Agency Size (largest to smallest)

Dept/Bureau	# of Emp	Percent
Social Services	1640	22%
Transportation	956	13%
Corrections	872	12%
Human Services	522	7%
Health	458	6%
Game, Fish, and Parks	428	6%
Labor & Regulation	413	6%
Public Safety	403	6%
Information & Telecommunications	345	5%
Revenue	239	5%
Environment & Natural Resources	176	3%
Agriculture	176	2%
Administration	152	2%
Education	128	2%
Military	102	2%
Veterans' Affairs	99	1%
Human Resources	71	1%
Tourism	69	1%
Governor's Office/ Econ Development	60	<1%
SD Retirement System	32	<1%
Finance & Management	30	<1%
Tribal Relations	5	<1%
Total	7,376	

BHR's mission is *to acquire, manage, and retain the talent State agencies need to efficiently deliver high-quality services to South Dakotans.* Our mission is carried out through three key strategies: Talent Acquisition, Talent Management, and Talent Retention.

Talent Acquisition – We help agencies set competitive salaries, market State government, and select the most qualified candidates to ensure agencies acquire the talent they need.

Services include:

- ✓ **Competitive Compensation Practices**
- ✓ **Workforce Planning Guides**
- ✓ **Marketing Strategies & Recruitment Services**
- ✓ **Employees Selection Tools & Services**

Talent Management – We help agencies efficiently manage talent through effective performance management practices, and by providing job analyses and actionable employee data to managers.

Services include:

- ✓ **Performance Management Systems & Tools**
- ✓ **Employee Surveys**
- ✓ **Job Analysis & Classification Services**

Talent Retention – We help agencies build a work environment that promotes retention through effective leadership, career development, and value-added benefits.

Services include:

- ✓ **Leadership Development Program & Resources**
- ✓ **Succession Planning Tools**
- ✓ **Training & Career Development Planning**
- ✓ **Benefits Program**

For additional information on the services that we provide, please contact a member of our management team.

BHR Management Team	Phone
Laurie Gill, Commissioner	773-4918
Kevin Forsch, Director of Comp & Agency Support	773-6363
Ellen Zeller, Director of Classification & Training	773-3148
Director of Employee Benefits	773-3148
Debra Owen, Attorney	773-4918
Main Line	773-3148

South Dakota State Government
WORKFORCE FACT SHEET
Fall 2013

This fact sheet is provided by the Bureau of Human Resources (BHR) to give a snapshot of State employee data. Although many specific figures in this document change daily, this data accurately reflects the State workforce. All figures presented are only for Executive Branch employees; no figures include employees of elected officials, other than the Governor, or Board of Regents employees.

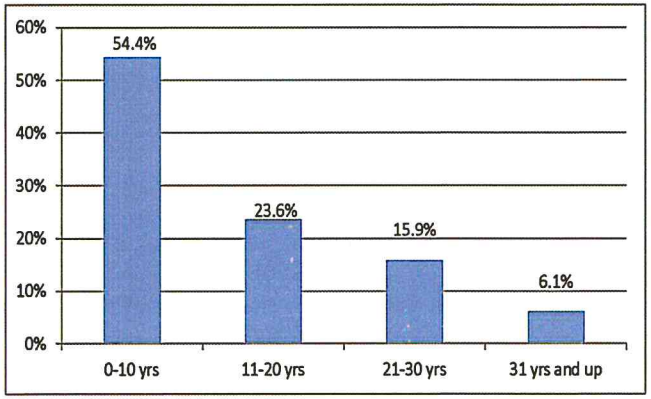
BHR provides a wide array of human resource services to employees in the Executive Branch, which includes all employees under the direction of elected officials and the Board of Regents; the Judicial Branch; and the Legislative Branch of South Dakota State Government.

BHR's Vision

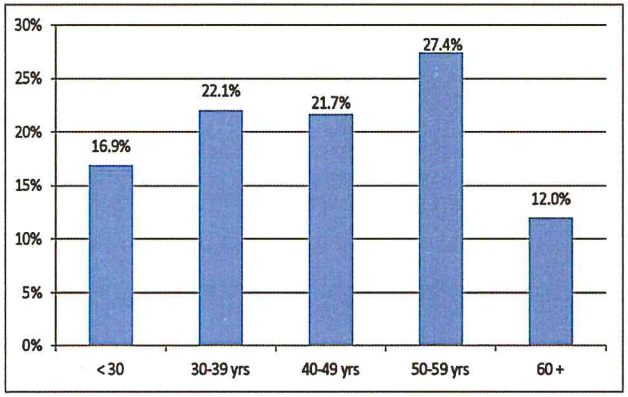
Our vision is for State government to be recognized throughout South Dakota as an employer of choice by employing an engaged workforce that sets the standard for service, excellence, and innovation.

The "Average" State Employee			
FY	Avg Age	Avg Years of Service	Avg Wage
FY04	43.2	10.9	$33,197
FY05	43.5	11.1	$34,299
FY06	43.6	11.2	$33,779
FY07	43.9	11.3	$35,339
FY08	44.0	11.5	$36,296
FY09	44.4	11.6	$37,606
FY10	44.4	11.8	$37,669
FY11	44.5	12.1	$38,085
FY12	44.6	12	$37,301
FY13	44.2	11.9	$39,857
Today	44.1	11.7	$41,289

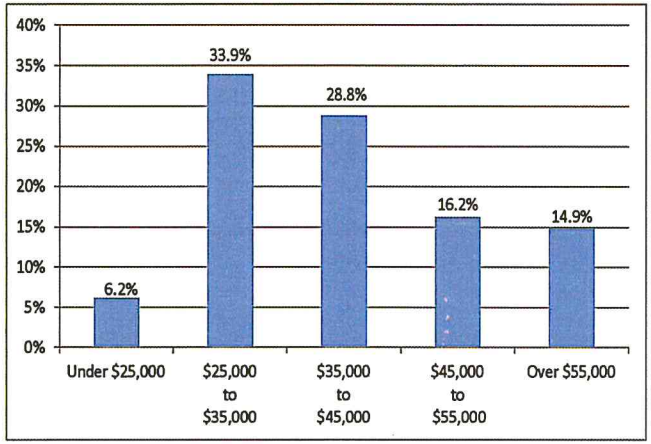
Years of Service



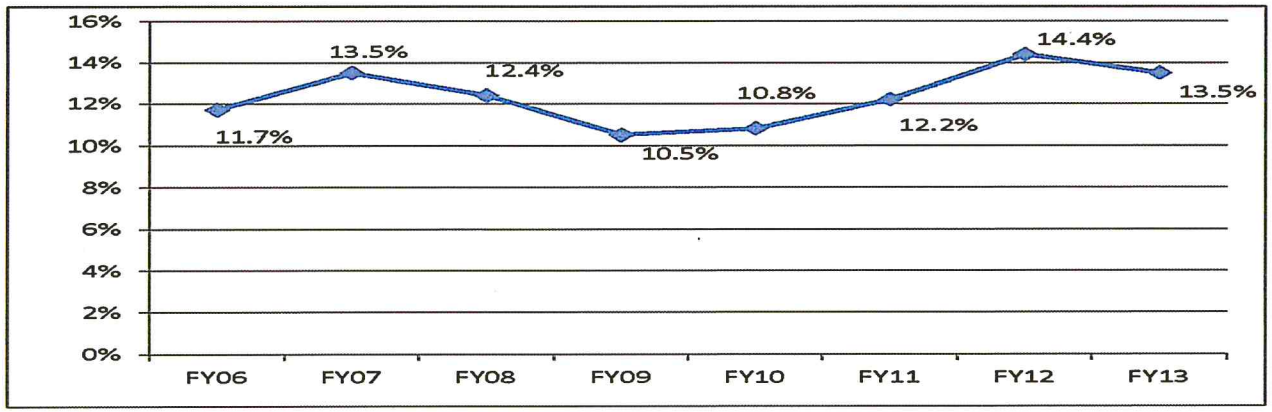
Age



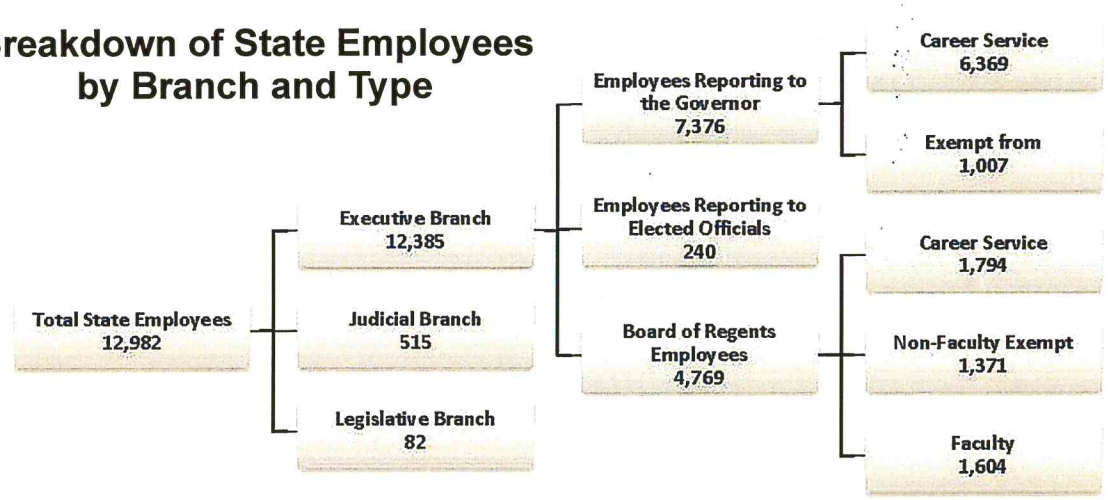
Salary



Statewide Turnover



Breakdown of State Employees by Branch and Type



Salary Increase History			
FY	Statewide Increases	Movement to Job Worth	Notes
FY92	4.0%	2.5%	Addl market adj for emps in pg N06 - N11
FY93	4.0%	2.5%	
FY94	3.0%	2.5%	emps in same pg for 7 yrs moved to Job Worth
FY95	3.0%	2.5%	
FY96	3.0%	2.5%	Longevity expanded for emps with 7-9 yrs of service
FY97	0.0%	2.5%	
FY98	3.0%	2.5%	
FY99	3.0%	2.5%	
FY00	3.0%	2.5%	
FY01	3.0%	2.5%	
FY02	3.0%	2.5%	
FY03	3.0%	2.5%	
FY04	2.0%	2.5%	
FY05	3.0%	2.5%	
FY06	2.3%	2.5%	
FY07	3.0%	2.5%	
FY08	3.0%	2.5%	
FY09	3.0%	2.5%	
FY10	0.0%	0.0%	longevity unchanged from prior years
FY11	0.0%	0.0%	longevity unchanged from prior years
FY12	0.0%	0.0%	longevity unchanged from prior years
FY13	3.0%	2.5%	Career Banding implemented (market based pay). Emps in career bands received up to 7% in lieu of the movement to Job Worth. One time payment made all permanent employees with one year or more of continuous service.
FY14	3.0%	3.5%	Career Bands 3.5%-4% market adjustments and up to 4.5% based on performance.