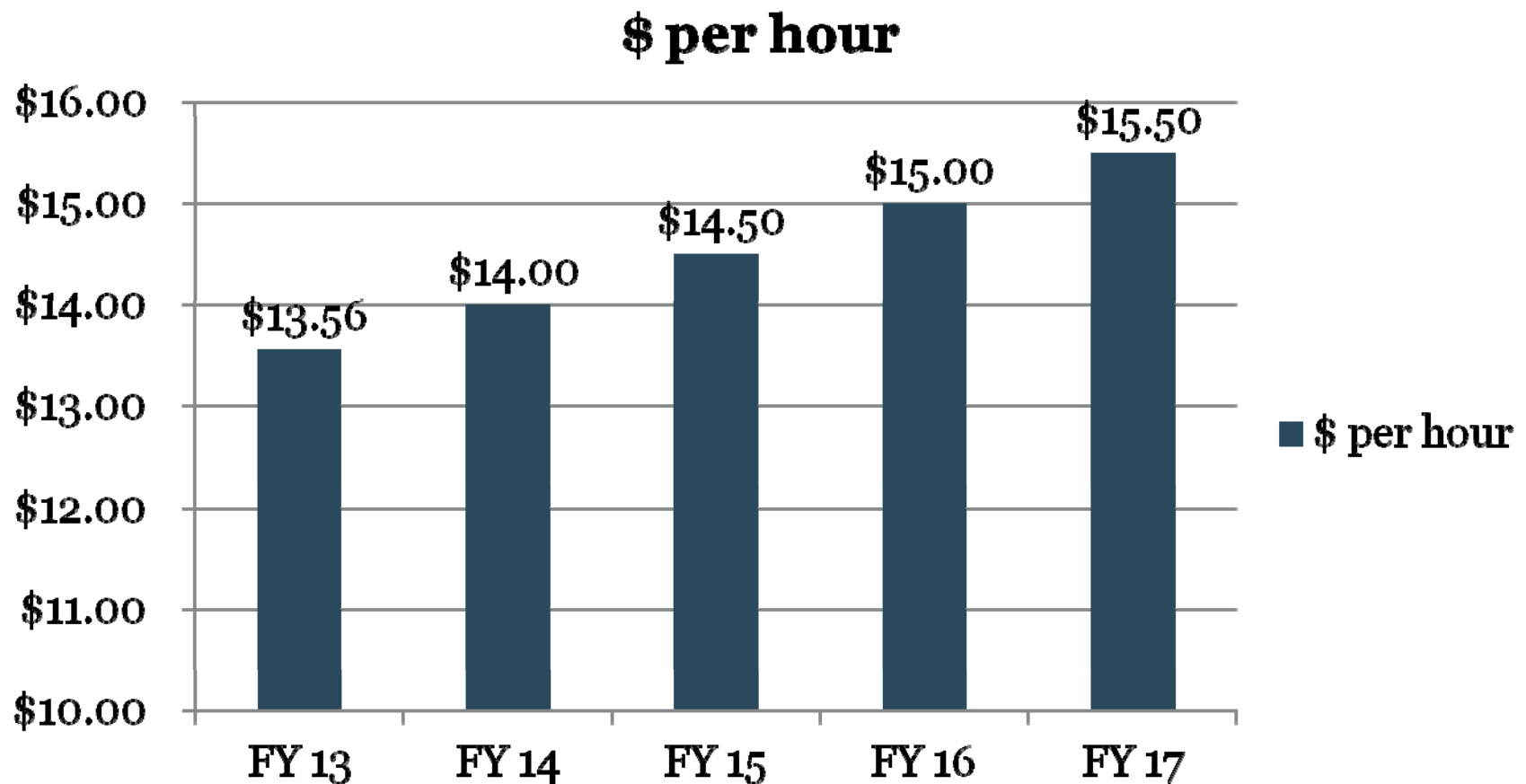


DOC Adult Corrections

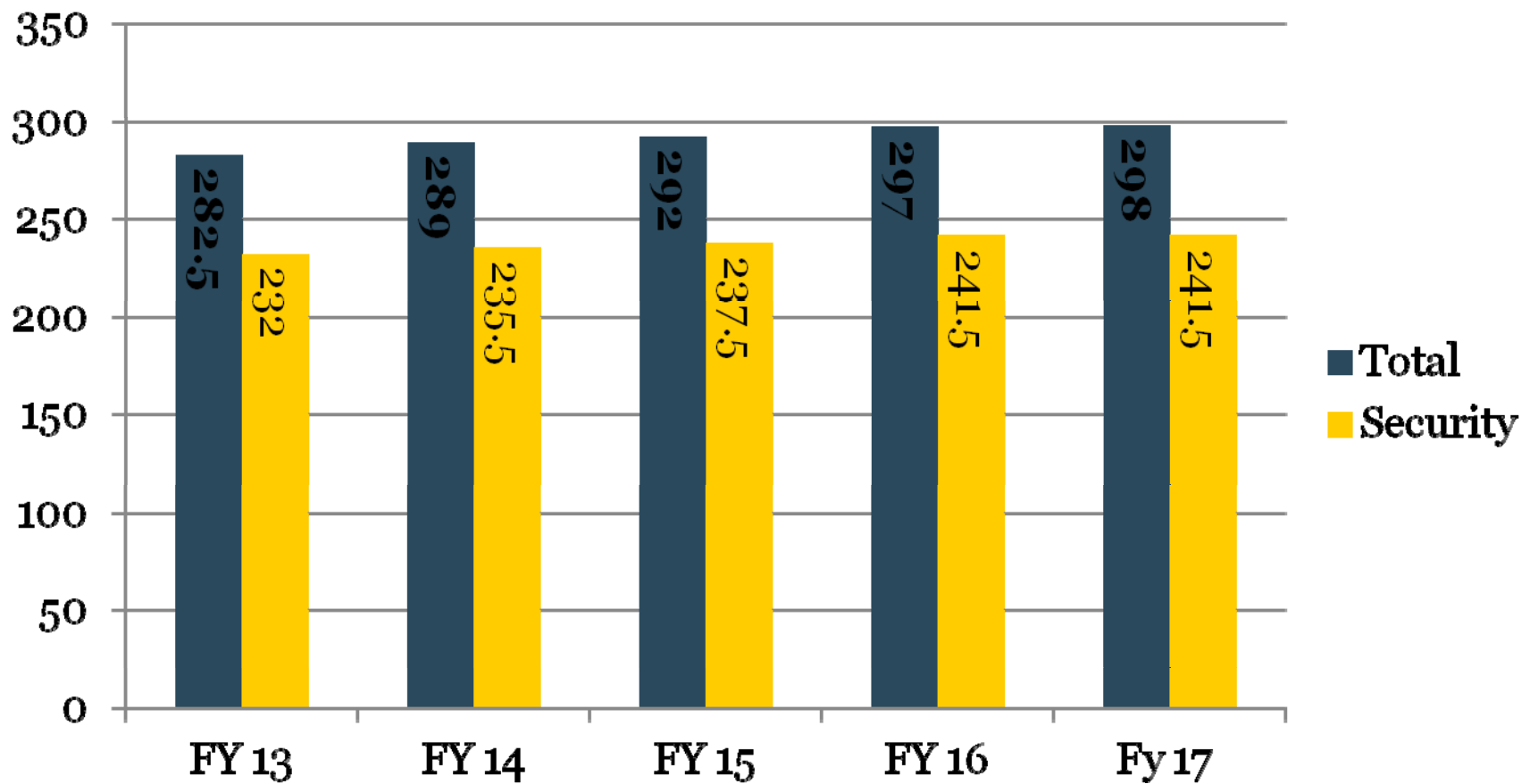
Institutional Staffing Report

CO Starting Wage

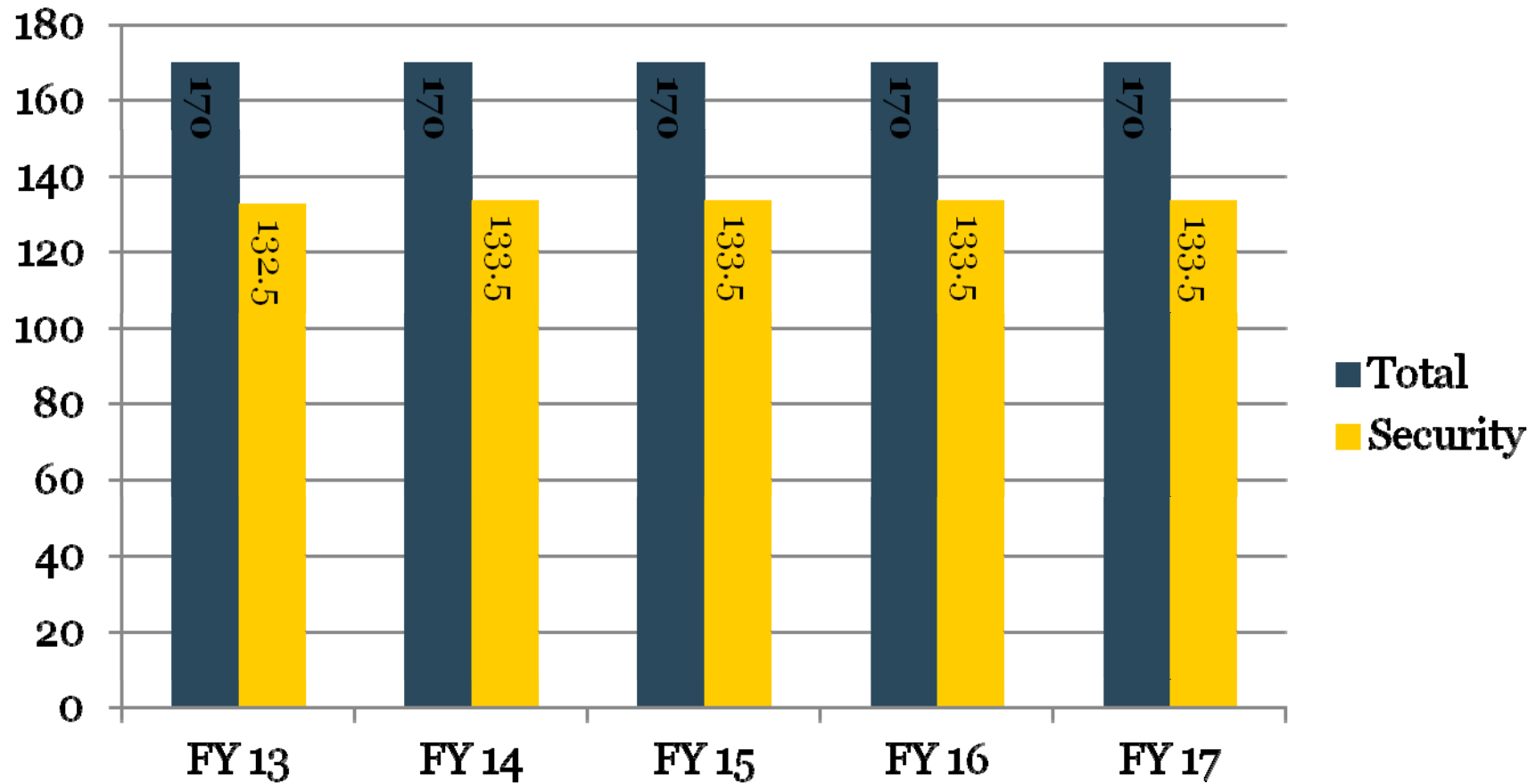
Plus \$1 per hour on weekends



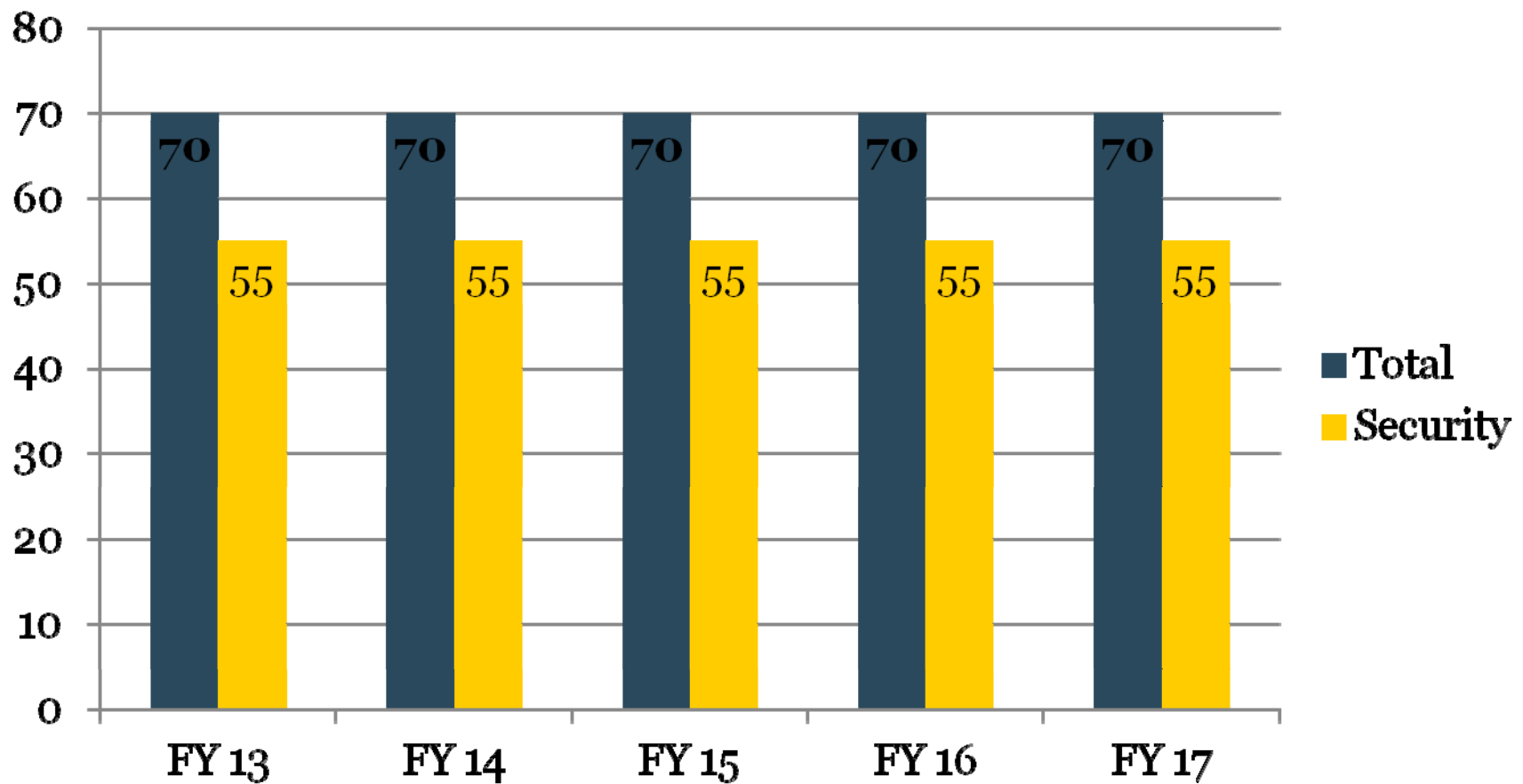
Budgeted FTE SDSP



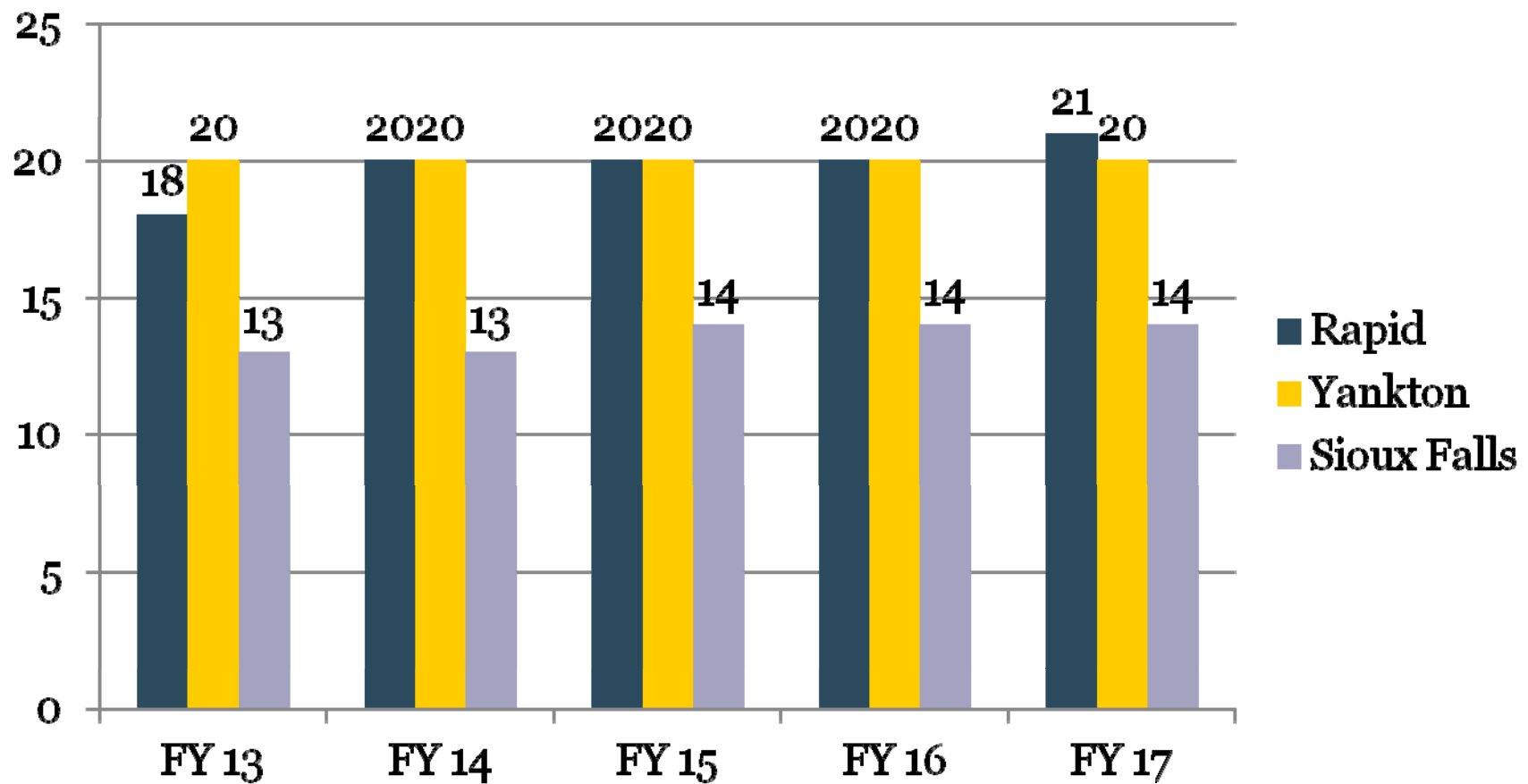
Budgeted FTE MDSP



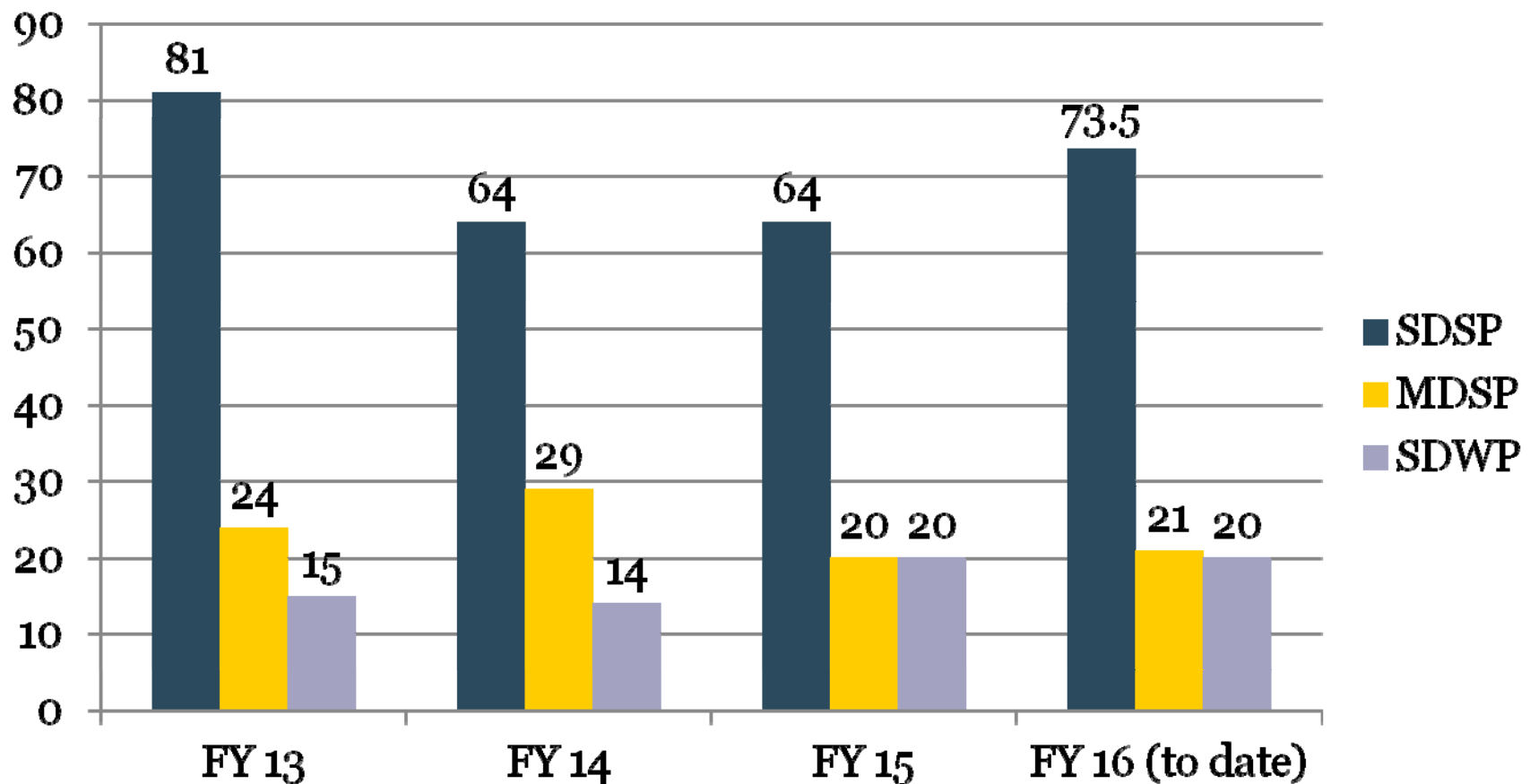
Budgeted FTE SDWP



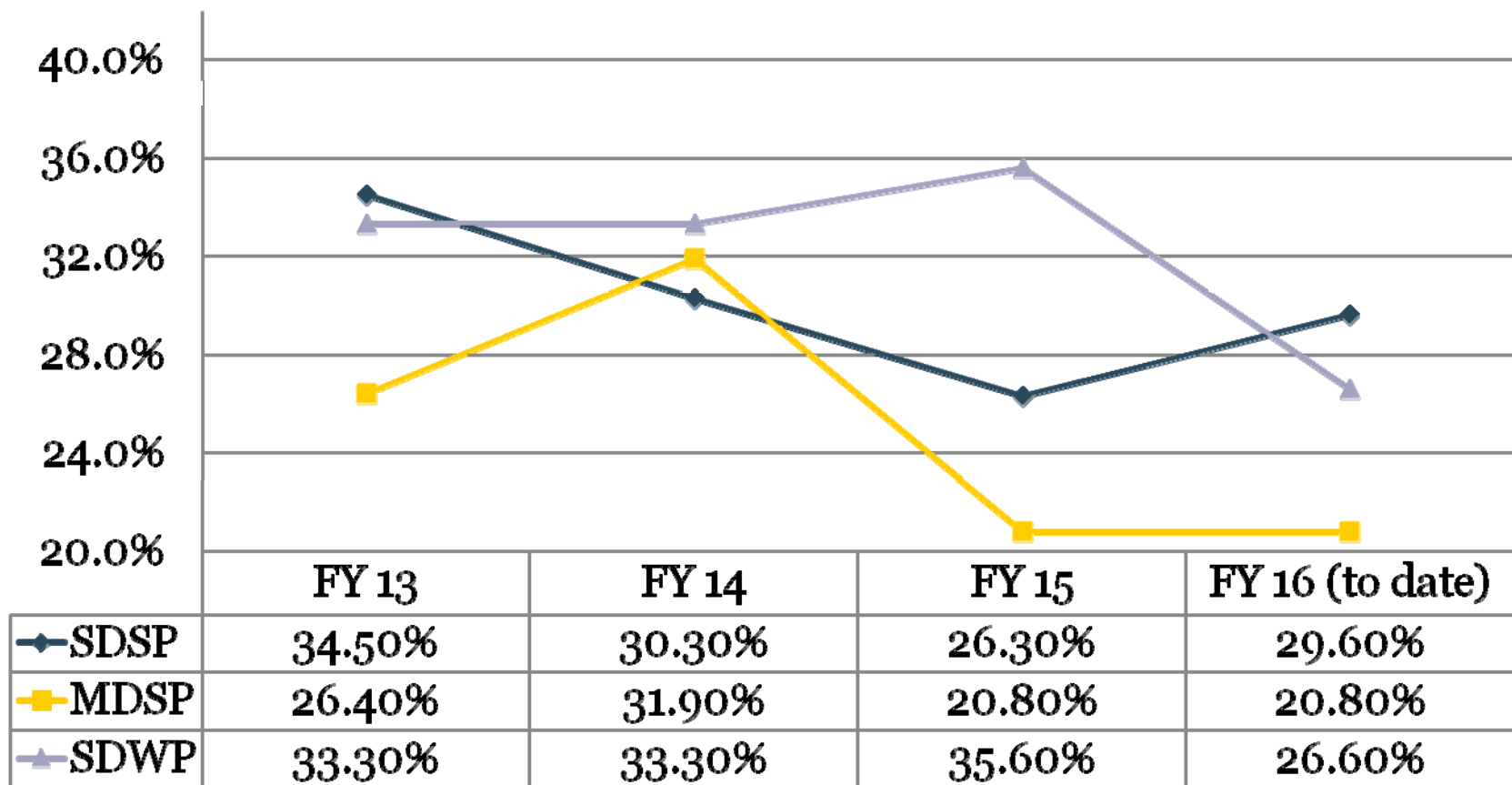
Budgeted FTE Community Work Centers



Total Security Departures



Correctional Officer Turnover Rate



Recruiting Efforts

- Career Builder Website
- Keloland Employment Website
- Officer.com
- Indeed.com
- Argus Leader Classifieds
- Variety of Local Newspapers
- Nearby University Websites
- Results Radio-Townsquare Media
- Midwest Communications Radio
- Billboard Ads
- Staff Referral Bonuses
- Posters and Brochures in University Career Centers
- Guest Speakers at Universities
- Keloland Employment Job Fair
- Sioux Falls and Rapid City “BIG” Career Fairs
- University of South Dakota Criminal Justice Career Fair
- Lake Area VTI Career Fair
- Mitchell Area VTI Career Fair
- Intern Programs

Correctional Officer Vacancies

- **Current vacancies as of 05/16/2016**
- **SDSP – 8**
- **MDSP – 11.5**
- **SDWP – 11**

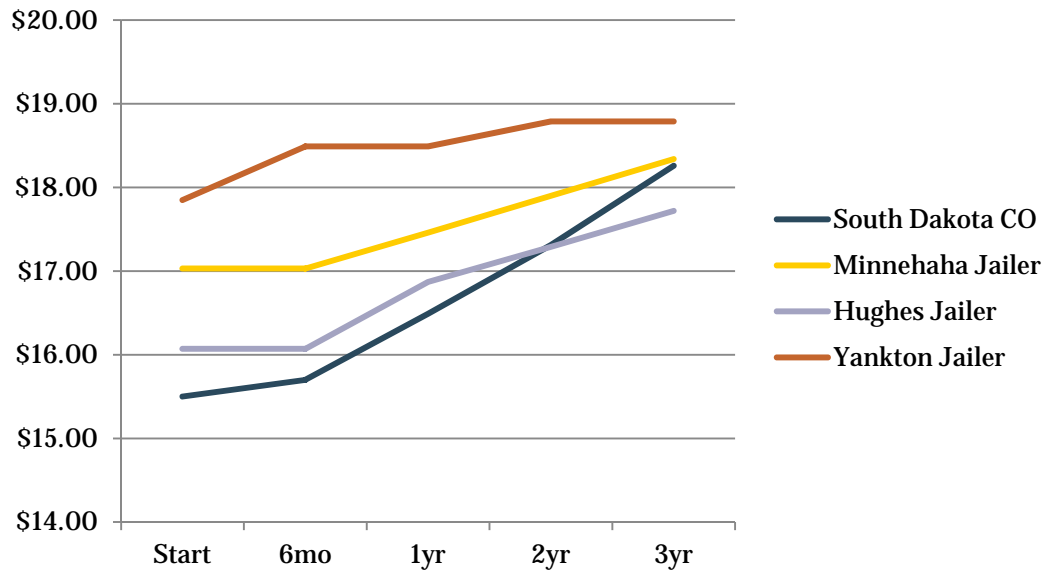
Correctional Officer Pay

Six Surrounding States			
State	Incumbents	Entry Pay	Average Pay
Iowa	1,367	\$18.40	\$24.92
Minnesota	1,357	\$17.75	\$21.97
Montana	351	\$13.10	\$16.83
Nebraska	360	\$15.43	\$15.59
North Dakota	195	\$16.33	\$19.08
Wyoming	375	\$15.72	\$16.92
Average	668	\$16.12	\$19.22
South Dakota	334	\$15.50*	\$17.07

*FY2017

Correctional Officer Pay

City or County	Pay Range
State of South Dakota	\$15.50 - \$22.57
Minnehaha Co.	\$17.03 - \$25.92
Pennington Co.	\$20.86 - \$21.91
Hughes Co.	\$16.07 - \$19.57
Yankton Co.	\$17.85 - \$20.27



Annual Pay Progression State of South Dakota:

- Market adjustment (2.7%) moves structure and pay
- Movement towards market value (up to 2.5%) moves pay through the pay range
- Market value for Pay Grade GF is \$18.81/hr in FY17, which includes COs.