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COMPLETE

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Page 2: About Agencies Scheduled for Study

Q1 Please share any comments, suggestions or concerns you may have about these agencies. Please note your responses will be posted online and may be included in a Committee report.

Natural Resources, Department of

The compensation for DNR Information Technology personnel definitely needs to be fixed. Some personnel working for DNR for over 15 years are not even close to the “suggested” mid-level pay for their particular pay band. The previous IT Director has put in for compensation increases yearly only to get turned down? State classifications for IT were changed almost 3 yrs ago but any classification change was done when the current DNR IT Director was on the job for only 4 days. -Due to this re-classification of IT positions: what was once classified as an experienced IT technician became an entry level position. Hard to keep your current employees excited about staying when they find out that they are now (state) classified as an entry level technician and any further job postings will be for an entry level position. - Again, due to this classification, any job postings are now for an entry level position. Even as DNR tries to find experienced computer people, DNR can NOT match or even come close to the salaries individuals are currently making. No way will they come to state government when they currently make \$15,000 more than the starting pay the state is offering. Many positions still need to be filled within the IT section but unable to find qualified individuals who will take the low pay. Retention has also been a problem due to current compensation for DNR computer technicians. Due to the low salary, DNR cannot match or will not adjust current compensation for what private sector employees are offering and therefore DNR has lost some good employees over the years. The current IT Director is supposed to be responsible for all of DNR’s technology and the IT personnel that work for DNR – but that is not the case. One location that has IT personnel has NO reporting authority to the DNR IT Director. They can do what they want – but if something went wrong – who would get the blame – the DNR IT Director. All IT personnel need to fall under the direct leadership and authority of the DNR IT Director.

Page 3: There are three questions seeking general information.

Q2 What is your age?

**55-64 years
old**

Public Input to the South Carolina House of Representatives Legislative Oversight Committee

Q3 Which best describes your current role?

**State
employee**

Q4 In which county do you live?

Sumter
