officers killed in the line of duty.		\$ 176,793		\$ 176,793	\$ -	\$ 167,918	\$ -	\$ 167,918	
II.E. Safety and Grants	To work with law enforcement agencies and other groups to develop, promote, and coordinate traffic safety initiatives. To administer federally funded programs to reduce collisions and traffic-related fatalities and injuries.	\$ 491,481	\$ 732,491	\$ 23,670,237	\$ 24,894,209	\$ 540,435	\$ 1,664,372	\$ 18,776,371	\$ 20,981,178	
III. Employee Benefits	To provide benefits for the employees of the agency.	\$ 19,816,051	\$ 2,379,092	\$ 1,240,963	\$ 23,436,106	\$ 20,247,029	\$ 3,243,045	\$ 1,243,541	\$ 24,733,614	
All Other Items	Capital projects and proviso funding	\$ 4,154,927	\$ 1,320,959	\$ 225,000	\$ 5,700,886	\$ 371,277	\$ 804,932	\$ -	\$ 1,176,209	
					\$ -				\$ -	
					\$ -				\$ -	
					\$ -				\$ -	
					\$ -				\$ -	

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Strategic Planning Template

Type	Goal	Item # Strat	Object	Description
G	1			Enhance Public/Officer Safety
S		1.1		Protect the Public through Enforcement and Education
O			1.1.1	Annually decrease traffic fatalities toward Target Zero
O			1.1.2	Decrease serious traffic injuries
O			1.1.3	Decrease the number of traffic collisions
O			1.1.4	To improve the administration of justice, enhance public safety, and judiciously allocate resources to the victims of crime service provider community
O			1.1.5	Annually decrease CMV fatality collisions per 100 million vehicle miles traveled
O			1.1.6	Annually decrease Motorcoach/Passenger fatality collisions per 100 million vehicle miles traveled
O			1.1.7	Annually decrease CMV collisions in top ten high collision corridors
O			1.1.8	Increase law enforcement officer safety
O			1.1.9	Increase seat belt use and see a reduction in unrestrained traffic fatalities
O			1.1.10	Informing the public of important traffic/safety matters through proactive media interviews and messaging
S		1.2		Protect SCDPS Officers through Training and Resource Commitment
O			1.2.1	Increase law enforcement officer safety
O			1.2.2	Improve the quality of TCO applicants
O			1.2.3	Assist South Carolina governmental agencies obtain a broader understanding of immigration laws and application
O			1.2.4	Reduce trooper trainee turnover
O			1.2.5	Train BPS officers on current emergency response plans
G	2			Professional Development and Workforce Planning
S		2.1		Attract, Recruit and Retain a Professional Workforce
O			2.1.1	Increase the applicant pool of minorities
O			2.1.2	Offer free to low cost health screenings to agency employees
O			2.1.3	Increase college graduate recruits
O			2.1.4	Increase law enforcement/civilian applicant pool
S		2.2		Enhance Employee Development
O			2.2.1	Identify/host training opportunities in Human Trafficking, Fraudulent Document Recognition and Identity Fraud
O			2.2.2	Develop training programs by utilizing PowerDMS and partnering with other agencies
O			2.2.3	Provide semi-annual collision reconstruction training; host collision reconstruction accreditation examinations
O			2.2.4	Conduct training for troopers on victim services and victims' rights

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Strategic Planning Template

Type	Goal	Item # Strat	Object	Description
O			2.2.5	Conduct training for civilian employees
O			2.2.6	Conduct training on police tactics and protocols
S		2.3		Enhance Leadership Development
O			2.3.1	Increase the number of managers/supervisors trained in leadership and professionalism practices
O			2.3.2	Provide training to managers and supervisors on employment law matters affecting the agency
G	3			The Appropriate Use of Technology
S		3.1		Heighten Information Technology Security
O			3.1.1	Achieve and maintain documented/assessed compliance with known information security requirements
O			3.1.2	Compliance with federal, state, and other requirements for information security
S		3.2		Utilize Technology Sufficiently to Support SCDPS's Mission
O			3.2.1	Increase traffic to DPS social media sites to communicate safety messages to the media/public
O			3.2.2	An increase in the use of DPS' social media (traffic and safety information).
O			3.2.3	Increase visits to the DPS web page by the media/public to gain important traffic/safety information
O			3.2.4	Delivery of efficient technology solutions and services
O			3.2.5	Maximize the availability of core computing systems through lifecycle management
O			3.2.6	Improve law enforcement efficiency in emergency evacuations/traffic management during hurricanes
O			3.2.7	Support collision analysis and trends
G	4			Quality Customer Service Delivery
S		4.1		Ensure Continious Improvement of Customer Service/Respond to Information Needs of the Public
O			4.1.1	Decrease the number of criminal related offenses involving illegal foreign nationals
O			4.1.2	Enhance working relationships associated with victim services
O			4.1.3	An increase in the use of DPS's social media (traffic and safety information)
O			4.1.4	Increase visits to the DPS web page by the media/public to gain important traffic/safety information
O			4.1.5	Enhance MAITS product quality and delivery

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Performance Measurement Template									
Item	Performance Measure	Last Value	Current Value	Target Value	Time Applicable	Data Source and Availability	Reporting Freq.	Calculation Method	Associated Objective(s)
OHSJP-1	To decrease traffic fatalities from the 2009 - 2013 calendar base year average by December 31, 2014	832	408	790	1/1/14 - 12/31/14	Fatal Accident Reporting System	Daily	Arithmetical calculations by OHSJP FARS and statistical staff	1.1.1
OHSJP-2	To decrease serious traffic injuries from the 2009 - 2013 calendar base year average by December 31, 2014	3,359	1,583	3,258	1/1/14 - 12/31/14	South Carolina Collision and Ticket Tracking System	Daily	Compilation of data from the electronic SCCATTS and data entry from crash reports submitted by local law enforcement	1.1.2
OHSJP-3	To decrease the number of traffic collisions from the 2009 - 2013 calendar base year average by December 31, 2014	107,278	53,360	105,132	1/1/14 - 12/31/14	South Carolina Collision and Ticket Tracking System	Daily	Compilation of data from the electronic SCCATTS and data entry from crash reports submitted by local law enforcement	1.1.3
OHSJP-4	Increase crime victims' service activities, as measured by victims served	79,489 (FY2011 - victims served)	69667 (FY 2012 victims served. FY2013 data incomplete)	76,633	7/1/14 - 6/30/15	Victims of Crime Act, Violence Against Women Act and State Victim Assistance Program subgrant monitoring	Bi-annually	Consolidation of subgrantee reports showing numbers of victims of crime served	1.1.4
OHSJP-5	The OHSJP will provide, through its federally grant-funded justice program projects, officer protective equipment for at least twenty law enforcement agencies as appropriate throughout the state.	28 LE Agencies	31 LE Agencies	20 LE Agencies	7/1/14 - 6/30/15	The Justice Assistance Grant program will solicit, award, monitor, and compile purchase data on grant-funded protective equipment.	Bi-annually	Consolidation of subgrantee reports showing numbers of local and state law enforcement agencies served by the receipt of officer protective equipment	1.1.8, 1.2.1
OHSJP-6	The OHSJP will continue with the rollout of SCCATTS during 2014, in an effort to increase the SCCATTS-participating law enforcement agencies statewide.	44 participating agencies	56 participating agencies	60 participating agencies	1/1/14 - 12/31/14	South Carolina Collision and Ticket Tracking System	Daily	A count and compilation of reports from the electronic SCCATTS and data entry from crash reports submitted by local law enforcement	3.2.1
STP-1	Commercial Motor Vehicle (CMV) Fatality Collisions per 100 million Vehicle Miles Traveled (VMT)	0.178	0.153	0.145	7/1/13 -6/30/14	Fatality Analysis Reporting System (FARS)	Annually	Total FARS CMV Fatality Collisions for Fiscal Year ending June 30	1.1.5
STP-2	Motorcoach/Passenger Carrier Fatality Collisions per 100 million Vehicle Miles Traveled (VMT)	0.012	0.020	0.018	7/1/13 -6/30/14	Fatality Analysis Reporting System (FARS)	Annually	Total FARS Motorcoach/Passenger Carrier Fatality Collisions for Fiscal Year ending June 30	1.1.6
STP-3	Hazardous Materials Fatality Collisions per 100 million Vehicle Miles Traveled (VMT)	0.002	0.004	0.003	7/1/13 -6/30/14	Fatality Analysis Reporting System (FARS)	Annually	Total FARS Hazardous materials Fatality Collisions for Fiscal Year ending June 30	1.1.1
STP-4	Commercial Motor Vehicle Crash Reduction in Top Ten High Crash Corridors	989	996	976	7/1/13 -6/30/14	Federal Motor Carrier Safety Administration (FMCSA) Analysis and Information (A&I) System	Annually	Total FMCSA A&I Fatality Collisions for Fiscal Year ending June 30	1.1.7
STP-5	State Commercial Vehicle Fatality Reduction Goal	91	73	0	7/1/13 -6/30/14	Federal Motor Carrier Safety Administration (FMCSA) Analysis and Information (A&I) System	Annually	Total FMCSA A&I Fatalities for Fiscal Year ending June 30	1.1.1

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Item	Performance Measure	Last Value	Current Value	Target Value	Time Applicable	Data Source and Availability	Reporting Freq.	Calculation Method	Associated Objective(s)
STP-6	State Motorcoach/Passenger Fatality Reduction Goal	6	10	0	7/1/13 -6/30/14	Federal Motor Carrier Safety Administration (FMCSA) Analysis and Information (A&I) System	Annually	Total FMCSA A&I Fatalities for Fiscal Year ending June 30	1.1.6
STP-7	State Hazardous Material Fatality Reduction Goal	1	2	0	7/1/13 -6/30/14	Federal Motor Carrier Safety Administration (FMCSA) Analysis and Information (A&I) System	Annually	Total FMCSA A&I Fatalities for Fiscal Year ending June 30	1.1.1
IEU-1	Respond to local and state law enforcement agencies' needs associated with illegal immigration/foreign national violation	No data available	200	300	7/1/13 -6/30/14	Immigration Enforcement Unit Reporting System	Monthly	Compilation of data from SCDPS incident reports completed by investigating/responding officers	4.1.1
IEU-2	Initiate investigations into criminal activities associated with illegal immigration/foreign nationals in South Carolina	No data available	80	100	7/1/13 -6/30/14	South Carolina Police Central Incident Reporting System	Monthly	Compilation of data from the SLED Police Central Reporting System	4.1.1
IEU-3	Initiate criminal charges against and prosecute illegal criminal aliens/foreign nationals involved in criminal activity in South Carolina	No data available	150	200	7/1/13 -6/30/14	Immigration Enforcement Unit Warrant Tracking System	Monthly	Compilation of data from the Immigration Enforcement Unit Warrant Tracking files/SC Judicial Warrant System	4.1.1
IEU-4	Research and develop an illegal immigration/foreign national training program to be delivered to state and local law enforcement agencies in South Carolina	3	15	20	7/1/13 -6/30/14	Immigration Enforcement Unit Training Tracking System	Annually	Compilation of training data from the Immigration Enforcement Training files	1.2.3
IEU-5	Identify/host additional training opportunities that will benefit South Carolina agencies in the areas of Human Trafficking, Fraudulant Document Recognition and Identity Fraud	2	5	5	7/1/13 -6/30/14	Immigration Enforcement Unit Training Tracking System	Annually	Complication of training data from the Immigration Enforcement Training files	2.2.1
HP-1	Compare past 3 years traffic fatalities state crash data	764	357	726	7/1/13 -6/30/14	SCHP Console/ OHS Stats	Annually	Compare stats year to year	1.1.1
HP-2	Compare past 3 years traffic collisions state crash data	715	331	679	7/1/13 -6/30/14	SCHP Console/ OHS Stats	Annually	Compare stats year to year	1.1.3
HP-3	Conduct a 1,000 public safety presentations	936	N/A	1000	7/1/13 -6/30/14	CRO Stats	Annually	Compare CRO stats year to year	1.1.10
HP-4	Develop training programs by utilizing PowerDMS and partnering with other agenices	N/A	N/A	N/A	7/1/13 -6/30/14	Number of Training Conducted/Training Rosters	Annually	Calculating the number of trainings conducted and stats from training rosters	1.1.8, 1.2.1
HP-5	Track referral and how many applicants moved through process, to the number of applicants hired	2,079	N/A	N/A	7/1/13 -6/30/14	Recruitment Stats	Annually	Compare stats year to year	2.1.4
HP-6	Track number of college graduate applicants referred through online recruiting and university partnerships to how many actually hired	N/A	N/A	N/A	7/1/13 -6/30/14	Recruitment Stats	Annually	Compare recruitment stats year to year	2.1.3
HP-7	Track trainee Turnover Reduction	N/A	N/A	N/A	7/1/13 -6/30/14	Recruitment Stats	Annually	Comparison year to year	1.2.4

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Item	Performance Measure	Last Value	Current Value	Target Value	Time Applicable	Data Source and Availability	Reporting Freq.	Calculation Method	Associated Objective(s)
HP-8	Utilize current law enforcement minorities' feedback and assistance with recruiting efforts	N/A	N/A	N/A	7/1/13 -6/30/14	Recruitment Stats	Annually	Comparison year to year	2.1.1
HP-9	Develop a TCO Recruitment Plan	N/A	N/A	N/A	7/1/13 -6/30/14	TCO employment stats	Annually	compare TCO employment stats from year to year	1.2.2
HP-10	Provide semi annual external collision reconstruction training and host collision reconstruction accreditation examinations	N/A	N/A	N/A	7/1/13 -6/30/14	MAIT Stats	Annually	Compare MAIT Stats year to year	2.2.3
HP-11	Implement on-line Leadership/Management Academy	N/A	N/A	N/A	7/1/13 -6/30/14	N/A	Annually	On-Line Leadership/Management Academy	2.3.1
HP-12	Bi weekly review of MAIT investigations to determine compliance with established protocols and delivery timelines	N/A	N/A	N/A	7/1/13 -6/30/14	MAIT Stats	Annually	Comparison year to year	4.1.5
HP-13	Visit solicitor's offices and other law enforcement victim advocates	N/A	N/A	N/A	7/1/13 -6/30/14	Data regarding number of Solicitor's Offices visted/number of other law enforcement advocates identified	Annually	Comparison year to year	4.1.2
HP-14	Conduct training for troopers on victim services and victims' rights	N/A	N/A	N/A	7/1/13 -6/30/14	Victim Services Stats/number of training modules completed	Annually	Comparison year to year	2.2.4
OFS-1	General maintenance and completion of building work orders to DPS facilities	2,175	1,619	N/A	7/1/13 -6/30/14	Work order system logs, updated daily	Bi-weekly	Work order system tracks number of work orders entered	Support the agency's strategic goals by providing high quality facilities management services and capital improvements
OFS-2	Planning and implementing of capital improvements to agency/state owned structures	12	12	N/A	7/1/13 -6/30/14	SCEIS/SPIRS, updated daily	Monthly	SCEIS transactions for capital project expenditures	Support the agency's strategic goals by providing high quality facilities management services and capital improvements
OFS-3	Improve financial and grant reporting	N/A	94	N/A	7/1/13 -6/30/14	SCEIS, updated daily	Daily	SCEIS transactions for all agency expenditures	Support the agency's strategic goals by providing high quality financial services
Comm-1	Increase the use of DPS social media by the public to obtain valuable traffic and safety information.	1,478	3,084	2,511	1/1/14 - 12/31/14	Facebook statistics	Quarterly	Compilation of number of "likes" from the SCDPS Facebook page	3.2.2, 4.1.3
Comm-2	Increase safety events/fairs/community outreach conducted by CROs distributing safety materials, using the driving simulator, rollover simulator, and golf cart/goggles.	208	83	218	1/1/14 - 12/31/14	Internal database kept by the CRO Unit	Daily	Compilation from internal reports	1.1.9
Comm-3	Increase media interviews with Community Relations Officers and DPS Communications to promote highway safety and traffic issues.	4,950	2,989	5,197	1/1/14 - 12/31/14	Internal database kept the CRO Unit	Daily	Compilation from internal reports	1.1.10, 3.2.1, 3.2.2
Comm-4	The number of visits to the DPS web page shows growth since the re-design in January 2014	1.7 million	6.2 million	1.9 million	1/1/14 - 12/31/14	Google Analytics	Quarterly	Report from Google Analytics web site	3.2.3, 4.1.4

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Accountability Report

Performance Measurement Template									
Item	Performance Measure	Last Value	Current Value	Target Value	Time Applicable	Data Source and Availability	Reporting Freq.	Calculation Method	Associated Objective(s)
BPS-1	Conduct a comprehensive review of the current layered security network, operational procedures, and equipment.	N/A	N/A	N/A	7/1/13 -6/30/14	Meeting agendas and notes, calenders	Quarterly	N/A	3.1.1
BPS-2	Provide training for BPS officers in emergency response.	N/A	N/A	70%	7/1/13 -6/30/14	Training Records, lesson plans, sign in sheets	Annually	Calculate successful completion by utilizing training records	1.2.5
BPS-3	Offer employees training opportunities by utilizing computer based training and OHR offered training	N/A	N/A	N/A	7/1/13 -6/30/14	Training Records, lesson plans, sign-in sheets	Quarterly	Calculate successful completion by utilizing training records	2.2.5
BPS-4	Implement quarterly training program	N/A	N/A	N/A	7/1/13 -6/30/14	Training Records, lesson plans, sign-in sheets	Annually	Calculate successful completion by utilizing training records	2.2.6
BPS-5	Partner with other SCDPS divisions to create recruiting strategies	N/A	N/A	N/A	7/1/13 -6/30/14	Training Records, lesson plans, sign-in sheets, employment records	Quarterly	Utilize employment data to determine the success of recruiting strategies	2.1.1, 2.1.3
HR- 1	Reduce the agencies' "successful by default" ratings for appraisal completion	N/A	99%	80%	7/1/13 -6/30/14	DPS' Human Resources staff, SCEIS	Annually	Compilation of data from SCEIS	2.1.4
HR-2	Increase health and wellness and workplace initiatives/campaigns	N/A	N/A	N/A	7/1/13 -6/30/14	Prevention Partners	Annually	Arithmetical calculations by DPS' Human Resources staff	2.1.2
HR-3	Recruit for a diverse workforce	N/A	14,919	10,000	7/1/13 -6/30/14	SC Job Portal, social media pages	Annually	Compilation of data from SC Jobs Portal and social media sites	2.2.5
HR-4	Educate managers and supervisors on best practices in leadership and professionalism	N/A	120	60	7/1/13 -6/30/14	State OHR, DPS' Human Resources Office and Midlands Technical College	Annually	Compilation of data from State OHR and internal/external training instructors	2.3.1
HR-5	Provide training to managers and supervisors on employment law issues	N/A	40	20	7/1/13 -6/30/14	DPS' Human Resources staff, South Carolina Human Affairs Commission (SCHAC)	Annually	Compilation of data from SCHAC and DPS' Human Resources staff	2.3.2
OIT-1	Status report delivered monthly indicating status/progress towards external and internal due dates for achieving/maintaining information security requirements compliance	Unknown	20%	100%	1/1/14 - 6/30/14	Policies, assessments, etc.	As required; as activities/tasks are completed	Estimated percent; to be determined	3.1.1
OIT-2	Customer feedback mechanisms	Unknown	To be determined	97%	1/1/14 - 6/30/2014	Work order follow-up, project evaluations	As required	Percentage of feedback or project completion against schedule	3.2.4
OIT-3	Replacement equipment is planned, budgeted, purchased and installed before end-of-life for existing equipment.	5%	60%	80%	07/01/13 -06/30/14	Existing equipment inventory	Monthly	Sum	3.2.5

