



Joint Committee on Appropriations

September 15, 2022

Mission: Keeping South Dakota a Safe Place to Live, Work, Visit and Raise a Family.

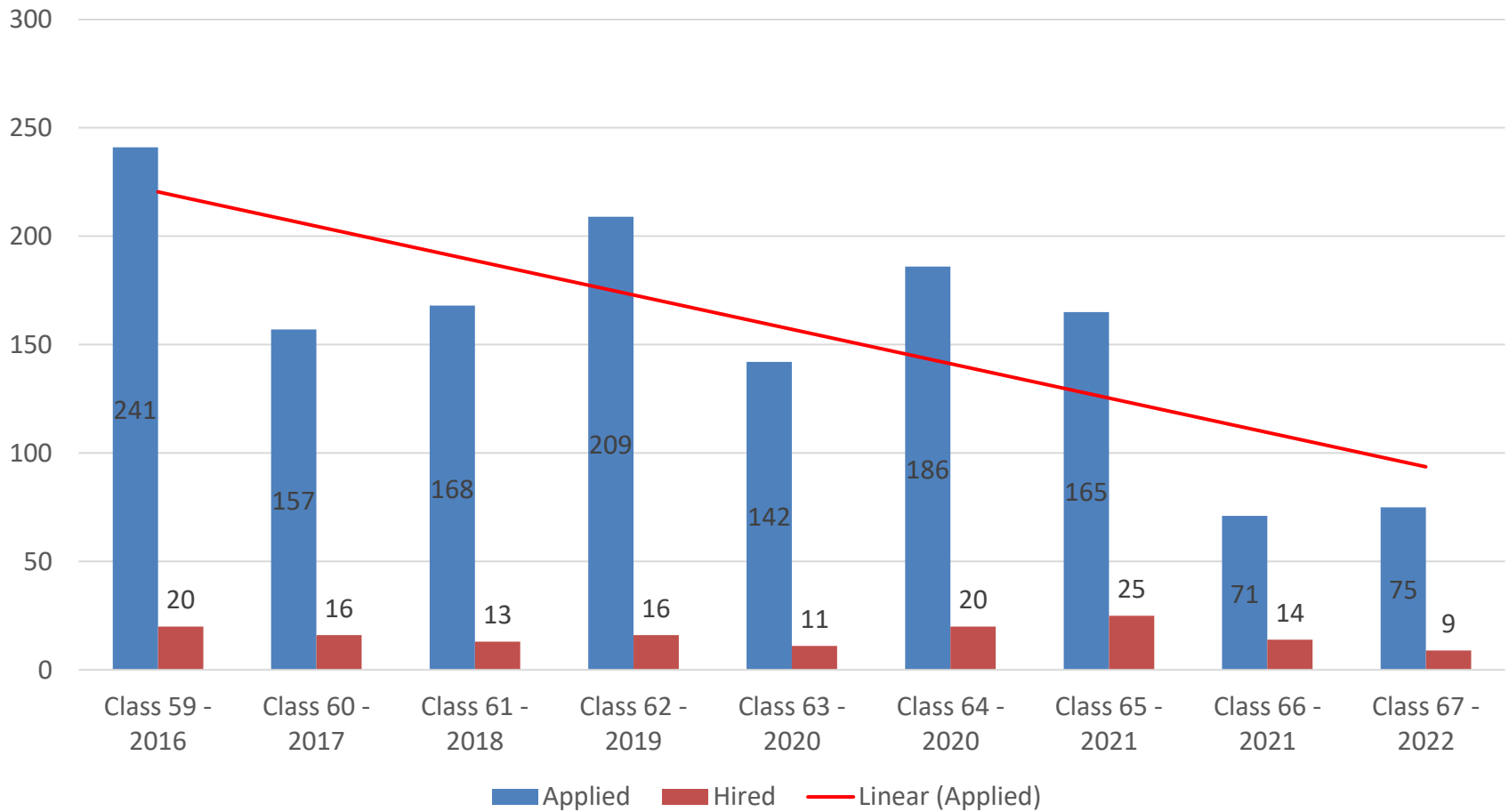
Agenda

- The need for changes
- The process for which the decision to make changes was made

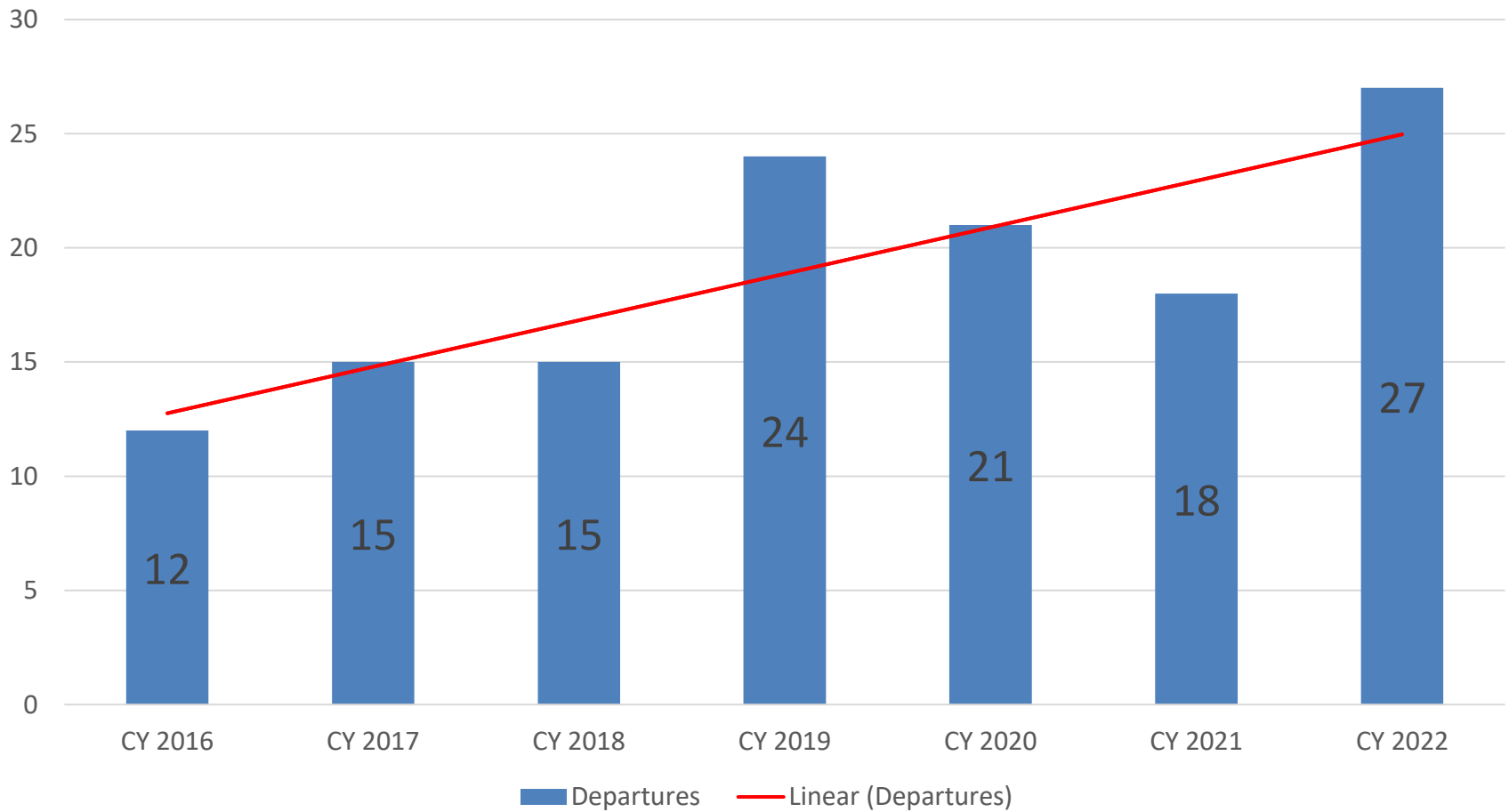
SDHP Starting Pay Comparisons

- **South Dakota Highway Patrol (as of July 1, 2022) - \$23.61**
 - **With \$1.50 increase: \$25.11**
- Sioux Falls Police Department - \$27.68
- Rapid City Police Department - \$27.89
- Minnehaha County Sheriff's Office - \$26.65
- Lawrence County Sheriff's Office - \$25.84
- Lincoln County Sheriff's Office - \$25.61
- Pennington County Sheriff's Office - \$24.84

Hiring Challenges

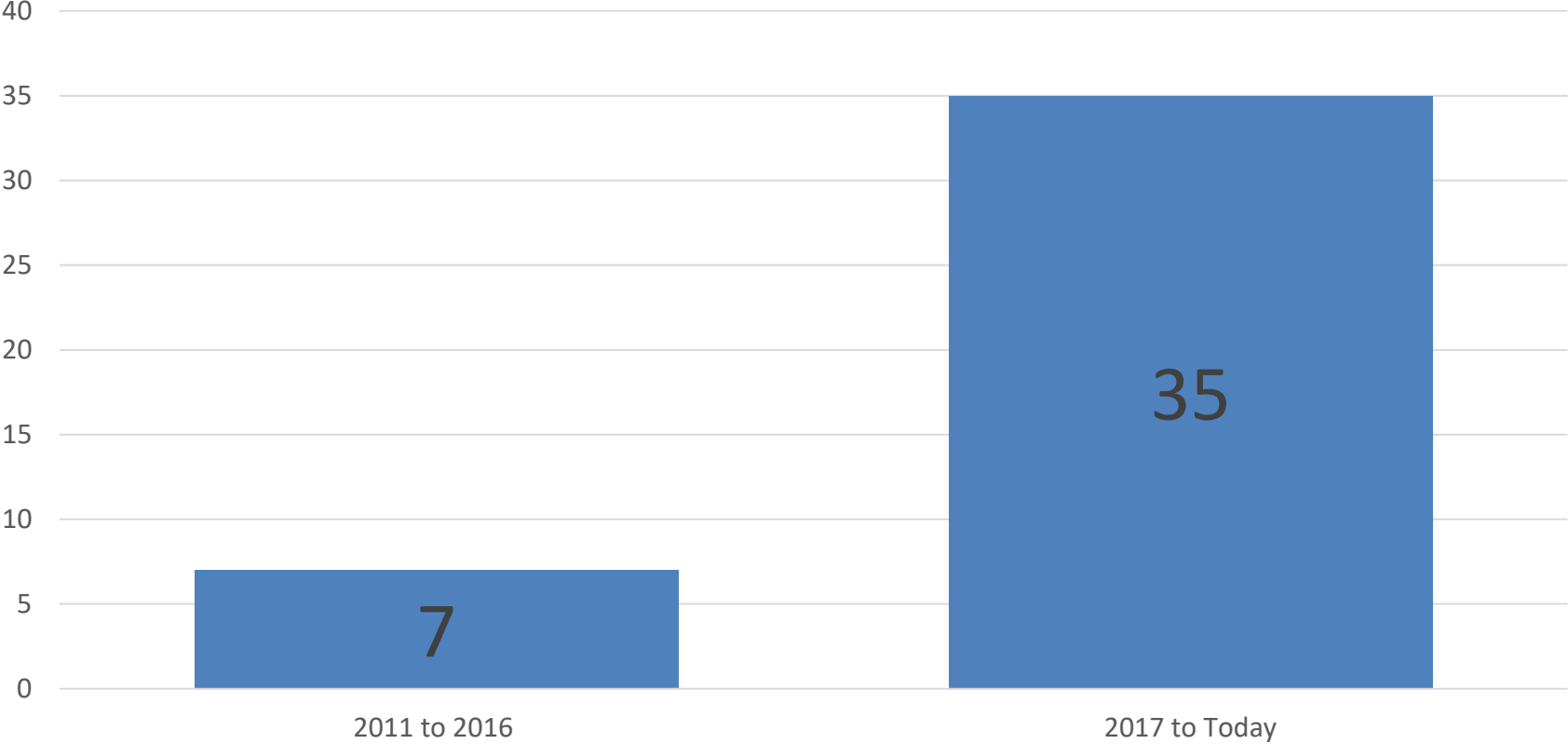


Retention Challenges



History of turnover

Resignations to Other Law Enforcement



BHR Exit Interviews (Troopers)

6/23/2019 – 8/15/2022

What do you plan to do now?

- Private Sector Employer: 14%
- Public Sector (local or federal) Employer: 68%

Primary Reason for Leaving:

- Other: 35%
- Pay: 26%
- Benefits: 13%
- Workload: 9%
- Working Conditions: 4%
- Agency Leadership: 4%
- Direct Supervisor: 4%
- Opportunities for Advancement: 4%

BHR Exit Interviews (Troopers)

6/23/2019 – 8/15/2022

I was satisfied with my pay given the time and effort put forth:

- Troopers – 66% (disagree or strongly disagree)

I was satisfied with my pay given my duties and level of responsibility:

- Troopers – 70% (disagree or strongly disagree)

My rate of pay was fair compared to those doing similar work outside of state government:

- Troopers – 61% (disagree or strongly disagree)

Who did we work with?

- We worked with the Bureau of Human Resources (BHR), the Bureau of Finance Management (BFM), and the Governor's Office.
 - With BHR to make sure a pay raise was appropriate for Troopers and wouldn't cause compression within SDHP.
 - With BFM to make sure we had the funding and authority to make the adjustment.
 - With the Governor's Office to show support for our law enforcement officers that keep South Dakota safe.

How is this covered?

- Highway Patrol salaries are covered under the Highway Fund.
- Salaries for Highway Patrol were paid for by CARES Act Funds for FY21 and approximately half of FY22, resulting in a savings to the Highway Fund of approximately \$20 million.
- DPS will continue to monitor available budget authority throughout the year to account for turnover and open positions. If a transfer is needed to address a shortfall, this will be covered within our existing authority.

Questions?