Employee Count by Agency

Executive Branch Departments & Bureaus	Total Employees	Percent of Executive Branch Employees
Social Services	1,494	20.7%
Transportation	981	13.6%
Corrections	710	9.8%
Human Services	549	7.6%
Health	468	6.5%
Game, Fish and Parks	450	6.2%
Public Safety	407	5.6%
Labor and Regulation	401	5.6%
Information and Telecommunications	365	5.1%
Revenue	244	3.4%
Agriculture	179	2.5%
Education	178	2.5%
Environment and Natural Resources	162	2.2%
Administration	162	2.2%
Veterans Affairs	132	1.8%
Military	106	1.5%
Human Resources	72	1.0%
Governor's Office of Economic Development	51	0.7%
Finance and Management	33	0.5%
Retirement	32	0.4%
Tourism	27	0.4%
Tribal Relations	6	0.1%

South Dakota BHR

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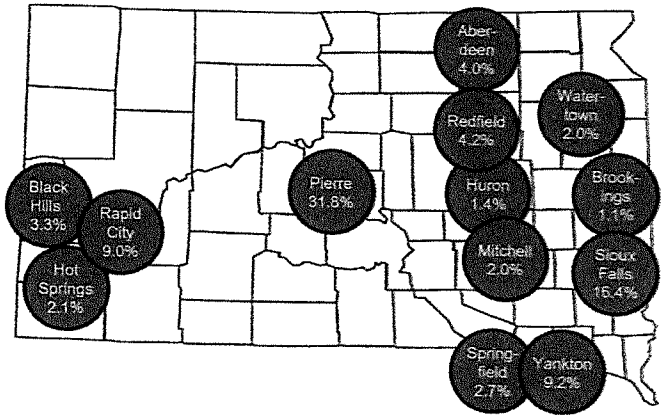
South Dakota State Employees by Region



"Average" State Employee in 2019	
Current Age	43.9
Age at Hire	33.8
Annualized Pay	$47,937
Years of Service	11.4
Years to Retirement Eligibity	13.4

For more information about BHR services and policies, please visit bhr.sd.gov or call 605.773.3148

South Dakota State Government

WORKFORCE FACT SHEET

Data in this report is effective as of December 1, 2019

The annual workforce fact sheet is issued by the South Dakota Bureau of Human Resources.

This report highlights workforce data from the state human resource information systems.

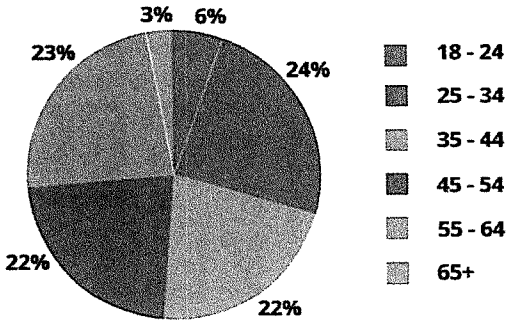
Unless otherwise noted, the data in the report is for State of South Dakota permanent employees in executive branch agencies that report directly to the governor.

This report gives policymakers, state government managers and supervisors, and the general public an understanding of the composition, distribution, strengths, and challenges of the state of South Dakota Executive Branch workforce — which services the citizens of South Dakota.

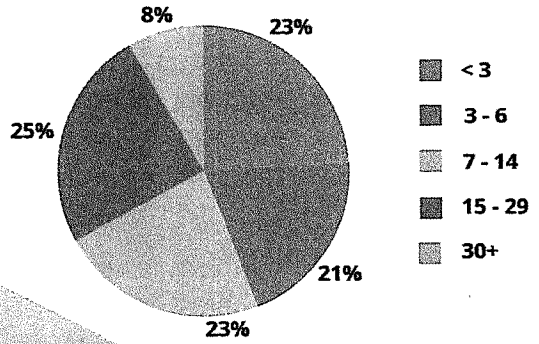
BHR's Vision

State of South Dakota: An Employer of Choice!

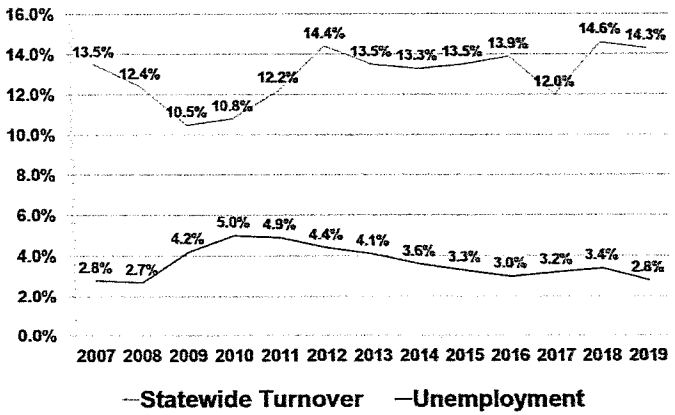
Age



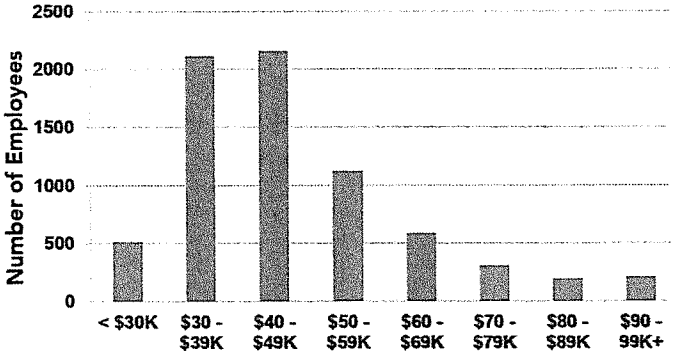
Years of Service



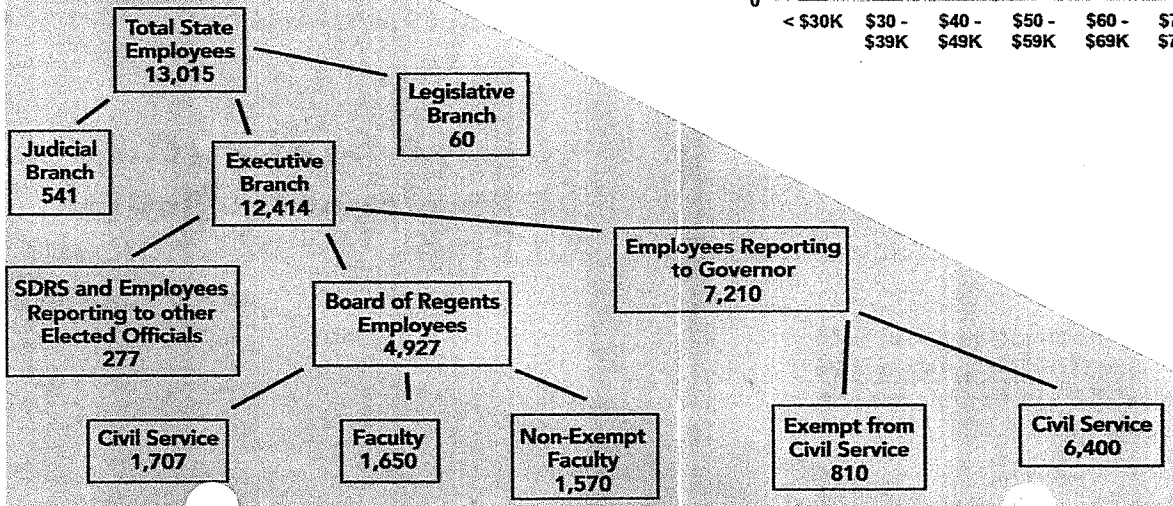
Statewide Turnover



Annualized Pay



Breakdown of State Employees by Branch and Type



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	1.1%	
FY18	0.0%	0.0%	0.0%*		0.0%
FY19	1.2%	0.0%	1.2%		0.0%
FY20	2.5%	0.0%	2.5%		0.0%

*Attorney career band implemented January 2017

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State employee comments for State Employee Compensation and Health Plan Budget Hearing - SDSEO

DSS, 7 years - Wage Compression is my concern. My current hourly wage is $20.16 per hour. A brand new employee starts at $19.70 per hour. This is just 46 cents difference. When will there ever be anything done about this tremendously ridiculous issue?

BOR University employee, 30+ years (pay is $18/hr) - My issue with the state- employee for 33yrs. My ins premium doubled; had to choose that one because my husband's blood thinner would be $150 a month. So either way it's hard on the month to month budget.

Unknown - Want benefits to stay as is, not increase costs or deductibles, or change vendors or do anything that changes sick/vacation/leave. Too many younger employees respond to surveys in favor of radical changes but they leave in a year or two. This of us who stick around really want those benefits and it makes it attractive to retain. Costs are up. I've paid thousands more, copays and cost sharing is much more even on a lower deductible plan. I don't know how people lower in the pay scale manage.

Unknown - I started for the state in 2020. One of the reasons I took this job, was the free health insurance ($1900 deductible at the time). I turned down other jobs that paid more, but the insurance was higher. I came here for the insurance. Fast forward a year Later- I now pay for my insurance, AND have a higher deductible, $3300 I believe. And as far as pay, I am a college graduate, making under $20/hr. A lot under actually. I can literally go across the street to Walmart and start making $20/hr. I am a single mom of 2. Thank god my kids qualify for Medicaid, otherwise I couldn't afford insurance. Working for the State, and my kids qualify for free health insurance. That should say something right there. I LOVE my job and my boss, and the people I serve. But it won't be much longer before I have to leave for greener pastures as well. I'm literally going broke working for the state. Everything has went up- groceries, gas, utilities. Everything except our wages.

Unknown - I have worked for the state almost 12 years. I have my two kids on the plan. We typically don't have a lot of health issues, so I took the cheapest plan - Washington. In my twelve years I have never paid so much out of pocket. No idea what plan is in my best interest this coming year. So yeah, I have a cheap premium but I'm paying 300 plus a month on a medical bill for the next 9 months.

DSS, 20+ years – Pharma costs (same prescriptions)

2021 actual		2022 projected
$428.59		$640.88
	Add FY22 Premiums	$1,077.36
$428.59	GRAND TOTAL:	$1,718.24

DSS, Supervising Nurse - Emailing in response to a Facebook post that encourages SD state employees to speak about current compensation or needed compensation. As a supervising nurse at HSC, I have yet to see a registered nurse come through orientation in a very long time. How is the state going to remain competitive with incentives being given out Sanford and Avera? I have a fellow nurse that left HSC for Avera and she gave insight into their many compensation options, and extras through COVID. At HSC,

you get a $30 incentive for weekend shifts picked up on pm or night shift. Just weekends! We have needs 24 hours a day! And $30 doesn't put gas in my car or pay for a meal for my family to motivate me to spend 4 additional hours away from them. Avera offers $50 per shift, I don't believe there are limitations on those shifts. Avera is offering 25% pay increase during COVID (time limited of course) and other incentives to staff, not just nurses). We are not staying competitive from what I can tell.

Unknown - First, compensation. There are new people starting at wages close to my current wages, which is insane considering how long I've been here. When they did their decompression thing, the newer people got more of a raise than I did. It is so frustrating. In essence, it really didn't help much. Now with inflation so high, it feels like we're losing money. My wife and I were trying to buy a different home to better suit our expanding family and we can't even afford to do that because of the crazy rise in home prices verse's what I'm making. Next, health insurance. A few years ago, my wife was pregnant with my daughter and we were on a high deductible plan. We never got a bill for any of her office visits or ultrasounds during that pregnancy. The only time we got a bill was after she was born. We are on a payment plan for that bill. Every time my daughter was sick and we took her to the doctor, those visits were covered. No issues. Now, my wife is pregnant with twins and has to have an ultrasound at every appointment. We are on a high deductible plan because that's all we could afford. Every ultrasound costs us around $500. We are already on a payment plan for every office visit and the twins are due in June. Every time my daughter has to go to the doctor when she's sick, I'm billed and nothing is covered. I'm paying for everything out of pocket plus for the health insurance. I understand how the new high deductible plan works and that is the way it's structured but it is really hard to make ends meet when my pay isn't increasing by much, health insurance cost has gone up, inflation is higher and my paycheck doesn't reflect any of that. I feel like we're always the last to be considered when it comes to the budget. It truly feels like we are nothing but a number. I worked for small family businesses before coming to work for the state and they truly did everything they could to make their employees feel heard and taken care of. I only left the private sector because I needed better benefits and a retirement plan. I am starting to wonder if I made the right decision. The small family owned business just couldn't compete with state benefits. Thank you for being our voice. I do wish to remain anonymous.

DOC, 20+ years - I have worked for the department of corrections for over 20 years. Our raises during those years have neither equaled, nor surpassed the cost of living increases or our ever-rising insurance costs. Some of those years we received absolutely no increase. All focus for incentives or higher wages are geared toward new hires, with increased investment in training new individuals. However, turnover is so high, those focused dollars walk out the door as soon as they can. Those who have been loyal and have built-up years of service are not only not considered worthy of pay increases, but they are also overworked and encouraged to get their "extra money" by working overtime shifts. With my 20 plus years of service, I make roughly the same as someone with 10 years and with 30 years. There is absolutely no incentive to stay. In the past, 80% of retirement at a younger age was considered to be the ultimate reward for hard work. Now, 80% of low wages is hardly anything to live on. A large percentage of the people who retire still need to move on to other jobs because their retirement will not sustain them in the long run. The state still refuses to address this problem, even though they continue to tell us they "want to know our concerns". They would rather waste thousands of dollars on recruitment tactics and training new hires instead of investing in the people who stay. Something has to change.