

Agency Size (largest to smallest)

Executive Branch Departments & Bureaus	Total Employees	Percent of Total Executive State Employees
Social Services	1,623	12.42%
Transportation	976	7.47%
Corrections	737	5.64%
Human Services	506	3.87%
Health	479	3.66%
Game, Fish, and Parks	438	3.35%
Public Safety	412	3.15%
Labor and Regulation	407	3.11%
Information and Telecommunications	369	2.82%
Revenue	247	1.89%
Education	182	1.39%
Agriculture	174	1.33%
Environment and Natural Resources	171	1.31%
Administration	157	1.20%
Veterans' Affairs	136	1.04%
Military	103	0.79%
Human Resources	73	0.56%
Governor's Office of Economic Development	34	0.26%
South Dakota Retirement System	33	0.25%
Finance and Management	31	0.24%
Tourism	24	0.18%
Tribal Relations	6	0.05%

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, market state government employment and select the most qualified candidates with the following services:

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

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

- Performance management systems & 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 or contact a member of our management team at 605.773.3148.

BHR MANAGEMENT TEAM

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South Dakota State Government

WORKFORCE FACT SHEET

As of December 1, 2016

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.

BHR provides a wide array of human resource services to employees in the Executive Branch, which includes all employees under the direction of elected officials and the Board of Regents, the Judicial Branch, and the Legislative Branch of South Dakota State Government.

Bureau of Human Resources' Vision

State of South Dakota:
An employer of choice!

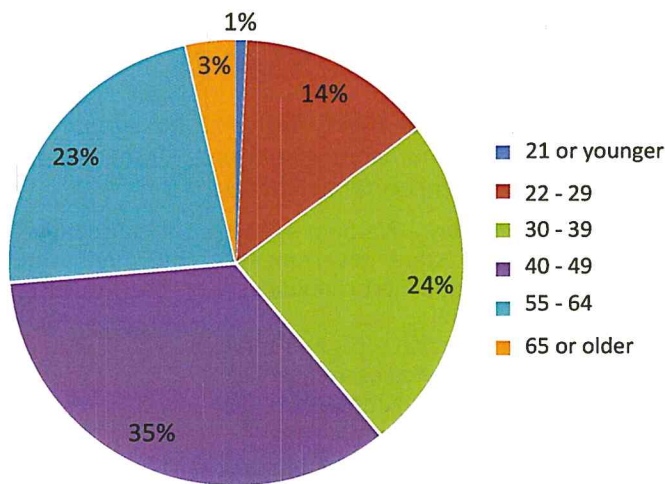
The "Average" State Employee in 2016

Current Age	44.7
Age at Hire	32.3
Annualized Pay	\$47,290
Years of Service	11.9
Years to Retirement	14.9

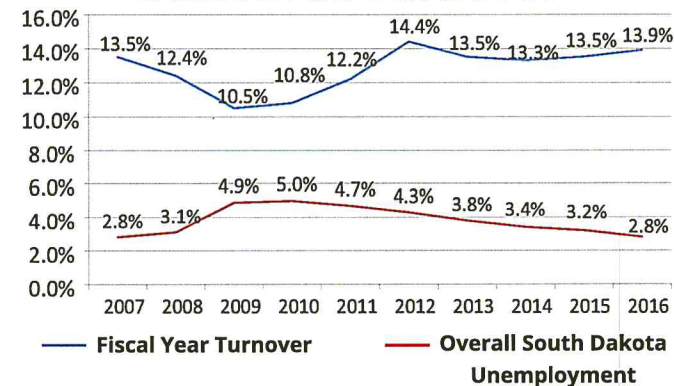
Salary Increase History

General, Medical and Law Enforcement Salary Structures			Career Bands		
Fiscal Year	Market Adjustment	Movement Toward Market	Market Adjustment		Pay For Performance
FY12	0.00%	0.00%	0.00%		0.00%
FY13	3.00%	2.50%	Accounting	3.00%	Up to 7% movement toward market target
			Engineering	3.00%	
			Environmental Science	3.00%	
			Information Technology	3.00%	
			Nursing	3.00%	
FY14	3.00%	3.50%	Accounting	4.00%	Up to 4.5% based on ACES performance score
			Engineering	3.50%	
			Environmental Science	3.50%	
			Information Technology	3.50%	
			Nursing	4.00%	
FY15	3.00%	3.00%	Accounting	3.00%	Up to 4.5% based on ACES performance score
			Engineering	3.00%	
			Environmental Science	3.00%	
			Information Technology	3.00%	
			Nursing	3.00%	
FY16	2.00%	2.00%	Accounting	1.70%	Up to 3.6% based on ACES performance score
			Engineering	2.00%	
			Environmental Science	6.60%	
			Information Technology	1.10%	
			Nursing	0.00%	
FY17	2.70%	2.50%	Accounting	0.00%	Up to 4.5% based on ACES performance score
			Engineering	2.70%	
			Environmental Science	2.50%	
			Information Technology	0.00%	
			Nursing	1.10%	

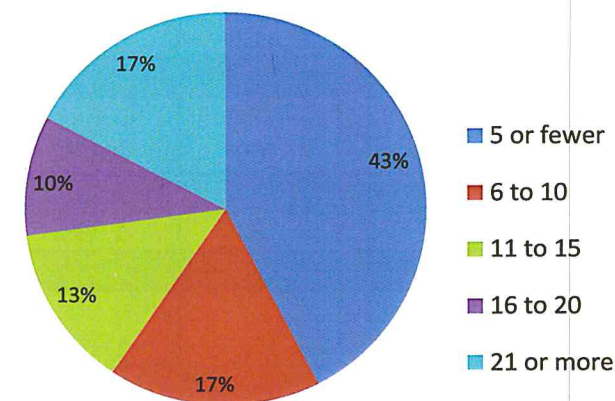
Age



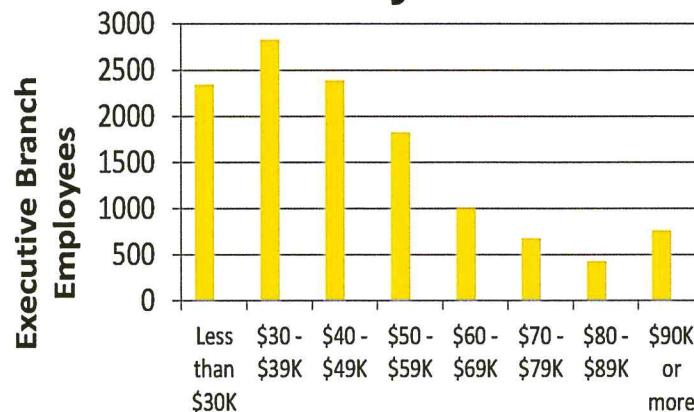
Statewide Turnover



Years of Service



Salary



Breakdown of State Employees by Branch and Type

