



THE SOUTH CAROLINA  
DEPARTMENT *of* ADMINISTRATION

# Law Enforcement Compensation Analysis

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*February 2023*

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## Section One — Executive Summary

### **PURPOSE**

In January 2022, Governor McMaster directed the South Carolina Department of Administration (Admin) to conduct a compensation analysis on law enforcement positions in state government. The following month, Admin published a report recommending increases to the salaries of law enforcement officers in state government. The recommendations for base salary increases were fully funded by the General Assembly and were implemented effective July 1, 2022. A review of human resources data and meetings with impacted agencies indicated that the increases improved the ability to recruit and retain quality officers to state government. However, the labor market responded to the salary increases in state government and, as noted in this report, several major competitors raised or intend to raise their salaries to match or exceed those recommended in February 2022 by Admin.

The purpose of this report is to provide an update on the status of law enforcement positions in state government and provide updated compensation recommendations to ensure that the salaries for law enforcement officers in South Carolina state agencies remain competitive in the current labor market.

### **SCOPE**

This report provides compensation recommendations for Class I Law Enforcement Officers serving in positions within the Law Enforcement and Public Safety Classification Series (JC Series) that include law enforcement as the primary duty. Additional recommendations are provided for Correctional Officers at the South Carolina Department of Corrections and South Carolina Department of Juvenile Justice. Recommendations are also made for additional positions held by Instructors at the South Carolina Criminal Justice Academy and Pilots at the South Carolina Department of Natural Resources and the South Carolina Law Enforcement Division. Recently, Admin completed a compensation study exclusively for the SC Forestry Commission and the report contained recommendations for Investigators whose principal responsibilities are law enforcement investigations. These recommendations were reviewed as part of this compensation analysis, and it was determined that no changes were necessary.

### **APPROACH**

Through meetings with agency leadership and human resources representatives from agencies that employ law enforcement and correctional officers, Admin's Division of State Human Resources (DSHR) gained valuable information about the continued challenges in recruiting and retaining law enforcement and correctional officers. This information was combined with state agency and external labor market data to evaluate the salaries currently offered by South Carolina state agencies.

### **FINDINGS**

DSHR found that even with the implementation of the 2022 Law Enforcement Study recommendations, state agencies continue to face challenges recruiting and retaining law enforcement officers in the current labor market. While the salaries recommended in the February 2022 report are competitive, other public sector employers in South Carolina and across the nation have significantly increased compensation over the last year necessitating further action by South Carolina state government to remain competitive.

## RECOMMENDATIONS

DSHR recommends that the minimum base salary for Certified Class I Law Enforcement Officers (Class I – LE) in Law Enforcement and Public Safety Job Classifications (JC Series) that include law enforcement as the primary duty be increased to **\$50,000**<sup>1</sup>. This salary is comparable to the average salary of a cross-section of South Carolina Law Enforcement agencies in South Carolina major labor markets. This is the lowest salary point that will allow state agencies to effectively compete for officers. Under the recommendations contained in this report law enforcement officers will receive a salary increase sufficient to reach the applicable minimum in the pay plan or 2%, whichever is greater.

DSHR also recommends that the minimum base salary for correctional officer positions at the South Carolina Department of Corrections and South Carolina Department of Juvenile Justice be **\$40,500** with incentives for working at Level Two and Level Three Institutions at the South Carolina Department of Corrections and at Level Two Institutions at the South Carolina Department of Juvenile Justice. This is the lowest salary point that will allow state agencies to effectively compete for officers. Correctional officers will receive a salary increase sufficient to reach the applicable minimum in the pay plan or 2.5%, whichever is greater.

DSHR further recommends that the agency-specific pay plans included in this report be implemented.

## CONCLUSION

While compensation alone cannot solve all the challenges faced when trying to recruit and retain law enforcement and correctional officers, it is the factor employers have the most control over.

Being a law enforcement or correctional officer comes with risks and hazards not faced in other professions and the services provided by these officers are critical to the safety and security of citizens. As stated in the February 2022 report, providing competitive salaries which allow officers to serve while also providing for themselves and their families will make a significant, meaningful difference in the lives of the men and women who have chosen to dedicate themselves to this profession.

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<sup>1</sup> DSHR recommends a starting salary of \$49,000 for Non-Certified Public Safety Trainees at the South Carolina Department of Mental Health.

## Section Two — Introduction

In February 2022, the South Carolina Department of Administration’s (Admin’s) Division of State Human Resources (DSHR) conducted a complete compensation analysis of law enforcement positions at state law enforcement agencies. DSHR analysis revealed that there were many vacant officer positions resulting from a sharp decrease in available qualified applicants and the loss of officers to local law enforcement agencies and the private sector. As a result, DSHR recommended increases to the base compensation for officers and created compensation plans for the State Law Enforcement Division, the South Carolina Department of Public Safety, the South Carolina Department of Natural Resources, the South Carolina Department of Probation, Parole and Pardon Services, the Department of Health and Environmental Control, the South Carolina Criminal Justice Academy, the South Carolina Department of Corrections, the South Carolina Department of Juvenile Justice and the South Carolina Department of Mental Health.

Around the same time the report was issued, local law enforcement agencies in South Carolina also increased salaries to address the same recruitment and retention issues faced by state agencies. In addition, the United States, including South Carolina, experienced a severe labor shortage and wage inflation. According to the Bureau of Labor Statistics the “[c]ompensation costs for state and local government workers increased 4.6 percent for the 12-month period ending in September 2022, compared with an increase of 2.3 percent in September 2021.” While some of this increase resulted from increased benefit costs “[w]ages and salaries increased 4.4 percent for the 12-month period ending in September 2022 and 2.4 percent a year ago.” The increase was even higher for the private industry workforce with “[c]ompensation costs for private industry workers increased 5.2 percent over the year. In September 2021, the increase was 4.1 percent. Wages and salaries increased 5.2 percent for the 12-month period ending in September 2022 and increased 4.6 percent in September 2021.” These wage increases, coupled with a low unemployment rate, have created fierce competition for all workers, including law enforcement officers.

Given these changes in the applicable labor market it was determined that an analysis of comparable positions in the current labor market was necessary to determine if additional compensation changes were necessary.<sup>2</sup> In addition, the compensation for correctional officers at the South Carolina Department of Corrections and the South Carolina Department of Juvenile Justice which were not reviewed as part of the previous report, were included in this updated review. As noted in the February 2022 report, the services provided by law enforcement officers is critical to the safety and security of citizens and it is imperative that state agencies be able to recruit and retain top talent to support the vital missions of these law enforcement agencies. In addition, correctional officers are responsible for securing the safety of institutions across the state while working in some of the most challenging environments that exist in state agencies. It is no surprise then that recruiting and retaining employees for these positions is difficult at any time and is only made more difficult by the current labor shortage.

## Section Three — Scope

This report was intended to review and provide recommendations for law enforcement officers across state agencies. To that end this report includes recommendations for the following positions:

- Class I Law Enforcement Officers serving in positions within the Law Enforcement and Public Safety Classification Series (JC Series) that include law enforcement as the primary duty.

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<sup>2</sup> This analysis is restricted to the compensation for law enforcement positions. The report issued in Feb. 2022 included findings and recommendations beyond those related to compensation. These additional findings and recommendations remain valid. This report is intended only to address changes in compensation and not supplant other findings and recommendations in the Feb. 2022 report.

- Additional recommendations are provided for some positions in the Program Management series held by Senior Law Enforcement Leadership.
- South Carolina Criminal Justice Academy (CJA) Coordinators and Training Directors who are Class I Law Enforcement Officers.
- Investigators at the South Carolina Department of Natural Resources (DNR) who are Class I Law Enforcement Officers who occupy positions in the Investigator Classification Series (JA Series). Recommendations are also included for Pilots at the South Carolina Law Enforcement Division and the South Carolina Department of Natural Resources as these employees are certified law enforcement officers.
- Recognizing that recruiting and retaining correctional employees are equally as challenging as recruiting and retaining employees for law enforcement positions, recommendations are also provided for employees in Correctional Officer (JD35, JD40 and JD50) and Warden (JD55 and JD60) positions at the South Carolina Department of Corrections and the South Carolina Department of Juvenile Justice.

**Note: The recommendations presented in this analysis are not intended to replace any general increases passed by the General Assembly, step increases officers would otherwise receive through their agency’s pay plans or performance increase plans.**

## Section Four — Approach

DSHR partnered with non-higher education state agencies (Appendix I contains a list of participating agencies) who employ law enforcement and correctional officers to address the challenges they face recruiting and retaining officers and review the information about the applicable labor market and discuss the recommendations presented in this report. DSHR met with human resources and leadership representatives from the impacted agencies on Dec. 19, 2022, and Jan. 6, 2023. During these meetings the group worked to identify the underlying issues that contribute to recruitment and retention difficulties and to review internal and external compensation data gathered by DSHR.

Using information obtained during these discussions and a comprehensive review of state agency and external labor market data DSHR determined a minimum salary for law enforcement and correctional officer employees. From this starting point career paths were established for each agency to appropriately compensate employees for the work done by the officers at each agency and to accommodate the established organizational structure of each agency.

## Section Five — Findings

### State Agency Time to Hire and Retirement Eligibility of Law Enforcement Officer Positions

DSHR reviewed the time to hire as recorded in the State’s Recruitment System over the last two fiscal years and found that the average time to hire was 73.57 days in January 2023. This is significantly higher than the average of 31.08 days in November 2022, which suggests that it is becoming more difficult to find, and hire, qualified applicants. In addition, a large percentage of employees in law enforcement agencies are currently eligible to retire or will be eligible in the next five years. As illustrated in the following table the percentage ranged from a low of 24.56% at the Department of Revenue to 34.88% at the Department of Corrections.

Agency	Number of Employees	Employees Currently Eligible to Retire		Employees Eligible to Retire Within Five Years		Total Employees Currently Eligible or Eligible to Retire Within Five Years	
		Count	Percentage	Count	Percentage	Count	Percentage
Criminal Justice Academy	108	20	18.52%	21	19.44%	41	37.96%
Department of Corrections	3868	553	14.30%	796	20.58%	1349	34.88%
Department of Health and Environmental Control	2964	506	17.07%	413	13.93%	919	31.01%
Department of Juvenile Justice	1039	108	10.39%	193	18.58%	301	28.97%
Department of Natural Resources	868	128	14.75%	107	12.33%	235	27.07%
Department of Probation, Parole and Pardon Services	672	109	16.22%	107	15.92%	216	32.14%
Department of Public Safety	1241	129	10.39%	177	14.26%	306	24.66%
Department of Revenue	631	77	12.20%	78	12.36%	155	24.56%
South Carolina Law Enforcement Division	612	93	15.20%	98	16.01%	191	31.21%

While the total percentage of employees who are currently eligible to retire or will be eligible to retire within five years is concerning, the situation becomes even more alarming when law enforcement classifications are reviewed specifically. As demonstrated by the example below from the South Carolina Department of Public Safety, a large percentage of employees in law enforcement classifications are eligible or will be eligible to retire in the next five years. Most concerning is the fact that these employees are concentrated in leadership positions (highlighted classifications). Without improved recruitment and retention, the normal leadership talent pipeline will be insufficient to fill these positions.



Department of Public Safety

Classification	Number of Employees	Employees Currently Eligible		Employees Eligible to Retire Within Five Years		Total Employees Currently Eligible or Eligible to Retire Within Five Years	
		Count	Percentage	Count	Percentage	Count	Percentage
Law Enforcement Officer I (JC10)	206	0	0%	3	1.46%	3	1.46%
Law Enforcement Officer II (JC20)	337	5	1.48%	23	6.82%	28	8.31%
Law Enforcement Officer III (JC30)	296	33	11.15%	86	29.05%	119	40.20%
Law Enforcement Officer IV (JC40)	59	22	37.29%	18	30.51%	40	67.80%
Law Enforcement Officer V (JC50)	29	21	72.41%	6	20.69%	27	93.10%
Law Enforcement Officer VI (JC55)	5	3	60.00%	2	40.00%	5	100.00%
All Classifications	932	84	9.01%	138	14.81%	222	23.82%

These findings are consistent with the information found in the previous law enforcement compensation analysis which reflected difficulty recruiting law enforcement officers and a large percentage of employees who are at risk for leaving state agencies as they become eligible to retire.

Turnover and Vacancy Rate of Correctional Officer Positions

Despite recent increases to correctional officer salaries at the South Carolina Department of Corrections and the South Carolina Department of Juvenile Justice, the vacancy and turnover rate for these employees remains concerning.

The overall vacancy rate for correctional officer positions at the South Carolina Department of Corrections during the 2021-2022 fiscal year was 49.36%. The South Carolina Department of Juvenile Justice vacancy rate for the same time period was 53.78%. Such high vacancy rates threaten the ability of these agencies to provide the support needed by institutions. The high vacancy rate is due, in part, to high turnover rates among correctional officers. At the South Carolina Department of Corrections, the turnover rate for all correctional officers was 38.90%. The turnover rate for entry level correctional officers, Correctional Officer I (JD30), was 68.45%.

The turnover rate for all correctional officers at the South Carolina Department of Juvenile Justice is even higher at 63.62% for fiscal 2021-2022. These vacancy and turnover rates clearly indicate a need for action to address the recruitment and retention of correctional officers.

The following tables provide a summary of vacancy and turnover data for the South Carolina Department of Corrections and the South Carolina Department of Juvenile Justice during the 2021-2022 fiscal year.

#### South Carolina Department of Corrections

Classification	Turnover Rate (2021-22 Fiscal Year)	Vacancy Rate (2021-22) Fiscal Year
Correctional Officer I	68.45%	68.54%
Correctional Officer II	23.37%	31.15%
Correctional Officer III	22.22%	19.08%
Correctional Officer IV	9.19%	8.39%
Warden I	4.88%	6.67%
Warden II	23.81%	0%
<b>All Classifications</b>	<b>38.90%</b>	<b>49.36%</b>

#### South Carolina Department of Juvenile Justice

Classification	Turnover Rate (2021-22 Fiscal Year)	Vacancy Rate (2021-22) Fiscal Year
Correctional Officer II	77.44%	55.64%
Correctional Officer III	41.86%	23.33%
Correctional Officer IV	27.27%	18.75%
Warden I	100.00%	60.00%
<b>All Classifications</b>	<b>63.62%</b>	<b>53.78%</b>

#### Compensation Data

Having determined that recruitment and retention remain challenging for state agencies, DSHR then conducted a review of compensation data for comparable positions in the applicable labor market.

### South Carolina State Agency Compensation Data

The table below provides salary information for law enforcement classifications. Salary information by agency can be found in Appendix II.

Classification	Pay Band and Range	Average Salary	Actual Minimum Salary	Actual Maximum Salary
Law Enforcement Officer I (JC10)	Band 4 (\$29,061-\$53,769)	\$48,858	\$39,545	\$53,769
Law Enforcement Officer II (JC20)	Band 5 (\$35,360 - \$65,429)	\$53,907	\$42,278	\$65,429
Law Enforcement Officer III (JC30)	Band 6 (\$43,030 - \$79,616)	\$66,914	\$47,818	\$79,616
Law Enforcement Officer IV (JC40)	Band 7 (\$52,357 - \$96,869)	\$78,599	\$69,087	\$95,962
Law Enforcement Officer V (JC50)	Band 8 (\$63,707 - \$117,870)	\$98,850	\$80,519	\$111,407
Law Enforcement Officer VI (JC55)	Band 9 (\$77,513 - \$143,415)	\$116,768	\$101,661	\$136,186

### County and Municipality Compensation Data

South Carolina County and Municipal Police forces are the most direct competitors for law enforcement employees in South Carolina. Therefore, to remain competitive state agencies must offer salaries consistent with those available from local South Carolina police agencies. The following table below provides a sample of South Carolina County and Municipal compensation data for law enforcement positions.

Department Name	Minimum Salary	Associate's (percentage over Minimum Salary)	Bachelor's (percentage over Minimum Salary)	Master's (percentage over Minimum Salary)	Doctoral	Other Incentives
Lancaster County	\$50,000	\$51,500 (3%)	\$53,000 (6%)	\$54,500 (9%)	N/A	

Department Name	Minimum Salary	Associate's (percentage over Minimum Salary)	Bachelor's (percentage over Minimum Salary)	Master's (percentage over Minimum Salary)	Doctoral	Other Incentives
Greenville County Sheriff's Office	\$50,681	\$53,215 (5%)	\$55,749 (10%)	\$58,283 (15%)	N/A	Bi-lingual: 5% over starting pay Basic EMT Cert: 2.5% over starting pay upon completion Paramedic Cert: 5% over starting pay upon completion
Beaufort County	\$49,349	\$50,829 (3%)	\$52,310 (6%)	\$53,790 (9%)	\$55,271	Yearly performance increases up to 3%. Fluency in Spanish \$1,200 per year
City Rock Hill	\$48,000	N/A	N/A	N/A	N/A	
Lexington County	\$43,847	\$44,742 (2%)	\$45,614 (4%)	\$46,486 (6%)	N/A	\$2,000: Certified Officer Probationary Incentive \$3,000: 18 months following first payout
City of Myrtle Beach	\$47,752	N/A	N/A	N/A	N/A	
City of Columbia Police Department	\$45,000	N/A	N/A	N/A	N/A	\$48,825 upon graduation from SCCJA \$5,000 sign-on bonus, yearly step increases
Richland County	\$40,001 (non-Certified) \$42,001 (Certified)	N/A	N/A	N/A	N/A	

Department Name	Minimum Salary	Associate's (percentage over Minimum Salary)	Bachelor's (percentage over Minimum Salary)	Master's (percentage over Minimum Salary)	Doctoral	Other Incentives
Kershaw County	\$44,856-\$52,033	N/A	N/A	N/A	N/A	After FTO & 1 year: \$46,943-\$56,366
Mecklenburg County NC Sheriff's Department	\$53,053	N/A	N/A	N/A	N/A	\$3,000 sign on bonus
Augusta, GA (Richmond County Sheriff's Office)	\$43,598	N/A	N/A	N/A	N/A	Increase to \$45,891 after 2 years, \$48,185 after 5 years, \$50,595 after 10 years

Similarly, South Carolina County and Municipal Detention Centers are the most direct competitors for correctional employees in South Carolina. The table below provides a sample of South Carolina County and Municipal compensation data for law enforcement positions.

Department Name	Minimum Salary	Associate's	Bachelor's	Master's	Other Incentives
Lancaster County	\$45,000	\$46,350	\$47,700	\$49,050	
Lexington County Detention Center	\$43,847	\$44,742	\$45,614	\$46,486	Spanish Speaking incentive starting at \$895
City of Myrtle Beach	\$41,250				
Charleston County	\$43,264-\$61,006 (8-hour day) \$46,373-\$65,391 (12.25 hour day)	\$1,000 added to base	\$2,000 added to base	\$3,000 added to base	Longevity raises awarded at 1,3,5,6 and 10 years of service and every 5 years thereafter  Merit raises begin at 7 years of service

## National Compensation Association of State Government

As noted in the February 2022 report fewer people are entering the law enforcement profession making it necessary to cast a wide net to attract new talent. For this reason, it is important that law enforcement salaries be sufficient to compete locally and to attract applicants from outside of the immediate geographical area. To ensure that the compensation recommendations in this report reflect this reality, DSHR reviewed national law enforcement compensation data. The table below provides a summary of this information. Complete national compensation data can be found in Appendix III.

### National Compensation Association of State Government (NCASG) Incumbents and Averages

Benchmark Title (Applicable Agency)	Actual Average	Actual Lowest	Actual Highest	Pay Range Minimum	Pay Range Maximum
Criminal Investigator (South Carolina Law Enforcement Division)	\$71,529	\$63,888	\$80,830	\$50,698	\$86,482
Highway Patrol Trooper (South Carolina Department of Public Safety)	\$70,492	\$57,895	\$83,554	\$54,761	\$86,328
Wildlife Officer/Game Warden (South Carolina Department of Natural Resources)	\$63,416	\$55,190	\$71,906	\$48,270	\$77,835
Probation and Parole Officer (South Carolina Department of Probation, Parole and Pardon Services)	\$74,508	\$64,960	\$87,775	\$53,848	\$93,582

## United States Bureau of Labor Statistics Data

According to the BLS, the average salary of Police and Sheriff's Patrol Officers in May 2021 was \$70,750. O\*NET, the nation's primary source of occupational information, indicates that the 2021 National Average for Police and Sheriff's Patrol Officers was \$64,610. This is significantly higher than the South Carolina 2021 average of \$48,380.

## Section Six — Recommended Compensation Changes

Based on the review of the data presented, DSHR makes the following recommendations to increase the recruitment and retention of officers. DSHR believes the recommendations suggested are necessary to address the critical shortage of officers in state government and to be competitive with the private sector, counties and local municipalities.

## Law Enforcement Minimum Salaries<sup>3</sup>

DSHR recommends that the minimum base salary for Class I Law Enforcement Officers (Class I – LE) in Law Enforcement and Public Safety Job Classifications (JC Series) that include law enforcement as the primary duty be increased to **\$50,000**. This salary is comparable to the average salary of a cross-section of South Carolina Law Enforcement agencies in South Carolina major labor markets. This is the lowest salary point that will allow state agencies to effectively compete for officers. Based on this new starting salary other salaries were adjusted to maintain an equitable salary structure. Under the recommendations contained in this report law enforcement officers will receive a salary increase sufficient to reach the applicable minimum in the pay plan or 2%, whichever is greater.

## New Minimum Salaries for Law Enforcement Officers

Next, DSHR developed recommended revised pay plans starting from the recommended minimums. The new recommended minimums are:

- South Carolina Law Enforcement Division - **\$58,000**
- South Carolina Department of Revenue - **\$58,000**
- South Carolina Department of Corrections - **\$58,000**
- South Carolina Department of Social Services - **\$56,000**
- Criminal Justice Academy - **\$55,500**
- South Carolina Department of Public Safety - **\$55,000**
- South Carolina Department of Natural Resources - **\$53,000**
- South Carolina Department of Health and Environmental Control - **\$50,000**
- South Carolina Department of Juvenile Justice - **\$50,000**
- South Carolina Department of Probation, Parole and Pardon Services - **\$50,000**
- South Carolina Department of Mental Health - **\$49,000 (non-certified); \$50,000 Certified**

Detailed pay plans for each of these agencies can be found in Appendix IV. These pay plans adhere to the unique rank structure and address the needs of each agency. In addition,

- the pay plan for the South Carolina Criminal Justice Academy includes increases based on years of law enforcement and/or correctional officer experience to provide a career path for non-supervisory positions;
- the pay plan created for the South Carolina Department of Probation, Parole and Pardon Services provides a schedule of increases based on years of law enforcement and/or correctional officer experience to address internal inequities that currently exist within the agency. In addition, this pay plan accounts for the inclusion of pay previously provided through special assignment pay that is now included in base pay which will aid recruitment and retention;
- the pay plan for law enforcement positions at the South Carolina Department of Corrections includes pay increases based on years of law enforcement and/or correctional officer experience for Special Agents to provide a career path for employees in these positions;
- the pay plan for law enforcement positions at the South Carolina Department of Juvenile Justice includes pay increases based on years of law enforcement and/or correctional officer experience for Criminal Investigators to provide a career path for employees in these positions;

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<sup>3</sup> The recommendations presented in this analysis are not intended to replace any general increases passed by the General Assembly, step increases officers would otherwise receive through their agency's pay plans, or performance increase plans. In addition, if these recommendations to increase the base compensation of law enforcement officers are implemented the effective date should be prior to the effective date for any general increase that may also be provided.

- the pay plan for law enforcement officers at the Department of Health and Environmental Control includes pay increases based on years of law enforcement and/or correctional officer experience for all non-supervisory positions to provide a career path for these employees.

### Correctional Officer Minimum Salaries<sup>4</sup>

DSHR recommends that the minimum base salary for all correctional officer positions at the South Carolina Department of Corrections be **\$41,000** and **\$40,500** at the South Carolina Department of Juvenile Justice. This is the lowest salary point that will allow state agencies to effectively compete for officers. Based on this starting salary comprehensive pay plans were created for all correctional officer positions in the South Carolina Department of Corrections and South Carolina Department of Juvenile Justice. These pay plans were created to avoid salary compression and to ensure the salaries were commensurate with the work done by employees in each classification. Correctional officers will receive a salary increase sufficient to reach the applicable minimum in the pay plan or 2.5%, whichever is greater.

Detailed pay plans for correctional officers at the South Carolina Department of Corrections and South Carolina Department of Juvenile Justice can be found in Appendix V. Pay plans for both agencies include a schedule of increases based on years of law enforcement and/or correctional officer experience to provide a career path for employees without supervisory responsibilities. These pay plans also include incentive pay if the employee works in a higher-level institution.

## Section Seven — Recommended Classification Changes

As part of this study, DSHR identified opportunities to update some current job classifications as well as update the specifications for current state classifications. The changes outlined in this section are appropriate based on the current and future labor market and are necessary to support the needs of the agencies included in this study. These changes will be completed and made available to agencies by March 31, 2023.

DSHR will create the following new classifications:

- A Law Enforcement Officer VII, Band 10, position to accommodate Assistant Chiefs at the South Carolina Law Enforcement Division and Lieutenant Colonels at the South Carolina Department of Public Safety. The general nature of work for this classification will be to plan, analyze and direct the command of operations of assigned divisions within law enforcement. Assistant Chiefs at the South Carolina Law Enforcement Division currently occupy Program Manager IV, Band 10, positions. South Carolina Law Enforcement Division Captains and South Carolina Department of Public Safety Majors occupy Law Enforcement Officer V, Band 8, positions and South Carolina Department of Public Safety Lt. Colonels occupy Law Enforcement Officer VI, Band 9, positions. The addition of the Law Enforcement Officer VII classification will allow employees to be placed in positions more appropriate for the work done.
- A Probation and Parole Law Enforcement Officer IV, Band 8, position to accommodate leadership positions at the South Carolina Department of Probation, Pardon and Parole Services. The general nature of work for this classification will be to supervise probation and parole law enforcement activities in a geographic region of the state or manage a major law enforcement department or division of the agency. These positions include

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<sup>4</sup> The recommendations presented in this analysis are not intended to replace any general increases passed by the General Assembly, step increases officers would otherwise receive through their agency's pay plans, or performance increase plans. In addition, if these recommendations to increase the base compensation of law enforcement officers are implemented the effective date should be prior to the effective date for any general increase that may also be provided.



Regional Director, Special Operations Director, Assistant Deputy Director for Enforcement Services and Associate Director for Offender Supervision and Enforcement. Currently these positions occupy the Law Enforcement Officer V, Band 8, positions. Creating a Band 8 position within the Probation and Parole Law Enforcement series will ensure employees in leadership position performing Probation and Parole Law Enforcement duties are in classifications that accurately describe the work being done.

- Training classifications used exclusively by the South Carolina Criminal Justice Academy. These classifications are necessary to recognize the unique work performed by these instructors. The following classifications will replace the current Training Coordinator Positions as follows:

Current Classification	New Classification	Pay Band
N/A	Criminal Justice Instructor Trainee	Band 5
Training Coordinator I	Criminal Justice Training Instructor I	Band 6
Training Coordinator II	Criminal Justice Training Instructor II	Band 7
Training Coordinator III	Criminal Justice Training Director	Band 8

- One or more new job classifications for positions at the South Carolina Department of Corrections, the South Carolina Department of Probation, Parole, and Pardon Services, and the South Carolina Department of Juvenile Justice. The primary job purpose for these positions will be to perform initial intake and evaluation duties for new offenders.
- Law Enforcement Pilot I (Pay Band 7) and Law Enforcement Pilot II (Pay Band 8) classifications will be created.

DSHR will revise the general nature of work and minimum education and experience requirements for the classifications listed below:

- Correctional Officer II (JD35/Band 4)
- Correctional Officer III (JD40/Band 5)
- Correctional Officer IV (JD50/Band 6)
- Warden I (JD55/Band 7)
- Warden II (JD60/Band 8)

## Section Eight — Cost Analysis

The implementation of the increases to the base salary for the law enforcement officers described in this report would result in a total annual cost of **\$28,325,757**. This cost is assuming all vacant positions are filled and based on employees' current compensation.

In recognition of the traditional difficulty in recruiting and retaining correctional officers, the implementation costs for the increases to the base salary for the correctional officers described in this report were calculated assuming a vacancy rate of 30%. Assuming a continued vacancy rate of 30%, the total annual cost would be **\$19,700,942**.

**Note: All costing information is based on employees and positions as reflected in SCEIS in February 2023. This information is provided to assist in making funding decisions for the 2023-2024 fiscal year. Funding needs for future fiscal years will need to be evaluated and requested by each agency as part of the normal budgeting process. In**

**addition, costing information is based on the years or months of agency service of each employee. Additional costs may be incurred if current employees have law enforcement or correctional officer service outside of the applicable agency.**

Detailed cost information for each agency can be found in Appendix VI.

## Section Nine — Conclusion

As noted in the February 2022 report, the reasons state agencies are struggling with recruitment and retention of qualified law enforcement officers are multi-faceted. In addition to compensation, numerous factors including public perception of the occupation, the current labor market and the hazardous nature of the occupation all impact agencies' ability to recruit and retain both law enforcement and correctional officers.

While compensation alone cannot solve all the challenges faced when trying to recruit and retain law enforcement and correctional officers, it is the factor employers have the most control over.

Being a law enforcement or correctional officer comes with risks and hazards not faced in other professions and the services provided by these officers are critical to the safety and security of citizens. As stated in the February 2022 report, providing competitive salaries which allow officers to serve while also providing for themselves and their families will make a significant, meaningful difference in the lives of the men and women who have chosen to dedicate themselves to the profession.

# Appendices

## Appendix I — Participating Agencies

Agencies included in the Law Enforcement Compensation Study:

- South Carolina Department of Administration
- South Carolina Department of Corrections
- South Carolina Criminal Justice Academy
- South Carolina Department of Health and Environmental Control
- South Carolina Department of Juvenile Justice
- South Carolina Department of Mental Health
- South Carolina Department of Natural Resources
- South Carolina Department of Probation, Parole and Pardon Services
- South Carolina Department of Public Safety
- South Carolina Department of Revenue
- South Carolina Department of Social Services
- South Carolina Law Enforcement Division

## Appendix II — State Agency Comparable

### Law Enforcement Officer I (JC10)

#### Pay Band 4 (\$29,061-\$53,769)

Agency	Number of Employees	Average Salary	Actual Minimum Salary	Actual Maximum Salary
SC Department of Mental Health	29	\$46,813	\$40,993	\$53,264
SC Department of Public Safety	207	\$49,211	\$40,962	\$51,738
SC Department of Revenue	6	\$52,064	\$50,000	\$53,769
SC Governor's School for the Arts and Humanities	1	\$41,400	\$41,400	\$41,400
SC Department of Juvenile Justice	3	\$40,336	\$39,545	\$40,731

**Law Enforcement Officer II (JC20)****Pay Band 5 (\$35,360-\$65,429)**

<b>Agency</b>	<b>Number of Employees</b>	<b>Average Salary</b>	<b>Actual Minimum Salary</b>	<b>Actual Maximum Salary</b>
SC Department of Corrections	25	\$49,604.08	\$49,495.00	\$51,757.00
SC Department of Mental Health	27	\$55,958.63	\$51,445.00	\$65,429.00
SC Department of Natural Resources	115	\$51,376.35	\$47,895.00	\$62,008.00
SC Department of Public Safety	336	\$55,276.24	\$51,738.00	\$62,476.00
SC Department of Revenue	5	\$56,572.80	\$54,082.00	\$57,532.00
SC Department of Social Services	4	\$49,782.25	\$48,667.00	\$51,912.00
SC Department of Health and Environmental Control	6	\$44,984.00	\$42,278.00	\$46,710.00
SC Governor's School for the Arts and Humanities	2	\$53,272.00	\$50,935.00	\$55,609.00
SC Governor's School for Science and Math	2	\$47,769.50	\$47,508.00	\$48,031.00
SC Law Enforcement Division	19	\$51,536.58	\$50,500.00	\$52,015.00
SC Museum Commission	1	\$51,414.00	\$51,414.00	\$51,414.00
SC Department of Juvenile Justice	3	\$54,213.00	\$54,213.00	\$54,213.00

**Law Enforcement Officer III (JC30)****Pay Band 6 (\$43,030-\$79,616)**

<b>Agency</b>	<b>Number of Employees</b>	<b>Average Salary</b>	<b>Actual Minimum Salary</b>	<b>Actual Maximum Salary</b>
SC Department of Corrections	5	\$56,866.00	\$56,866.00	\$56,866.00
SC Department of Mental Health	15	\$67,800.47	\$58,607.00	\$79,616.00
SC Department of Natural Resources	91	\$64,982.00	\$47,818.00	\$79,616.00
SC Department of Public Safety	296	\$69,956.04	\$65,451.00	\$74,935.00
SC Department of Revenue	10	\$62,156.50	\$48,876.00	\$79,616.00
SC Department of Health and Environmental Control	5	\$54,166.40	\$48,121.00	\$57,919.00
SC Governor's School for the Arts and Humanities	1	\$77,227.00	\$77,227.00	\$77,227.00
SC Law Enforcement Division	165	\$64,079.47	\$58,075.00	\$70,798.00
SC Department of Juvenile Justice	9	\$58,181.44	\$58,000.00	\$59,633.00
SC School for the Deaf and the Blind	1	\$70,267.00	\$70,267.00	\$70,267.00

**Law Enforcement Officer IV (JC40)****Pay Band 7 (\$52,357-\$96,869)**

<b>Agency</b>	<b>Number of Employees</b>	<b>Average Salary</b>	<b>Actual Minimum Salary</b>	<b>Actual Maximum Salary</b>
SC Department of Corrections	7	\$72,754.00	\$72,754.00	\$72,754.00
SC Department of Natural Resources	52	\$76,876.44	\$71,956.00	\$88,907.00
SC Department of Public Safety	61	\$82,974.62	\$71,480.00	\$85,449.00
SC Department of Social Services	2	\$78,766.50	\$74,578.00	\$82,955.00
SC Department of Health and Environmental Control	1	\$72,054.00	\$72,054.00	\$72,054.00
SC Law Enforcement Division	129	\$77,589.93	\$69,087.00	\$95,962.00



**Law Enforcement Officer V (JC50)****Pay Band 8 (\$63,707-\$117,870)**

<b>Agency</b>	<b>Number of Employees</b>	<b>Average Salary</b>	<b>Actual Minimum Salary</b>	<b>Actual Maximum Salary</b>
SC Department of Corrections	2	\$94,127.00	\$90,107.00	\$98,147.00
SC Department of Mental Health	1	\$101,712.00	\$101,712.00	\$101,712.00
SC Department of Natural Resources	11	\$95,647.73	\$90,116.00	\$106,285.00
SC Department of Public Safety	29	\$101,351.72	\$98,225.00	\$108,300.00
SC Department of Revenue	1	\$111,407.00	\$111,407.00	\$111,407.00
SC Department of Health and Environmental Control	1	\$80,519.00	\$80,519.00	\$80,519.00
SC Department of Probation, Parole and Pardon Services	1	\$108,100.00	\$108,100.00	\$108,100.00
SC Law Enforcement Division	21	\$97,796.86	\$93,535.00	\$107,984.00
SC Department of Juvenile Justice	1	\$86,752.00	\$86,752.00	\$86,752.00

**Law Enforcement Officer VI (JC55)**

**Pay Band (\$77,513-\$143,415)**

<b>Agency</b>	<b>Number of Employees</b>	<b>Average Salary</b>	<b>Actual Minimum Salary</b>	<b>Actual Maximum Salary</b>
SC Department of Mental Health	1	\$117,309.00	\$117,309.00	\$117,309.00
SC Department of Natural Resources	1	\$115,104.00	\$115,104.00	\$115,104.00
SC Department of Public Safety	5	\$122,884.80	\$122,651.00	\$123,820.00
SC Law Enforcement Division	7	\$112,558.29	\$101,661.00	\$136,186.00

## Appendix III — NCASG Comparative Data

### NCSAG Benchmark Title: Criminal Investigator

Journey-level criminal investigation work. Conducts criminal (narcotics, violent/white collar crimes and civil disorders) and tort claim investigations. Identifies and collects crime scene evidence and interviews victims, witnesses and suspects. Conducts undercover surveillance, participates in raids and testifies in court. Requires completion of Law Enforcement training as mandated in state statute.

#### Applicable Agency: South Carolina Law Enforcement Division

Responding State's Job Title	Number of Incumbents	Actual Average	Actual Lowest	Actual Highest	Pay Range Minimum	Pay Range Maximum	State
Criminal Investigator	15	\$124,332	\$124,332	\$124,332	\$76,152	\$124,332	OR
Special Agent	68	\$110,300	\$98,491	\$117,534	\$82,560	\$110,768	MN
Special Agent-Senior	77	\$93,063	\$91,395	\$97,656	\$51,626	\$118,747	WI
State Patrol Investigation Officer	72	\$80,946	\$57,533	\$94,480	\$53,706	\$86,944	NE
AGO Criminal Investigator	5	\$80,887	\$67,683	\$91,395	\$58,282	\$91,395	VT
Idaho State Police Specialist	76	\$80,718	\$66,789	\$99,195	\$54,163	\$116,043	ID
Criminalist	14	\$80,080	\$80,080	\$80,080	\$36,784	\$67,437	OK
Criminal Investigator I	14	\$76,668	\$74,004	\$80,037	\$48,036	\$86,460	ND
DCI Special Agent II	17	\$72,459	\$68,716	\$76,024	\$62,786	\$94,273	SD
Special Agent KBI	57	\$71,207	\$61,838	\$89,232	\$49,650	\$89,232	KS
Special Agent I	14	\$70,600	\$68,702	\$73,162	\$65,416	\$98,144	WY
Criminal Investigator I	105	\$70,140	\$61,788	\$91,812	\$61,788	\$91,812	CO
Special Agent	39	\$68,462	\$51,178	\$81,814	\$46,442	\$90,310	AL
TORT CLAIMS INVESTIGATOR 1	1	\$66,420	\$66,420	\$66,420	\$50,592	\$68,076	WA
Criminal Investigator 2	28	\$66,079	\$54,189	\$75,088	\$45,406	\$80,538	LA
Investigator II, POST	8	\$64,392	\$56,992	\$72,301	\$42,536	\$72,301	UT
Detectives & Criminal Investigators	96	\$64,311	\$51,385	\$103,126			VA

<b>Responding State's Job Title</b>	<b>Number of Incumbents</b>	<b>Actual Average</b>	<b>Actual Lowest</b>	<b>Actual Highest</b>	<b>Pay Range Minimum</b>	<b>Pay Range Maximum</b>	<b>State</b>
TBI Special Agent-Criminal Investigator 2*	168	\$64,077	\$50,484	\$86,645	\$49,500	\$76,788	TN
Crime Investigator 1	9	\$58,072	\$43,880	\$62,636	\$52,073	\$78,110	MT
Criminal Investigator 2	107	\$56,129	\$45,000	\$72,721	\$40,925	\$67,868	GA
DPS Investigator	5	\$55,436	\$53,276	\$57,899	\$35,253	\$61,340	NM
Investigator II	12	\$48,137	\$45,777	\$51,675	\$32,042		KY
Law Enforcement Agent 1	35	\$46,950	\$46,950	\$46,950	\$39,140	\$68,495	MS
Commissioned Investigator	13	\$46,825	\$46,424	\$47,700	\$31,200	\$63,192	MO
<b>Incumbents &amp; Averages</b>	<b>1,055</b>	<b>\$71,529</b>	<b>\$63,888</b>	<b>\$80,830</b>	<b>\$50,698</b>	<b>\$86,482</b>	

**NCSAG Benchmark Title: Highway Patrol Trooper**

Journey level work enforcing motor vehicle traffic laws and all criminal laws of the state through ground or air patrols. Duties involve conducting criminal investigations and patrolling the highways for the purpose of preventing crime, maintaining order, and promoting highway safety. Investigates motor vehicle crashes. May be responsible for the protection of residents, employees, the general public and property within the justification of a state capitol. Requires completion of Law Enforcement training as mandated in state statute.

**Applicable Agency: South Carolina Department of Public Safety**

Responding State's Job Title	Number of Incumbents	Actual Average	Actual Lowest	Actual Highest	Pay Range Minimum	Pay Range Maximum	State
WSP Captain Pay Grade	20	\$182,433	\$174,480	\$196,937	\$159,588	\$174,480	WA
Oregon State Police Captain	11	\$172,044	\$172,044	\$172,044	\$172,044	\$172,044	OR
Captain	39	\$165,108	\$148,908	\$175,716	\$129,312	\$175,716	IL
Captain	52	\$147,247	\$147,247	\$147,247			AZ
State Patrol Administrator II	10	\$146,352	\$145,848	\$146,856	\$131,892	\$151,668	CO
State Patrol Captain	16	\$128,114	\$126,470	\$129,727	\$107,574	\$130,062	MN
Captain	9	\$126,469	\$116,090	\$134,664	\$94,601	\$149,040	VT
THP Captain	19	\$123,322	\$117,108	\$133,006	\$81,960	\$121,800	TN
Law Enforcement Highway Patrol Manager	7	\$122,928	\$122,928	\$122,928			OK
Captain	6	\$122,141	\$118,810	\$123,115	\$86,528	\$123,115	IA
Captain, Public Safety	13	\$119,867	\$114,400	\$124,800	\$109,554	\$135,637	UT
Highway Patrol Major - Unclassified	5	\$116,778	\$116,778	\$116,778			KS
State Patrol Captain	13	\$115,278	\$114,689	\$120,424	\$79,631	\$119,440	NE
Idaho State Police Captain	11	\$112,125	\$107,848	\$119,059	\$70,907	\$151,986	ID
Captain	25	\$108,264	\$108,264	\$108,264			MO

<b>Responding State's Job Title</b>	<b>Number of Incumbents</b>	<b>Actual Average</b>	<b>Actual Lowest</b>	<b>Actual Highest</b>	<b>Pay Range Minimum</b>	<b>Pay Range Maximum</b>	<b>State</b>
Highway Patrol District Commander	4	\$107,424	\$104,796	\$110,052	\$68,928	\$124,056	ND
State Patrol Captain	8	\$106,226	\$106,226	\$106,226	\$60,403	\$138,861	WI
Police Captain - CH16	33	\$104,791	\$90,998	\$119,250			KY
Highway Patrol Captain	8	\$101,533	\$99,747	\$104,114	\$79,602	\$119,413	WY
Indiana State Police (ISP) Captain	19	\$99,580	\$93,459	\$103,728	\$68,044	\$93,014	IN
Highway Patrol Captain	5	\$99,278	\$98,926	\$100,198	\$80,513	\$120,770	SD
ALEA Captain	7	\$96,554	\$94,884	\$97,222	\$63,780	\$107,371	AL
Department of Public Safety Staff Officer	27	\$88,321	\$82,000	\$91,018	\$76,220	\$133,385	MS
Highway Patrol Captain	12	\$82,586	\$79,019	\$86,008	\$82,586	\$86,008	MT
Georgia State Patrol Sergeant	74	\$81,323	\$81,304	\$81,988	\$59,536	\$100,439	GA
Captain	20	\$64,001	\$62,150	\$64,975	\$49,903	\$69,864	NM
<b>Incumbents &amp; Averages</b>	<b>473</b>	<b>\$116,926</b>	<b>\$113,285</b>	<b>\$120,629</b>	<b>\$91,100</b>	<b>\$128,484</b>	

**NCSAG Benchmark Title: Wildlife Officer/Game Warden**

Journey-level professional law enforcement work in the area of fish and game management. Patrols assigned district for violations of game, fish and watercraft laws or accidents. Issues citations, secures complaints, conducts investigations, makes arrests, writes reports and testifies in court. May collect data on fish and wildlife populations, sell licenses, and provide information to the public. Requires completion of Law Enforcement training as mandated in state statute.

**Applicable Agency: South Carolina Department of Natural Resources**

Responding State's Job Title	Number of Incumbents	Actual Average	Actual Lowest	Actual Highest	Pay Range Minimum	Pay Range Maximum	State
Fish and Wildlife Enforcement Officer 2	68	\$107,772	\$81,097	\$117,137	\$72,408	\$94,848	WA
Game Warden Sergeant	6	\$92,722	\$86,611	\$103,434	\$58,282	\$91,395	VT
Natural Resources Specialist 2 Conservation Officer	142	\$86,973	\$70,595	\$94,837	\$70,595	\$94,837	MN
Conservation Officer	77	\$82,910	\$60,258	\$86,632	\$57,658	\$86,632	IA
Conservation Corporal	13	\$81,800	\$77,717	\$86,858	\$56,974	\$77,885	IN
Conservation Officer 3	29	\$79,038	\$61,990	\$90,390	\$59,039	\$90,390	NJ
District Game Warden II	27	\$77,448	\$61,584	\$97,764	\$57,360	\$103,248	ND
Senior Game Warden	51	\$68,159	\$63,801	\$71,864	\$61,942	\$92,893	WY
Conservation Officer, Senior	70	\$65,842	\$54,766	\$80,330	\$47,902	\$102,690	ID
Conservation Warden	140	\$61,559	\$52,832	\$73,029	\$44,117	\$118,747	WI
Conservation Enforcement Officer, Senior	73	\$61,500	\$46,442	\$67,008	\$44,213	\$74,047	AL
Fish and Game Warden-Advanced	16	\$61,337	\$61,337	\$61,337	\$35,253	\$61,340	NM
Fish and Game Wardens	190	\$60,305	\$43,905	\$100,449			VA

Responding State's Job Title	Number of Incumbents	Actual Average	Actual Lowest	Actual Highest	Pay Range Minimum	Pay Range Maximum	State
G&P Conservation Officer	116	\$60,048	\$49,920	\$78,042	\$48,235	\$73,549	NE
Wildlife Officer	128	\$57,894	\$43,680	\$67,824	\$43,680	\$67,824	TN
Wildlife Enforcement Senior Agent	28	\$57,555	\$54,974	\$65,291	\$39,666	\$70,346	LA
Wildlife manager covered	38	\$56,866	\$54,001	\$62,428	\$43,981	\$79,200	AZ
Conservation Officer II	37	\$56,335	\$53,518	\$73,029	\$44,346	\$71,074	UT
Game Warden 1	73	\$56,126	\$52,354	\$59,659	\$48,772	\$73,158	MT
Conservation Officer	46	\$55,151	\$50,112	\$64,415	\$46,938	\$70,386	SD
Wildlife Manager II	7	\$53,898	\$53,640	\$54,156	\$48,768	\$71,412	CO
Department of Natural Resources and Environmental Control Enforcement Officer II F&W 4003 U09N PG 10A	8	\$49,729	\$48,254	\$51,204	\$45,500	\$55,819	DE
Natural Resources Police Officer	65	\$49,717	\$41,074	\$51,340	\$34,261	\$63,382	WV
Natural Resource Officer I & II	67	\$49,308	\$45,032	\$56,118	\$37,003	\$61,838	KS
Conservation Ranger 2	25	\$48,298	\$48,298	\$48,298	\$37,659	\$60,520	GA
Conservation Agent I	32	\$47,815	\$47,136	\$49,836	\$46,860	\$56,172	MO
Law Enforcement Officer 2	92	\$45,500	\$36,624	\$50,000	\$36,624	\$60,086	MS
Conservation Officer II	25	\$44,047	\$43,758	\$50,656	\$35,246		KY
<b>Incumbents &amp; Averages</b>	<b>1,689</b>	<b>\$63,416</b>	<b>\$55,190</b>	<b>\$71,906</b>	<b>\$48,270</b>	<b>\$77,835</b>	



**NCSAG Benchmark Title: Probation and Parole Officer**

Journey-level work providing professional correctional work involving juvenile or adult probationers and/or parolees. Duties typically involve making pre-sentence and pre-hearing investigations for the use of judicial or correction offices in probation and parole proceedings, assisting clients with personal, social, financial, family, employment and psychological problems, and working with community service agencies and law enforcement authorities to enhance the process of integrating offenders back into the community. Supervises released offenders by enforcing parole agreements and stipulations, prepares periodic reports on their activities and recommends remedial action when appropriate. Requires completion of Law Enforcement training as mandated in state statute.

**Applicable Agency: South Carolina Department Probation, Parole and Pardon Services**

Responding State's Job Title	Number of Incumbents	Actual Average	Actual Lowest	Actual Highest	Pay Range Minimum	Pay Range Maximum	State
Supervising Parole Officer	3	\$147,456	\$147,456	\$147,456	\$99,120	\$147,456	NJ
Corrections Field Service District Supervisor	17	\$114,490	\$95,672	\$122,503	\$85,671	\$122,503	MN
Public Service Administrator	2,913	\$108,076	\$47,892	\$145,668	\$37,392	\$154,176	IL
Community Parole Supervisor	25	\$89,952	\$80,556	\$99,024	\$66,624	\$99,024	CO
CORRL Adult Probation/Parole Supervisor, POST	64	\$87,299	\$75,754	\$102,336	\$75,754	\$97,469	UT
Parole Probation Program Manager	9	\$84,199	\$79,193	\$90,858	\$68,928	\$124,056	ND
Probation Supervisor	37	\$81,557	\$46,305	\$157,106			VA
Corrections Field Supervisor	170	\$76,157	\$71,802	\$82,098	\$51,626	\$118,747	WI
Community Corrections Officer 3 - WFSE	159	\$75,667	\$65,616	\$83,714	\$56,580	\$76,104	WA
Probation and Parole Supervisor-Adult	78	\$71,986	\$62,795	\$97,677	\$55,640	\$98,654	LA
Probation and Parole Section Supervisor	29	\$71,696	\$63,565	\$88,483	\$54,163	\$116,043	ID

Responding State's Job Title	Number of Incumbents	Actual Average	Actual Lowest	Actual Highest	Pay Range Minimum	Pay Range Maximum	State
Adult Probation and Parole Supervisor	2	\$67,866	\$67,711	\$68,021	\$61,942	\$92,893	WY
Probation And Parole District Supervisor	20	\$66,100	\$58,540	\$73,146	\$42,647		KY
Probation And Parole Officer IV	53	\$65,941	\$63,003	\$78,794	\$40,829	\$74,853	OK
Probation Parole Officers Supervisor	43	\$65,429	\$64,272	\$73,995	\$44,001	\$76,562	NM
Parole Agent Supervisor	4	\$64,669	\$59,010	\$72,616	\$58,234	\$87,320	SD
Probation & Parole Officer, Senior	123	\$63,883	\$48,761	\$70,394	\$46,442	\$77,892	AL
Parole Supervisor	7	\$63,378	\$59,733	\$72,459	\$56,888	\$85,332	NE
Probation Parole Supervisor	25	\$61,948	\$61,901	\$63,010	\$39,126	\$78,132	MT
Assistant Chief, Comm Supervision	217	\$60,215	\$55,661	\$85,116	\$44,877	\$74,784	GA
Probation and Parole Officer 3	8	\$60,170	\$54,217	\$65,923	\$31,146	\$57,620	WV
Parole Supervisor	16	\$60,138	\$56,096	\$73,320	\$42,806	\$73,320	KS
Probation/Parole Manager	116	\$55,951	\$54,120	\$67,692	\$54,120	\$86,604	TN
Parole Officer Supervisor 5	9	\$52,803	\$40,828	\$65,877	\$37,518	\$66,742	IN
Parole Team Lead	3	\$45,664	\$43,533	\$47,090	\$40,286	\$66,095	MS
<b>Incumbents &amp; Averages</b>	<b>4,150</b>	<b>\$74,508</b>	<b>\$64,960</b>	<b>\$87,775</b>	<b>\$53,848</b>	<b>\$93,582</b>	

## Appendix IV — Law Enforcement Officer Pay Plans

The following pages provide detailed pay plans for the following agencies:

- South Carolina Criminal Justice Academy
- South Carolina Department of Corrections (Law Enforcement Classifications)
- South Carolina Department of Health and Environmental Control
- South Carolina Department of Juvenile Justice (Law Enforcement Classifications)
- South Carolina Department of Mental Health
- South Carolina Department of Natural Resources
- South Carolina Department of Probation, Parole and Pardon Services
- South Carolina Department of Public Safety
- South Carolina Department of Revenue
- South Carolina Department of Social Services
- South Carolina Law Enforcement Division

**Note: All costing information is based on employee and positions as reflected in SCEIS in February 2022. This information is provided to assist in making funding decisions for the 2022–2023 fiscal year. Funding needs for future fiscal years will need to be evaluated and requested by each agency as part of the normal budgeting process. In addition, costing information is based on the years or months of agency service of each employee. Additional costs may be incurred if current employees have law enforcement or correctional officer service outside of the applicable agency.**

Current Class Code and Pay Band	Current State Class Title	Proposed Class Code and Pay Band	Internal Title	Service Requirements	Current Minimum	2023 Proposed Minimum	Percentage Increase Current to Proposed	Percentage Between Steps
	Trainee	JC92 Band 5	Criminal Justice Instructor Trainee	Law Enforcement experience - No certifications	Not Set	\$55,500		
AG43 Band 5	Training Coordinator I	JC94 Band 6	Criminal Justice Instructor I	1 year	\$55,426	\$58,000	4.64%	4.50%
AG43 Band 5	Training Coordinator I	JC94 Band 6	Criminal Justice Instructor I	3 years	Not Set	\$63,000		5.00%
AG43 Band 5	Training Coordinator I	JC94 Band 6	Criminal Justice Instructor I	5-7 years	Not Set	\$66,150		5.00%
AG44 Band 6	Training Coordinator II	JC96 Band 7	Criminal Justice Instructor II	7+ years	\$64,349	\$70,119	8.97%	6.00%
AG44 Band 6	Training Coordinator II	JC96 Band 7	Criminal Justice Instructor II	13 years	Not Set	\$74,326		6.00%
AG44 Band 6	Training Coordinator II	JC96 Band 7	Criminal Justice Instructor II	15+ years	Not Set	\$78,785		6.00%
AG46 Band 7	Training Director	JC98 Band 8	Criminal Justice Training Director	Promotion High School and 10 years' experience Bachelor of Science and 6 years' experience Supervisory experience preferred	\$68,265	\$85,087	24.64%	8.00%

South Carolina Department of Corrections (Law Enforcement Classifications)

Current Class Code and Pay Band	Current State Class Title	Proposed Class Code and Pay Band	Internal Rank	Service Requirements	Current Minimum	2023 Proposed Minimum	Percentage Increase Current to Proposed	Percentage Between Steps
JC20 Band 5	Law Enforcement Officer II	JC30 Band 6	Special Agent	N/A	\$49,495	\$58,000	17.18%	N/A
JC20 Band 5	Law Enforcement Officer II	JC30 Band 6	Special Agent	3 years	Not Set	\$62,060	N/A	7.00%
JC20 Band 5	Law Enforcement Officer II	JC30 Band 6	Special Agent	6 years	Not Set	\$66,404	N/A	7.00%
JC20 Band 5	Law Enforcement Officer II	JC30 Band 6	Special Agent	10 years	Not Set	\$71,052	N/A	7.00%
JC30 Band 6	Law Enforcement Officer III	JC40 Band 7	Senior Special Agent	Promotion	\$56,866	\$81,710	43.69%	15.00%
JC40 Band 7	Law Enforcement Officer IV	JC50 Band 8	Assistant Chief	Promotion	\$72,754	\$93,967	29.16%	15.00%
JC50 Band 8	Law Enforcement Officer V	JC50 Band 8	Chief	Promotion	\$98,147	\$108,062	10.10%	15.00%
JC55 Band 9	Law Enforcement Officer VI	JC55 Band 9	Deputy Inspector General	Promotion	\$135,000	\$135,000	0.00%	24.93%

South Carolina Department of Health and Environmental Control

Current Class Code and Pay Band	Current State Class Title	Proposed Class Code and Pay Band	Internal Rank	Service Requirements	Current Minimum	2023 Proposed Minimum	Percentage Between Steps	Percentage Increase Current to Proposed
JC20 Band 5	Law Enforcement Officer II	JC20 Band 5	Officer I	0 years/non-Certified	\$41,047	\$50,000	N/A	21.81%
JC20 Band 5	Law Enforcement Officer II	JC20 Band 5	Officer I	Certified Officer	\$43,000	\$53,000	6.00%	23.26%
JC20 Band 5	Law Enforcement Officer II	JC20 Band 5	Officer II	2 years	Not Set	\$54,590	3.00%	N/A
JC20 Band 5	Law Enforcement Officer II	JC20 Band 5	Officer II	4 years	Not Set	\$56,227	3.00%	N/A
JC20 Band 5	Law Enforcement Officer II	JC20 Band 5	Lance Corporal	6 years	Not Set	\$57,913	3.00%	N/A
JC20 Band 5	Law Enforcement Officer II	JC20 Band 5	Lance Corporal	10 years	Not Set	\$60,808	5.00%	N/A
JC20 Band 5	Law Enforcement Officer II	JC30 Band 6	Corporal	15 years	Not Set	\$63,848	5.00%	N/A
JC20 Band 5	Law Enforcement Officer II	JC30 Band 6	Corporal	20 years	Not Set	\$67,040	5.00%	N/A
JC30 Band 6	Law Enforcement Officer III	JC30 Band 6	Staff Sergeant (Regional Supervisor)	Promotional Process	Not Set	\$71,062	6.00%	N/A
JC30 Band 6	Law Enforcement Officer III	JC30 Band 6	Special Investigator I	Promotional or Hiring Process	Not Set	\$58,000	N/A	N/A
JC30 Band 6	Law Enforcement Officer III	JC30 Band 6	Special Investigator II	6 years	Not Set	\$63,800	10.00%	N/A
JC30 Band 6	Law Enforcement Officer III	JC30 Band 6	Senior Special Investigator III	10 years	Not Set	\$66,990	5.00%	N/A
JC40 Band 7	Law Enforcement Officer IV	JC40 Band 7	Captain (OCI/Regional Supervisor)	Promotional Process	Not Set	\$81,728	22.00%	N/A
JC50 Band 8	Law Enforcement Officer V	JC50 Band 8	Major	Promotional Process	Not Set	\$89,901	10.00%	N/A

South Carolina Department of Juvenile Justice (Law Enforcement Classifications)

Current Class Code and Pay Band	Current State Class Title	Proposed Class Code and Pay Band	Internal Rank	Service Requirements	Current Minimum	2023 Proposed Minimum	Percentage Increase Current to Proposed	Percentage Between Steps
JC10 Band 4	Law Enforcement Officer I	JC20 Band 5	Public Safety Trainee	N/A	\$40,731	\$50,000	22.76%	N/A
JC10 Band 4	Law Enforcement Officer I	JC20 Band 5	Public Safety-Certified	1 year	\$44,805	\$52,000	16.06%	4.00%
JC20 Band 5	Law Enforcement Officer II	JC20 Band 5	Public Safety Corporal	Promotion	\$49,646	\$56,160	13.12%	8.00%
JC20 Band 5	Law Enforcement Officer II	JC30 Band 6	Public Safety Sergeant	Promotion	\$54,213	\$60,653	11.88%	8.00%
JC30 Band 6	Law Enforcement Officer III	JC30 Band 6	Public Safety Lieutenant	Promotion	\$59,633	\$70,964	19.00%	17.00%
JC30 Band 6	Law Enforcement Officer III	JC40 Band 7	Public Safety Captain	Promotion	\$65,000	\$78,060	20.09%	10.00%
JC50 Band 8	Law Enforcement Officer V	JC50 Band 8	Chief of Public Safety	Promotion	\$75,437	\$89,769	19.00%	15.00%
JC30 Band 6	Law Enforcement Officer III	JC30 Band 6	Criminal Investigator	0-4 years	N/A	\$58,000	N/A	N/A
JC30 Band 6	Law Enforcement Officer III	JC30 Band 6	Criminal Investigator	5-9 years	N/A	\$60,900	N/A	5.00%
JC30 Band 6	Law Enforcement Officer III	JC30 Band 6	Criminal Investigator	10-14 years	N/A	\$63,945	N/A	5.00%
JC30 Band 6	Law Enforcement Officer III	JC30 Band 6	Criminal Investigator	15+ years	N/A	\$67,142	N/A	5.00%
JC40 Band 7	Law Enforcement Officer IV	JC40 Band 7	Criminal Investigations Director	Promotion	\$68,000	\$80,571	18.49%	20.00%

Current Class Code and Pay Band	Current State Class Title	Proposed Class Code and Pay Band	Internal Rank	2023 Proposed Minimum	Percentage Increase Current to Proposed	Percentage Between Steps
JC10 Band 4	Law Enforcement Officer I	JC20 Band 5	Public Safety Trainee (Non-Certified)	\$49,000	24.77%	N/A
JC10 Band 4	Law Enforcement Officer I	JC20 Band 5	Certified Public Safety Officer	\$50,000	14.94%	2.04%
JC20 Band 5	Law Enforcement Officer II	JC20 Band 5	Corporal	\$52,150	14.97%	4.30%
JC20 Band 5	Law Enforcement Officer II	JC20 Band 5	Sergeant	\$54,757	14.97%	5.00%
JC30 Band 6	Law Enforcement Officer III	JC30 Band 6	Lieutenant	\$56,947	14.97%	4.00%
JC30 Band 6	Law Enforcement Officer III	JC30 Band 6	Captain	\$59,224	14.97%	4.00%
JC40 Band 7	Law Enforcement Officer IV	JC40 Band 7	Major	\$69,588	14.97%	17.50%
JC50 Band 8	Law Enforcement Officer V	JC50 Band 8	Chief	\$81,417	14.98%	17.00%



Current Class Code and Pay Band	Current State Class Title	Proposed Class Code and Pay Band	Internal Rank	Service Requirements	Current Minimum	2023 Proposed Minimum	Percentage Increase Current to Proposed	Percentage Between Steps
JC20 Band 5	Law Enforcement Officer II	JC20 Band 5	Officer	0 years	\$47,895	\$53,000	10.7%	N/A
JC20 Band 5	Law Enforcement Officer II	JC20 Band 5	Private 1st Class	2 years	\$52,684	\$58,300	10.7%	10.00%
JA20 Band 6	Investigator IV	JC30 Band 6	Investigator	N/A	N/A	\$60,000	N/A	N/A
JC20 Band 5	Law Enforcement Officer II	JC30 Band 6	Private 1st Class plus 2 years	4 years	\$57,952	\$64,130	10.7%	10.00%
JA20 Band 6	Investigator IV	JC30 Band 6	Investigator plus 5 years	N/A	N/A	\$66,000	N/A	N/A
JC30 Band 6	Law Enforcement Officer III	JC30 Band 6	Lance Corporal	6 years	\$60,850	\$67,336	10.7%	5.00%
JC30 Band 6	Law Enforcement Officer III	JC30 Band 6	Lance Corporal plus 4 years	10 years	\$63,892	\$70,702	10.7%	5.00%
JC30 Band 6	Law Enforcement Officer III	JC30 Band 6	Lance Corporal plus 9 years	15 years	\$67,086	\$74,237	10.7%	5.00%
JC30 Band 6	Law Enforcement Officer III	JC30 Band 6	Lance Corporal plus 14 years	20 years	\$70,440	\$77,948	10.7%	5.00%
JC30 Band 6	Law Enforcement Officer III	JC40 Band 7	Staff Sergeant	4 years; promotion process	\$63,747	\$78,238	22.7%	0.37%
JC40 Band 7	Law Enforcement Officer III	JC40 Band 7	1st Sergeant	4 years; promotion process	\$71,956	\$86,061	19.6%	10.00%
JC40 Band 7	Law Enforcement Officer IV	JC40 Band 7	Lieutenant	5 years; promotion process	\$79,153	\$94,666	19.6%	10.00%

South Carolina Department of Natural Resources, continued

Current Class Code and Pay Band	Current State Class Title	Proposed Class Code and Pay Band	Internal Rank	Service Requirements	Current Minimum	2023 Proposed Minimum	Percentage Increase Current to Proposed	Percentage Between Steps
JC50 Band 8	Law Enforcement Officer IV	JC50 Band 8	Captain	6 years; promotional process	\$90,116	\$107,776	19.6%	13.85%
JC50 Band 8	Law Enforcement Officer V	JC55 Band 9	Major	4 years supervisory experience; promotion process	\$102,100	\$122,109	19.6%	13.30%
JC55 Band 9	Law Enforcement Officer V	JC55 Band 9	Lt. Colonel	4 years supervisory experience; promotion process	\$112,683	\$134,758	19.6%	10.36%

Current Class Code and Band	State Class Title	Proposed Class Code and Band	Internal Titles	Current Minimum with July 2022 General Increase	Proposed Minimum	5-9 years (2%)	10-14 years (2%)	15+ years (2%)
JC32 Band 4	Probation and Parole Law Enforcement Officer I	JC33 Band 5	P&P Agent (Non-Certified)	\$44,805	\$50,000	N/A	N/A	N/A
JC33 Band 5	Probation and Parole Law Enforcement Officer II	JC33 Band 5	P&P Agent, Electronic Detection Canine Handler	\$45,835	\$52,000	\$53,040	\$54,100	\$55,182
JC33 Band 5	Probation and Parole Law Enforcement Officer II	JC34 Band 6	Sex Offender Agent I	N/A	\$52,750	\$53,805	\$54,881	\$55,978
JC33 Band 5	Probation and Parole Law Enforcement Officer II	JC34 Band 6	Sex Offender Agent II	N/A	\$53,500	\$54,570	\$55,661	\$56,774
JC34 Band 5	Probation and Parole Law Enforcement Manager I	JC34 Band 6	DV Agent, Mental Health Agent, P&P Agent (ISC), Release Examiner, Sex Offender Agent III, Victim Advocate II	N/A	\$55,000	\$56,100	\$57,222	\$58,366
JC34 Band 5	Probation and Parole Law Enforcement Manager I	JC34 Band 6	Fugitive Investigator, P&P Agent (Accreditation), P&P Agent (ITAC), Utility Agent, P&P LE Manager I - Utility Agent	N/A	\$57,000	\$58,140	\$59,302	\$60,488

South Carolina Department of Probation, Parole and Pardon Services, continued

Current Class Code and Band	State Class Title	Proposed Class Code and Band	Internal Titles	Current Minimum with July 2022 General Increase	Proposed Minimum	5-9 years (2%)	10-14 years (2%)	15+ years (2%)
JC34 Band 5	Probation and Parole Law Enforcement Manager I	JC34 Band 6	Field Training Officer, Risk Management Training Specialist, Special Operations Agent	N/A	\$58,300	\$59,466	\$60,655	\$61,868
JC34 Band 5	Probation and Parole Law Enforcement Manager I	JC34 Band 6	Coord of Standards, Compliance & Perform, P&P Le Manager II (Recruitment),	N/A	\$60,500	\$61,710	\$62,944	\$64,202
JC35 Band 6	Probation and Parole Law Enforcement Manager II	JC35 Band 6	Parole/Pardon Investigator Supervisor, Probation and Parole Supervisor, Probation and Parole Supervisor - ISC	N/A	\$60,500	\$61,710	\$62,944	\$64,202
JC35 Band 6	Probation and Parole Law Enforcement Manager II	JC35 Band 6	Regional Program Administrator, Unit Coordinator	N/A	\$62,920	\$64,178	\$65,461	\$66,770
JC35 Band 6	Probation and Parole Law Enforcement Manager II	JC35 Band 6	DV Supervisor, Mental Health Supervisor, Release Examinations Supervisor	N/A	\$63,500	\$64,770	\$66,065	\$67,386

South Carolina Department of Probation, Parole and Pardon Services, continued

Current Class Code and Band	State Class Title	Proposed Class Code and Band	Internal Titles	Current Minimum with July 2022 General Increase	Proposed Minimum	5-9 years (2%)	10-14 years (2%)	15+ years (2%)
JC35 Band 6	Probation and Parole Law Enforcement Manager II	JC35 Band 6	Assistant AIC, ITAC Supervisor	N/A	\$65,500	\$66,810	\$68,146	\$69,508
JC35 Band 6	Probation and Parole Law Enforcement Manager II	JC35 Band 6	P&P LE Manager I (Resources & Sanctions Manager)	N/A	\$67,045	\$68,385	\$69,752	\$71,147
JC35/06	Probation and Parole Law Enforcement Manager II	JC35/06	Quality Assurance Compliance Officer, Risk Management Supervisor, Special Operations Supervisor, Sex Offender Manager, FTO Manager	N/A	\$67,045	\$68,385	\$69,752	\$71,147
JC36/07	Probation and Parole Law Enforcement Manager III	JC36/07	P&P LE Manager III	N/A	\$73,749	N/A	N/A	N/A
JC36/07	Probation and Parole Law Enforcement Manager III	JC36/07	Agent in Charge I (Small)	N/A	\$75,325	N/A	N/A	N/A
JC36/07	Probation and Parole Law Enforcement Manager III	JC36/07	Mental Health Program Manager, Manager in Charge - Medium, Manager in Charge of Release Services	N/A	\$79,091	N/A	N/A	N/A

South Carolina Department of Probation, Parole and Pardon Services, continued

Current Class Code and Band	State Class Title	Proposed Class Code and Band	Internal Titles	Current Minimum with July 2022 General Increase	Proposed Minimum	5-9 years (2%)	10-14 years (2%)	15+ years (2%)
JC36/07	Probation and Parole Law Enforcement Manager III	JC36/07	Agent in Charge II (Medium), Specialized Programs Administrator	N/A	\$82,857	N/A	N/A	N/A
JC36/07	Probation and Parole Law Enforcement Manager III	JC36/07	Director of Accreditation Management, Director of Continuous Improvement, Interstate Compact Administration	N/A	\$87,999	N/A	N/A	N/A
JC36/07	Probation and Parole Law Enforcement Manager III	JC36/07	Agent in Charge III (Large)	N/A	\$91,142	N/A	N/A	N/A
JC36/07	Probation and Parole Law Enforcement Manager III	JC37/08	Dir of Standards, Compliance & Performance, Director of Domestic Violence Unit, Director of Field Programs	N/A	\$97,977	N/A	N/A	N/A
JC50/08	Law Enforcement Officer V	JC37/08	Regional Director	N/A	\$104,813	N/A	N/A	N/A
JC50/08	Law Enforcement Officer V	JC37/08	Special Operations Director	N/A	\$104,813	N/A	N/A	N/A
JC50/08	Law Enforcement Officer V	JC37/08	Assoc. Dir for Offender Supervision & Enforcement	N/A	\$115,294	N/A	N/A	N/A

\*JC37 is a new classification – Probation and Parole Law Enforcement Manager IV.

Current Class Code and Pay Band	Current State Class Title	Proposed Class Code and Pay Band	Internal Rank	Service Requirements	Proposed Minimum	Percentage Increase Current to Proposed	Percentage Between Steps
JC10 Band 4	Law Enforcement Officer I	JC20 Band 5	Trooper/Officer Trainee (non-certified)	0	\$55,000	11.2%	N/A
JC10 Band 4	Law Enforcement Officer I	JC20 Band 5	Trooper/Officer Trainee (Certified)	Prior to DPS hire - Certified with 3 years active LE exp	\$56,650	9.5%	5% above Trooper/Officer Trainee
JC10 Band 4	Law Enforcement Officer I	JC20 Band 5	Trooper 1st/Officer 1st Class (18 months)	18 months with DPS	\$56,650	n/a-new level	5.00%
JC20 Band 5	Law Enforcement Officer II	JC20 Band 5	Senior Trooper/Senior Officer	3 years with DPS	\$58,032	12.2%	2.44% above Trooper 1st Class
JC20 Band 5	Law Enforcement Officer II	JC30 Band 6	Lance Corporal	5 years	\$62,094	12.1%	7.00%
JC20 Band 5	Law Enforcement Officer II	JC30/06	Lance Corporal (+3 Years)	8 years	\$64,577	12.4%	4.00%
JC20 Band 5	Law Enforcement Officer II	JC30 Band 6	Master Trooper/Officer	10 years	\$67,160	12.9%	4.00%
JC20 Band 5	Law Enforcement Officer II	JC30 Band 6	Master Trooper/Officer (+3 Years)	13 years	\$70,518	12.9%	5.00%
JC20 Band 5	Law Enforcement Officer II	JC30 Band 6	Master Trooper/Officer (+5 Years)	15 years	\$74,043	13.1%	5.00%
JC30 Band 6	Law Enforcement Officer III	JC40 Band 7	Corporal	Promotional Process	\$79,226	13.1%	7.00%

South Carolina Department of Public Safety, continued

Current Class Code and Pay Band	Current State Class Title	Proposed Class Code and Pay Band	Internal Rank	Service Requirements	Proposed Minimum	Percentage Increase Current to Proposed	Percentage Between Steps
JC30 Band 6	Law Enforcement Officer III	JC40 Band 7	Sergeant	Promotional Process	\$84,771	13.1%	7.00%
JC30 Band 6	Law Enforcement Officer III	JC50 Band 8	First Sergeant	Promotional Process	\$90,704	13.1%	7.00%
JC40 Band 7	Law Enforcement Officer IV	JC50 Band 8	Lieutenant	Promotional Process	\$96,672	13.1%	6.58%
JC50 Band 8	Law Enforcement Officer V	JC55 Band 9	Captain	Appointed by Agency Director	\$111,124	13.1%	14.95%
JC50 Band 8	Law Enforcement Officer V	JC55 Band 9	Major	Appointed by Agency Director	\$122,525	13.1%	10.26%
JC50 Band 8	Law Enforcement Officer V	JC57 Band 10	Lt. Colonel	Appointed by Agency Director	\$135,390	10.39%	10.50%



Current Class Code and Pay Band	Current State Class Title	Internal Rank	Proposed Class Code and Pay Band	Current Minimum	2023 Proposed Minimum	Percentage Between Steps
JC30 Band 6	Law Enforcement Officer III	Special Agent I	JC30 Band 6	Not Set	\$58,000	N/A
JC30 Band 6	Law Enforcement Officer III	Special Agent II	JC30 Band 6	Not Set	\$62,350	7.50%
JC30 Band 6	Law Enforcement Officer III	Special Agent III	JC30 Band 6	Not Set	\$67,025	7.50%
JC30 Band 6	Law Enforcement Officer III	Special Agent IV	JC30 Band 6	Not Set	\$72,051	7.50%

South Carolina Department of Social Services

Current Class Code and Pay Band	Current State Class Title	Internal Rank	Proposed Class Code and Pay Band	Current Minimum	2023 Proposed Minimum	Percentage Between Steps
JC20 Band 5	Law Enforcement Officer II	Special Agent	JC20 Band 5	Not Set	\$56,000	N/A
JC40 Band 7	Law Enforcement Officer IV	Special Agent in Charge	JC40 Band 7	Not Set	\$70,000	25.00%

South Carolina Law Enforcement Division

Current Class Code and Pay Band	Current State Class Title	Proposed Class Code and Pay Band	Internal Rank	Service Requirements	Current Minimum*	2023 Proposed Minimum	Percentage Increase Current to Proposed	Percentage Between Steps
JC20 Band 5	Law Enforcement Officer II	JC30 Band 6	Special Agent I	0 years	\$50,500	\$58,000	14.85%	N/A
JC30 Band 6	Law Enforcement Officer III	JC30 Band 6	Special Agent II	3 years	\$58,075	\$66,700	14.85%	15.00%
JC30 Band 6	Law Enforcement Officer III	JC40 Band 7	Special Agent III	6 years	\$63,882	\$73,370	14.85%	10.00%
JC40 Band 7	Law Enforcement Officer IV	JC40 Band 7	Senior Special Agent	10 years	\$68,440	\$78,602	14.85%	7.13%
JC40 Band 7	Law Enforcement Officer IV	JC50 Band 8	Lieutenant	Promotion	\$82,128	\$94,322	14.85%	20.00%
JC50 Band 8	Law Enforcement Officer V	JC55 Band 9	Captain	Promotion	\$93,535	\$107,422	14.85%	13.89%
JC55 Band 9	Law Enforcement Officer VI	JC55 Band 9	Major	Promotion	\$107,219	\$123,137	14.85%	14.63%
AH57 Band 10	Program Manager IV	JC57 Band 10	Assistant Chief	Promotion	TBD	TBD	TBD	TBD

## Appendix V — Correctional Officer Pay Plans

The following pages provide detailed pay plans for the following agencies:

- Department of Corrections
- Department of Juvenile Justice

**Note: All costing information is based on employee and positions as reflected in SCEIS in February 2023. This information is provided to assist in making funding decisions for the 2022 – 2023 fiscal year. Funding needs for future fiscal years will need to be evaluated and requested by each agency as part of the normal budgeting process. In addition, costing information is based on the years or months of agency service of each employee. Additional costs may be incurred if current employees have law enforcement or correctional officer service outside of the applicable agency.**

South Carolina Department of Corrections (Correctional Officer Classifications)

Current Class Code and Band	State Class Title	Internal Title	Current			2023 Proposed Compensation			
			Base Pay	Institution Incentive Pay	Current Total Comp	Base Pay Recommendation	Institution Incentive Pay	Total Compensation	After 3 Years (2.5%)
JD35/04	Correctional Officer II	CO Level 1	\$39,140	\$0	\$39,140	\$41,000	\$0	\$41,000	\$42,025
JD35/04	Correctional Officer II	CO Level 2	\$39,140	\$4,697	\$43,837	\$41,000	\$5,000	\$46,000	\$47,025
JD35/04	Correctional Officer II	CO Level 3	\$39,140	\$9,785	\$48,925	\$41,000	\$10,000	\$51,000	\$52,025

Current Class Code and Band	State Class Title	Internal Title	Current			2023 Proposed Compensation					
			Base Pay	Current Incentive	Current Total Comp	Base Pay Recommendation	Institution Incentive Pay	Total Compensation	5-9 Years (2.5%)	10-14 Years (2.5%)	15 Years & over (2.5%)
JD40/05	Correctional Officer III	SGT Level 1	\$43,054	\$0	\$43,054	\$47,150	\$0	\$47,150	\$48,328	\$49,536	\$50,774
JD40/05	Correctional Officer III	SGT Level 2	\$43,054	\$5,166	\$48,220	\$47,150	\$5,500	\$52,650	\$53,966	\$55,315	\$56,697
JD40/05	Correctional Officer III	SGT Level 3	\$43,054	\$10,764	\$53,818	\$47,150	\$11,000	\$58,150	\$59,603	\$61,093	\$62,620
JD40/05	Correctional Officer III	LT Level 1	\$46,498	\$0	\$46,498	\$52,808	\$0	\$52,808	\$54,128	\$55,481	\$56,868
JD40/05	Correctional Officer III	LT Level 2	\$46,498	\$5,580	\$52,078	\$52,808	\$5,500	\$58,308	\$59,765	\$61,259	\$62,790
JD40/05	Correctional Officer III	LT Level 3	\$46,498	\$11,625	\$58,123	\$52,808	\$11,000	\$63,808	\$65,403	\$67,038	\$68,713
JD50/06	Correctional Officer IV	CAPT Level 1	\$53,473	\$0	\$53,473	\$66,010	\$0	\$66,010	\$67,660	\$69,351	\$71,084
JD50/06	Correctional Officer IV	CAPT Level 2	\$53,473	\$6,417	\$59,890	\$66,010	\$5,500	\$71,510	\$73,297	\$75,129	\$77,007
JD50/06	Correctional Officer IV	CAPT Level 3	\$53,473	\$13,368	\$66,841	\$66,010	\$11,000	\$77,010	\$78,935	\$80,908	\$82,930

South Carolina Department of Corrections (Correctional Officer Classifications), continued

Current Class Code and Band	State Class Title	Internal Title	Current		2023 Proposed Compensation					
			Base Pay	Institution Incentive Pay	Current Total Comp	After 3 Years (2.5%)	Base Pay Recommendation	Institution Incentive Pay	Total Comp 0-14 Years	15 Years & over (2.5%)
JD50/06	Correctional Officer IV	Major Level 1	\$64,167	\$0	\$64,167	n/a	\$75,911	\$0	\$75,911	\$77,808
JD50/06	Correctional Officer IV	Major Level 2	\$64,167	\$7,700	\$71,867	n/a	\$75,911	\$5,500	\$81,411	\$83,446
JD50/06	Correctional Officer IV	Major Level 3	\$64,167	\$16,042	\$80,209	n/a	\$75,911	\$11,000	\$86,911	\$89,083
JD55/07	Warden I	Assoc Warden Level 1	\$76,586	\$0	\$76,586	n/a	\$87,298	\$0	\$87,298	\$89,480
JD55/07	Warden I	Assoc Warden Level 2	\$77,883	\$0	\$77,883	n/a	\$94,281	\$0	\$94,281	\$96,638
JD55/07	Warden I	Assoc Warden Level 3	\$81,868	\$0	\$81,868	n/a	\$100,392	\$0	\$100,392	\$102,902
JD60/08	Warden II	Warden Level 1	\$88,094	\$0	\$88,094	n/a	\$96,027	\$0	\$96,027	\$98,428
JD60/08	Warden II	Warden Level 2	\$91,128	\$0	\$91,128	n/a	\$103,710	\$0	\$103,710	\$106,302
JD60/08	Warden II	Warden Level 3	\$97,018	\$0	\$97,018	n/a	\$110,432	\$0	\$110,432	\$113,192

South Carolina Department of Juvenile Justice (Correctional Officer Classifications)

Current Class Code and Band	State Class Title	Internal Title	Current				Proposed				
			Base Pay	Level Incentive Pay	Total Comp	Proposed Class Code and Band	Base Pay Recommendation	Institution Incentive Pay	Total Compensation	After 6 Months (2.5%)	After 18 Months (2.5%)
JD35 Band 4	Correctional Officer II	Level 1 Juvenile Correctional Officer, School Resource Officer	\$39,140	\$0	\$39,140	JD35 Band 4	\$40,500	\$0	\$40,500	\$41,512	\$42,549
JD35 Band 4	Correctional Officer II	Level 2 Juvenile Correctional Officer, School Resource Officer	\$39,140	\$3,000	\$42,140	JD35 Band 4	\$40,500	\$3,000	\$43,500	\$44,512	\$45,402

Current Class Code and Band	State Class Title	Internal Title	Current				Proposed					
			Hiring Rate	Current Incentive	Current Total Comp	Proposed Class Code and Band	Base Pay Recommendation	Institution Incentive Pay	Total Compensation	5-9 Years (2.5%)	10-14 Years (2.5%)	15 Years & over (2.5%)
JD35 Band 4	Correctional Officer II	Level 1 Youth Support Specialist	\$43,973	\$0	\$43,973	JD35 Band 4	\$44,145	\$0	\$44,145	\$45,248	\$46,152	\$47,305
JD35 Band 4	Correctional Officer II	Level 2 Youth Support Specialist	\$43,973	\$3,000	\$46,973	JD35 Band 4	\$44,145	\$3,000	\$47,145	\$48,323	\$49,289	\$50,521
JD40 Band 5	Correctional Officer III	Level 2 Rapid Response Officer	\$51,963	\$0	\$51,963	JD40 Band 5	\$51,963	\$0	\$51,963	\$53,262	\$54,327	\$55,685
JD35 Band 4	Correctional Officer II	Level 1 Sergeant	\$43,973	\$0	\$43,973	JD40 Band 5	\$45,765	\$0	\$45,765	\$46,909	\$47,847	\$49,043
JD35 Band 4	Correctional Officer II	Level 2 Sergeant	\$43,973	\$3,000	\$46,973	JD40 Band 5	\$45,765	\$3,000	\$48,765	\$49,984	\$50,983	\$52,257
JD40 Band 5	Correctional Officer III	Lieutenant	\$51,963	\$0	\$51,963	JD40 Band 5	\$52,629	\$0	\$52,629	\$53,944	\$55,022	\$56,397
JD40 Band 5	Correctional Officer IV	Level 2 Lieutenant	\$51,963	\$3,000	\$54,963	JD40 Band 5	\$52,629	\$3,000	\$55,629	\$57,019	\$58,159	\$59,612

South Carolina Department of Juvenile Justice (Correctional Officer Classifications), continued

Current Class Code and Band	State Class Title	Internal Title	Current				Proposed					
			Hiring Rate	Current Incentive	Current Total Comp	Proposed Class Code and Band	Base Pay Recommendation	Institution Incentive Pay	Total Compensation	5-9 Years (2.5%)	10-14 Years (2.5%)	15 Years & over (2.5%)
JD50 Band 6	Correctional Officer IV	Level 1 Captain	\$58,710	\$0	\$58,710	JD50 Band 6	\$59,997	\$0	\$59,997	\$61,496	\$62,725	\$64,293
JD50 Band 6	Correctional Officer IV	Level 2 Captain	\$58,710	\$3,000	\$61,710	JD50 Band 6	\$59,997	\$3,000	\$62,997	\$64,571	\$65,862	\$67,508

Current Class Code and Band	State Class Title	Internal Title	Current				Proposed				
			Hiring Rate	Current Incentive	Current Total Comp	Proposed Class Code and Band	Base Pay Recommendation	Institution Incentive Pay	Total Comp 5-9 Years	Total Comp 10-14 Years (2.5%)	Total Comp 15+ Years (2.5%)
JD55 Band 7	Warden I	Level 1 Assoc Warden Level	\$78,000	\$0	\$78,000	JD55 Band 7	\$79,000	\$0	\$79,000	\$80,975	\$82,999
JD55 Band 7	Warden I	Level 2 Assoc Warden	\$78,000	\$6,000	\$84,000	JD55 Band 7	\$79,000	\$6,000	\$85,000	\$93,125	\$101,453
JD55 Band 7	Warden II	Level 1 Warden	\$86,000	\$0	\$86,000	JD60 Band 8	\$88,000	\$0	\$88,000	\$90,200	\$92,455
JD55 Band 7	Warden II	Level 2 Warden	\$86,000	\$6,000	\$92,000	JD60 Band 8	\$88,000	\$6,000	\$94,000	\$102,350	\$110,908

## Appendix VI — Cost Analysis

### Law Enforcement Classifications

#### Law Enforcement Pay Plan

Minimum Increase: 2.00%

Fringe Rate: 43.00%

Vacants Included: 100.00%

	Count	Total Salary Increase	Est Fringe Inc.	Total Increase
DEPARTMENT OF CORRECTIONS	44	609,538	262,101	871,639
DEPARTMENT OF MENTAL HEALTH	110	406,954	174,990	581,944
DEPARTMENT OF NAT. RESOURCES	311	2,427,361	1,043,765	3,471,126
DEPARTMENT OF PUBLIC SAFETY	1,131	8,339,642	3,586,046	11,925,688
DEPARTMENT OF REVENUE	33	116,134	49,938	166,072
DEPARTMENT OF SOCIAL SERVICES	7	29,069	12,500	41,568
DEPT OF HEALTH AND ENV CONTROL	13	78,809	33,888	112,696
DEPT OF PROB, PAROLE & PARDON	463	4,039,582	1,737,020	5,776,603
GOV SCH FOR ARTS & HUMANITIES	4	4,503	1,936	6,440
GOV SCH FOR SCIENCE & MATH	3	3,068	1,319	4,387
GOVERNOR'S OFF-SLED	399	3,268,848	1,405,605	4,674,453
LAW ENFORCEMENT TRNING COUNCIL	63	234,399	100,792	335,191
MUSEUM COMMISSION	1	1,028	442	1,470
PUBLIC SERVICE COMMISSION	1	861	370	1,231
SC DEPT JUVENILE JUSTICE	37	247,020	106,219	353,239
SCHOOL FOR THE DEAF AND BLIND	1	1,405	604	2,010
<b>Grand Total:</b>	<b>2,621</b>	<b>19,808,222</b>	<b>8,517,535</b>	<b>28,325,757</b>



## Correctional Officer Classifications (30% Vacancy Rate)

### Correctional Officer Pay Plan

Minimum Increase: 2.50%

Fringe Rate: 43.00%

Vacancy Rate: 30.00%

	Count	Current Salary	New Salary	Increase	Est Fringe Inc.	Total Increase
DEPARTMENT OF CORRECTIONS	2,763	137,746,348	150,799,211	13,052,863	5,612,731	18,665,594
SC DEPT JUVENILE JUSTICE	323	14,549,671	15,273,690	724,019	311,328	1,035,348
<b>Grand Total:</b>	<b>3,086</b>	<b>152,296,019</b>	<b>166,072,901</b>	<b>13,776,882</b>	<b>5,924,059</b>	<b>19,700,942</b>