

#183

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 19, 2017 6:11:07 PM
Last Modified: Thursday, October 19, 2017 6:35:21 PM
Time Spent: 00:24:13

Page 2: About Agencies Scheduled for Study

Q1 Please share any comments, suggestions or concerns you may have about these agencies. Please note your responses will be posted online and may be included in a Committee report.

Human Affairs Commission

1. New employees receive higher starting pay then employees who have been there for years. The pay gap is about \$1,000.00. 2. Training is not structured/formalized. It's employees sitting with their supervisor. 3. Morale in the agency is low because of poor communication from management, inequities in training and opportunity for advancement (only certain employees are allowed to go to outside training), favoritism, NO REAL HR PERSON (past and current Business Manager does not have HR background which makes employees feel like their concerns are not being address adequately, NO POLCIES/PROCEDURES (employees are being written up and suspended however we have not been trained or seen or signed an employee handbook, NO OUTLET FOR GRIEVANCES (Commissioner makes determination, no proper protocols are on place when issues occur), NO OJECTIVE CRITERIA FOR BONUSES AND EMPLOYEE RECOGNITION (this is at the sole discretion of the Commissioner which is unfair due to the favoritism in the workplace. You can do the work without receivin a bonus), CREATING POSITIONS WITHOUT ALLOWING OTHER QUALIFIED EMPLOYEES TO APPLY (created a position for a specific individual; failure to promote other investgsters, hiring outside instead of within, subordinates are training their supervisor. 4. There are not RETENTION policies in place. Despite the employees leaving and making more money, money was not the sole issue of leaving. Only certain employees are offered renton pay when they advise they're leaving.

Page 3: There are three questions seeking general information.

Q2 What is your age?

Prefer not to answer

Public Input to the South Carolina House of Representatives Legislative Oversight Committee

Q3 Which best describes your current role?

South Carolina resident and do not fall into any of the categories below

Q4 In which county do you live?

Richland
