

## Agency Size (largest to smallest)

Executive Branch Departments & Bureaus	Total Employees	Percent of Executive Branch Employees
Social Services	1,481	20.6%
Transportation	978	13.6%
Corrections	727	10.1%
Human Services	549	7.6%
Health	476	6.6%
Game, Fish and Parks	448	6.2%
Public Safety	412	5.7%
Labor and Regulation	402	5.6%
Information and Telecommunications	377	5.2%
Revenue	244	3.4%
Agriculture	191	2.7%
Education	178	2.5%
Environment and Natural Resources	160	2.2%
Administration	158	2.2%
Veterans Affairs	130	1.8%
Military	107	1.5%
Human Resources	70	1.0%
Governor's Office of Economic Development	42	0.6%
Finance and Management	34	0.5%
Tourism	26	0.4%
Tribal Relations	5	<0.1%



## Our Mission

BHR's mission is *to build, develop, and support a high-performing and healthy workforce*. Our mission is carried out in three service areas:

**Talent Acquisition** – We help agencies set competitive salaries, promote state government employment, and select the most qualified candidates by providing the following:

- Employee selection tools
- Recruitment strategies and services
- Workforce planning materials
- Compensation benchmarking

**Talent Management** – We help agencies manage talent through effective performance management practices, job analysis, and actionable employee data for managers, including:

- Performance management systems and tools
- Employee surveys
- Job analysis and classification

**Talent Retention** – We help agencies build a work environment that promotes retention through effective leadership, career development, and value-added benefits with the following services:

- Employee benefits, including wellness services
- Training and career development planning
- Leadership development and resources

**For more information about BHR services and policies, please visit [bhr.sd.gov](http://bhr.sd.gov) or contact a member of our management team at 605.773.3148.**

### BHR MANAGEMENT TEAM

#### Commissioner:

Laurie Gill ([Laurie.Gill@state.sd.us](mailto:Laurie.Gill@state.sd.us))

#### Legal & Human Resource Services:

Aaron Arnold ([Aaron.Arnold@state.sd.us](mailto:Aaron.Arnold@state.sd.us))

#### Employee & Organizational Development:

Heather Perry ([Heather.Perry@state.sd.us](mailto:Heather.Perry@state.sd.us))

#### Benefits:

Tom Steckel ([Tom.Steckel@state.sd.us](mailto:Tom.Steckel@state.sd.us))

#### Classification & Compensation:

Ellen Zeller ([Ellen.Zeller@state.sd.us](mailto:Ellen.Zeller@state.sd.us))

## South Dakota State Government

## WORKFORCE FACT SHEET

As of December 3, 2018

This fact sheet is provided by the Bureau of Human Resources (BHR) as a snapshot of state employee data. Although many figures shown here change daily, this data reflects the state workforce. The numbers represent executive branch employees and do not include employees of the Board of Regents or other elected officials unless otherwise specified.

BHR provides a wide array of human resource services to employees in the executive branch and administers the South Dakota State Employee Benefits Program. Benefits are provided to legislative, judicial, and executive branch employees, including the Board of Regents.

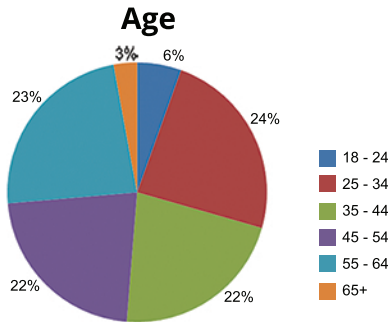
## BHR's Vision

State of South Dakota:  
An employer of choice!

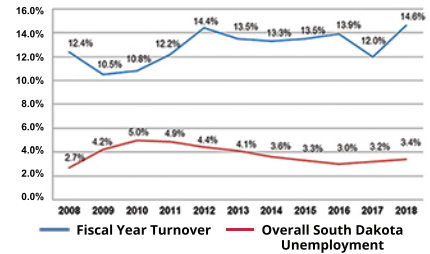
"Average" State Employee in 2018	
Current Age	44.0
Age at Hire	33.7
Annualized Pay	\$47,737
Years of Service	11.6
Years to Retirement	13.5

Pay Increase History					
General, Medical, and Law Enforcement Salary Structures			Career Bands		
Fiscal Year	Market Adjustment	Movement Towards Market	Market Adjustment	Pay for Performance	
FY12	0.0%	0.0%	0.0%	0.0%	
FY13	3.0%	2.5%	Accounting	3.0%	Up to 7% movement towards market target
			Engineering	3.0%	
			Environmental Science	3.0%	
			Information Technology	3.0%	
			Nursing	3.0%	
FY14	3.0%	3.5%	Accounting	4.0%	Up to 4.5% based on ACES Performance Score
			Engineering	3.5%	
			Environmental Science	3.5%	
			Information Technology	3.5%	
			Nursing	4.0%	
FY15	3.0%	3.0%	Accounting	3.0%	Up to 4.5% based on ACES Performance Score
			Engineering	3.0%	
			Environmental Science	3.0%	
			Information Technology	3.0%	
			Nursing	3.0%	
FY16	2.0%	2.0%	Accounting	1.7%	Up to 3.6% based on ACES Performance Score
			Engineering	2.0%	
			Environmental Science	6.6%	
			Information Technology	1.1%	
			Nursing	0.0%	
FY17	2.7%	2.5%	Accounting	0.0%	Up to 4.5% based on ACES Performance Score
			Engineering	2.7%	
			Environmental Science	2.5%	
			Information Technology	0.0%	
			Nursing	1.0%	
FY18	0.0%	0.0%	0.0%*	0.0%	
FY19	1.2%	0.0%	1.2%	0.0%	

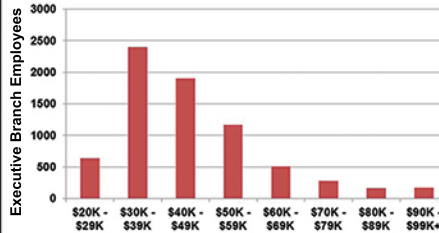
\*Attorney career band implemented January 2017



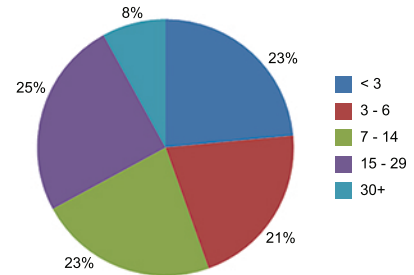
### Statewide Turnover



### Annualized Pay



### Years of Service



### Breakdown of State Employees by Branch and Type

