

South Dakota Department of Corrections



Joint Committee on Appropriations
August 18, 2021

FY22 Pay Incentive Plan





Incentive Pay for Prison Employees

- Night Shift Differential \$1.50/hour
- Double Time Shift Coverage Rate
 - Two times base rate to cover open shifts
- Retention Bonus Payments up to \$2,500
 - Four payments paid on Oct. 1st, Dec. 1st, Feb. 1st, and April 1st



Total Estimated Costs

- Night Shift Differential: \$265K
- Double Time Shift Coverage: \$970K
- Retention Bonus Payments: \$1.8M
 - Estimated 701 existing staff (DOC, DOH, DSS) & 121 new hires to receive payments
- Total Estimated Costs: \$3.1M



2021 Vacancies

Month	Vacant Positions	Authorized FTE
January	65	791.2
February	56	791.2
March	48.5	791.2
April	60.5	791.2
May	80	791.2
June	92.5	791.2
July	102.5	800.2

- Vacant positions on the last day of each month are shown.
- FTE is budgeted full-time equivalents (2088 hours); not the same as a position.

Third Party Review of the Department of Corrections



<https://open.sd.gov/contracts/18/22SC180106.pdf>



CGL Companies Contract Scope

- Review prison operations, organizational climate, and operations of policy content and compliance systems.
- Review organizational structure, staffing, equipment protocols, ancillary operations in education and industry, and training procedures.
- Provide reports every other week on project status, findings, and issues, and a final report with recommended strategies.



CGL Companies

Cost, Timeline, and Process

- **Cost: \$166,410 general funds**
 - Ongoing costs will be contingent upon CGL's recommendations
- **Timeline: Four months**
 - Contract start date is August 23rd and end date is December 10th
- **Contract Process: Emergency Services**
 - RFP Exemption 5-18D-21 (2)

South Dakota Department of Corrections



Thank You!