

# Classification & Compensation Reform

The State of South Carolina's  
New Classification &  
Compensation System





# Classification & Compensation Reform

Three Questions to Better Understand What's Happening



# What is Classification & Compensation Reform?

- ▶ Classification and compensation reform focuses on revising the way employees are paid. It aims to create a fair, understandable and competitive compensation system that aligns with the state's goals to attract, motivate and retain talent. The reform involves updating salary structures and pay grades.

# Why is Classification & Compensation Reform Happening?

- ▶ The **FY 2021-22 Appropriations Act** directed the South Carolina Department of Administration to engage an external consultant to conduct a study and to provide expert recommendations to reform the state's Classification and Compensation system.
- ▶ The contract was awarded to Mercer who provided final recommendations in April 2024. Funding for implementation of Mercer's recommendations was included in the **FY 2025-26 Appropriations Act**.

# Who Is Impacted by Classification & Compensation Reform?

## Impacted

- ▶ All employees in classified positions in state agencies with the exception of classified employees in institutions of higher education.

## Not Impacted

- ▶ Classified employees in institutions of higher education and other employees in unclassified positions are **not** included in the reform.



# Where We've Been & Where We're Going

Current System vs. New System

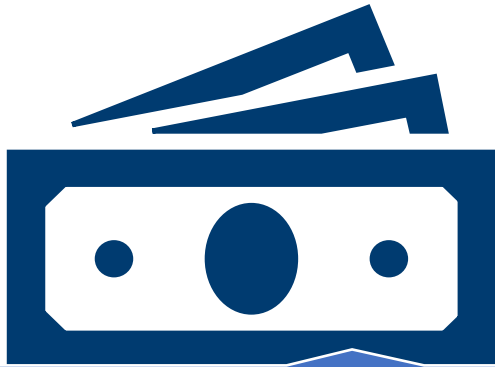


# Current Classification & Compensation System – Pay Bands

Band	Minimum	Midpoint	Maximum
01	\$15,080.00	\$25,214.00	\$34,765.00
02	\$23,253.00	\$33,139.00	\$43,026.00
03	\$27,510.00	\$39,207.00	\$50,905.00
04	\$32,686.00	\$46,578.00	\$60,471.00
05	\$38,985.00	\$55,559.00	\$72,134.00
06	\$46,655.00	\$66,488.00	\$86,321.00
07	\$56,210.00	\$80,105.00	\$104,000.00
08	\$68,397.00	\$97,472.00	\$126,547.00
09	\$83,219.00	\$118,596.00	\$153,973.00
10	\$101,258.00	\$144,299.00	\$187,341.00

- ▶ Each pay band has a minimum, midpoint and maximum.
- ▶ Each job classification is assigned to a pay band.
- ▶ Current pay bands are generally not indicative of the market value of the jobs in the pay bands.

# What Does the New Classification & Compensation System Provide?



New State of South Carolina  
Compensation Philosophy



New Compensation System  
with Four New Pay Structures



Salary Increases Based on  
New Market-Based Pay  
Structures



# New State of South Carolina Compensation Philosophy

The State of South Carolina seeks to provide compensation for its employees that is appropriately competitive against government entities in the southeast, as well as relevant segments of the broader marketplace for positions of comparable scope and responsibility. Our compensation approach strives to be internally consistent and explainable; and maintains a competitive position in the marketplace. Through this approach, we aspire to be a leader in compensation among public entities in the State.

The compensation plan is structured to attract, retain, motivate, and inspire the level of talent needed to achieve our short- and long-term objectives. Our long-term goal is to clearly communicate our pay approach so that employees understand pay opportunities in their current and future roles.

# New Compensation System – Four New Pay Structures



# Where We're Going

## New Salary Structures in Detail





# General Pay Structure (GEN)

Pay Grade	Salary Range		
	Minimum	Midpoint	Maximum
GEN16	\$159,400	\$231,200	\$302,900
GEN15	\$132,900	\$192,700	\$252,500
GEN14	\$110,800	\$160,600	\$210,500
GEN13	\$92,300	\$133,800	\$175,400
GEN12	\$79,600	\$111,500	\$143,300
GEN11	\$66,400	\$92,900	\$119,500
GEN10	\$57,700	\$80,800	\$103,900
GEN09	\$52,100	\$70,300	\$88,600
GEN08	\$45,300	\$61,100	\$77,000
GEN07	\$39,300	\$53,100	\$66,800
GEN06	\$37,200	\$48,300	\$59,500
GEN05	\$33,800	\$43,900	\$54,100
GEN04	\$30,700	\$39,900	\$49,100
GEN03	\$29,000	\$36,300	\$43,500
GEN02	\$26,400	\$33,000	\$39,600
GEN01	\$24,000	\$30,000	\$36,000

- ▶ The General pay structure has 16 pay grades.
- ▶ The width of the salary ranges increase as the pay grades increase.
- ▶ This pay structure has the largest number of classifications assigned.

# Clinical Pay Structure (CLN)

Pay Grade	Salary Range		
	Minimum	Midpoint	Maximum
CLN14	\$129,200	\$187,300	\$245,500
CLN13	\$107,700	\$156,100	\$204,600
CLN12	\$92,900	\$130,100	\$167,200
CLN11	\$77,400	\$108,400	\$139,300
CLN10	\$67,400	\$94,300	\$121,300
CLN09	\$60,700	\$82,000	\$103,200
CLN08	\$52,800	\$71,300	\$89,800
CLN07	\$45,900	\$62,000	\$78,000
CLN06	\$43,400	\$56,400	\$69,400
CLN05	\$39,500	\$51,300	\$63,200
CLN04	\$35,800	\$46,600	\$57,300
CLN03	\$33,900	\$42,400	\$50,900
CLN02	\$30,800	\$38,500	\$46,200
CLN01	\$28,000	\$35,000	\$42,000

- ▶ The Clinical pay structure has 14 pay grades.
- ▶ Includes healthcare administrators and educators, nutritionists, psychologists, and other patient care roles.

# Certified Law Enforcement Pay Structure (LAW)

Pay Grade	Salary Range		
	Minimum	Midpoint	Maximum
LAW11	\$124,300	\$146,100	\$167,800
LAW10	\$108,100	\$127,000	\$145,900
LAW09	\$94,000	\$110,400	\$126,900
LAW08	\$81,700	\$96,000	\$110,300
LAW07	\$71,100	\$83,500	\$96,000
LAW06	\$61,800	\$72,600	\$83,400
LAW05	\$58,700	\$66,000	\$73,400
LAW04	\$53,300	\$60,000	\$66,600
LAW03	\$48,400	\$54,500	\$60,500
LAW02	\$44,000	\$49,500	\$55,000
LAW01	\$40,000	\$45,000	\$50,000

- ▶ The Certified Law Enforcement pay structure has 11 pay grades.
- ▶ Includes law enforcement officers, probation and parole officers, criminal justice instructors and wardens assigned to law enforcement classifications.



# Technology Pay Structure (TEC)

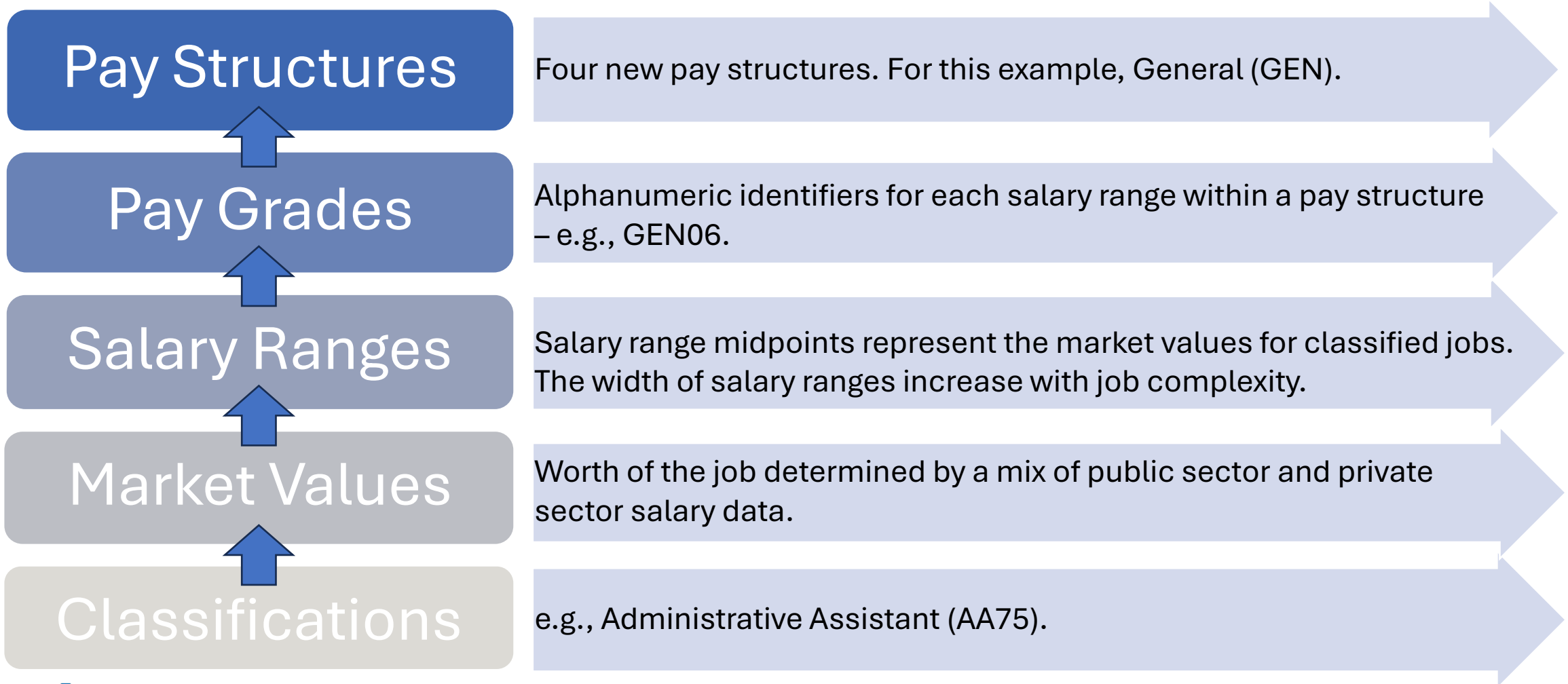
Pay Grade	Salary Range		
	Minimum	Midpoint	Maximum
TEC10	\$132,900	\$192,700	\$252,500
TEC09	\$110,800	\$160,600	\$210,500
TEC08	\$92,300	\$133,800	\$175,400
TEC07	\$79,600	\$111,500	\$143,300
TEC06	\$66,400	\$92,900	\$119,500
TEC05	\$57,700	\$80,800	\$103,900
TEC04	\$52,100	\$70,300	\$88,600
TEC03	\$45,300	\$61,100	\$77,000
TEC02	\$39,300	\$53,100	\$66,800
TEC01	\$37,200	\$48,300	\$59,500

- ▶ The Technology pay structure has ten pay grades.
- ▶ Includes all roles in the information technology (IT) job family.

# New Pay Structures – General Information

- ▶ The use of different pay structures for job classifications in the clinical, certified law enforcement and technology job families allow for more specific market pricing for these positions. This is necessary due to the unique requirements of these positions and the highly competitive job markets for these employees.
- ▶ The difference between the pay grade minimum and pay grade maximum is wider as you move up in pay grade to allow for growth within a position which is seen most often in higher-level positions.

# New Compensation System – Example





# What Happens Next?

Additional Information on the State  
of South Carolina's  
Implementation of Classification &  
Compensation Reform



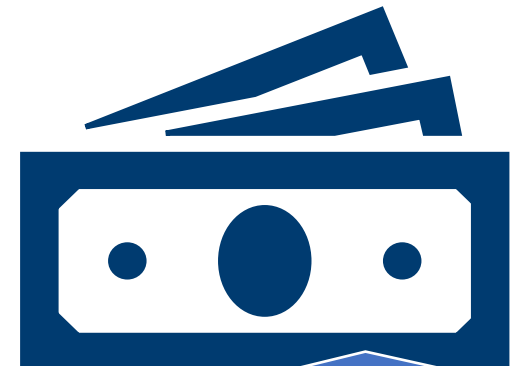
# What Does the Implementation of Classification & Compensation Reform Mean for Me?



New Pay Structure  
Assignment



New Pay Grade/Salary Range  
Assignment



Salary Increase

# Salary Increases Associated with Classification & Compensation Reform

- ▶ Salary increases will be determined by the slotting of existing classified positions into the four new pay structures. Proviso 117.141 (Employee Compensation) of the FY 2025-26 Appropriations Act states that an employee will receive **either** the minimum of their newly assigned pay grade **or** a 2% increase, whichever is greater.
- ▶ Salary increases will be effective June 2, 2025.



# Future Classification Updates

- ▶ State job classifications and state job titles will not change June 2, 2025.
- ▶ However, in the future, the Division of State Human Resources plans to split certain broad state classifications into more specific state job classifications based on market data.
  - ▶ Example: Program Manager classifications

# What if I Have Additional Questions?

- ▶ If you are a(n):
  - ▶ Employee – contact your immediate supervisor or your agency human resources department.
  - ▶ Supervisor/Manager – contact your agency’s human resources department.

# Additional Resources

- ▶ SC Department of Administration's website ([admin.sc.gov](http://admin.sc.gov))
  - ▶ Link to the video
  - ▶ Link to FAQs
  - ▶ Link to Classification & Compensation Page
    - ▶ State Job Classifications (pay grades/salary ranges)
    - ▶ Pay Structures

