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A STAFF INFORMATION BULLETIN



PUBLISHED FOR EMPLOYEES OF THE
SOUTH CAROLINA DEPARTMENT OF
YOUTH SERVICES

AN EQUAL OPPORTUNITY EMPLOYER

BULLETIN NO. 89

SEPTEMBER, 1977

BOYS STATE PROGRAM TO BEGIN AT DYS

A Boys State program, similar to that sponsored annually by the American Legion, will be held at the agency in late October. Our agency is the first juvenile corrections agency in the nation to offer the prestigious citizenship program, normally open only to children who have demonstrated qualities of leadership and patriotism.

The program is sponsored by the American Legion. If it succeeds, Board Member Edward Pendarvis of Charleston said he will seek to have the program placed in juvenile campuses throughout the nation.

Pendarvis is affiliated with the Boys State program. He spends several months piecing the project together and selling the DYS program to the American Legion on the premise that children with severe behavior problems need citizenship training as much---if not more---than other children.

The Youth Services program will be open to both sexes and will stress family life as well as government and will emphasize responsibility for self and others. The agency's program will be two days instead of the normal six at the annual Boys State program at the Citadel in Charleston.

The program will incorporate a session on "The Importance of You," including where the child has been, where he is and where he is going. Normal governmental programs and mock elections will also be included.

Nowadays you can watch grown men in a coin laundry nonchalantly fold items of clothing that Grandma hid in pillow cases when she hung them on the line.

----Copely News Service

UNITED WAY CAMPAIGN BEGINS

The agency's 1977 United Way campaign kicked off September 12 with a goal of \$5,500, or \$10 per employee. The campaign ends October 7.

"The best way for us to make our contribution this year," said State Director Grady A. Decell, "is to go on the payroll deduction plan. Fifty cents per pay period---equals two cups of coffee---will be \$13 per year."

The agency has key staff members serving in each unit to answer questions about the United Way program. They are:

- Campus 1----- Ercel Hendrix
- Campus 2 ----- Mary Haymon
- Campus 3 ----- Jack Crimmins
- Campus 4 ----- Jackie Schohn
- Education ----- James Page
- Annex ----- Lt. Victor Rhinehardt
- Youth Bureau ----- Chuck Milam
- Central Office ----- Gerri Snipes/Ned Borden

Success in the program the last few years has been a keynote of the agency. In 1975 staff members gave \$1,400. The amount last year was over \$2,200.

It's impossible to push yourself ahead by patting yourself on the back.

NOTES FROM ALL OVER.....

A performance appraisal training program will be held October 18 at the Criminal Justice Academy. The program is essential for supervisors who conduct performance appraisals. Contact Betty Gurnell, 6721, for details.....The Welfare Reform Proposal submitted by President Carter in August and September includes significant changes in policy and procedures. The \$30.8 billion welfare program requires parents with children over 14, for instance, to receive benefits, only if they work; single heads of welfare households with children from 7-14 years of age in many cases must take part-time jobs. Other information about the program is available from the Coalition for Children and Youth, 1910 "K" Street N.W., Washington, D.C. 20006.....Explorer Post 520, recently established at Willow Lane School, has named Johnny Glover as its advisor. Eight students received training by the American Red Cross in First Aid and are serving along with other posts from the Central S. C. Council as first aid assistants at the USC home football games....There have been expanded regulations for reimbursement for travel and subsistence expenses. For example, the method for figuring maximum subsistence has been reclarified. See Fiscal for details.....

You learn how to live when you learn how to lose.

S. C. YOUTH WORKERS ASSOCIATION'S FALL CONFERENCE BEGINS SEPT. 28

Theme of this year's S. C. Youth Workers Association's fall conference, to be held September 28-30 in Myrtle Beach, is "Child Abuse."

Dr. Alexander G. Zaphiris, professor at the graduate school of Social Work, University of Denver, is leader for the conference. Participants include Lt. Governor Brantley Harvey, Ms. Eleanor McGovern, keynote speaker; panel members Ms. Ernestine Player, Ms. Barbara Chappell (Director of Child Advocacy, Governor's Office) and Brian Gibbes, (Co-chairperson, Council on Child Abuse and Neglect of Richland County).

The program also includes elections for new board members. Current board members from the agency include Ray Middleton, Orangeburg Youth Bureau (1977) and Barbara LaBelle, Research and Planning (1978).

Gossippers have a great sense of rumor.

MORE NOTES FROM ALL OVER.....

You only have the right, under the S. C. Freedom of Information Act, to release information about an employee's salary, grade and job description, according to a recent opinion by Dr. Jack S. Mullins, Director of the Personnel Division, State Budget and Control Board. "Any further disclosure," says Dr. Mullins, "could come only if the employee authorizes the release or if a court of competent jurisdiction orders such disclosure"..... For those who haven't seen it, enclosed at the back of this newsletter is Dr. Mullins' memo on the pay problems encountered with the freeze and the reinstatement of the Merit Increase Program..... While we're at it, attached also is the new "Schedule of Pay Ranges" for the 1977-78 fiscal year..... And, speaking of pay, the Director has issued guidelines on promotional and reclassification increases: 1.) a maximum of 3 percent increase unless this percentage would not bring the employee's salary up to the minimum of the new grade; 2.) promotions and reclassifications to the new grade without an increase, thereby retaining the same review date; and 3.) a reduced percentage on the promotion or reclassification which would take the employee to the minimum of the new grade and establish the new review date at six months. For more information, contact Fiscal.....

A bore is a person who talks when you want him to listen---to you.

SCSEA DAY AT SIX FLAGS

The S. C. State Employees' Association will have a "Day at Six Flags" October 15 (Saturday). Cost per person is \$7.60, which includes all thrills and amusements and a fried chicken meal. A family of four will save \$11.80 on the ticket price alone.

The meal will be served from 3-5 p.m. in a private pavilion reserved for SCSEA members. Mr. Bear and Mr. Rabbit, Six Flags characters, will entertain the children during the picnic in the pavilion.

Persons wishing to go may contact Joe Jones, SCSEA Director of Research and Information, at 765-0680.

Hot pants are healthy. They help a girl's circulation.

SCSEA 1978 LEGISLATIVE PROPOSALS

The S. C. State Employee's Association's Legislative Committee is recommending a 7 per cent general salary increase and a \$300 supplement for each state employee. The increase, SCSEA says, is to keep pace with the cost-of-living increase for 1976-77. The \$300 supplement would bring South Carolina state employees' salaries in line with the southeast average.

SCSEA also recommends full funding of the merit increment program at its stated levels and that more uniformity be provided in the application of the program. A longevity pay plan for state employees also should be developed, SCSEA says. (It would permit employees at the maximum salary to receive 5 per cent increases every two years for a total of four increases).

*

Additionally, SCSEA Legislative Committee recommends:

State employees be entitled to exchange accumulated sick leave for additional service credits, as recommended in the 1977 Legislative Program.

There should also be a cost-of-living allowance equal to the cost-of-living increase with a maximum increase of 6 per cent for all retirees receiving benefits from the S. C. Retirement System. SCSEA also supports full payment of the retiree's medical insurance.

SCSEA is also supporting 17 cents per mile and that state employees be reimbursed for actual lodging expenses (verified by receipt) and \$12 per day for meals.

The employees' association also supports compensatory time for employees who must work holidays or payment if compensatory time isn't granted.

And finally, the Legislative Committee recommends up to three days leave without loss of pay nor charged to any other leave, in the event of the death of an immediate member of the family.

The recommendations have been submitted to the Board of Directors for SCSEA for formal adoption.

We hate to have some people give us advice when we know how badly they need it themselves.

AROUND THE AGENCY.....

Any employee of the S. C. Department of Youth Services who is required to drive a school bus must have a school bus drivers certificate. Training will be set up by the Agency Training Coordinator in conjunction with the local school districts..... The Berkeley Youth Bureau's new office is Otranto Office Building, 8740 Northpark Blvd., Charleston Heights, S. C. 29405. And the telephone number is (803) 797-6660....The U. S. Government is looking for a director for the National Institute of Corrections. Pay is from \$39,629 to \$47,500 a year, depending on qualifications. Closing date for the application is November 5. You can apply through Anthony P. Travisono, Chairman, Search Committee, National Institute of Corrections' Advisory Board, 4321 Hartwick Road, Suite 208, College Park, Md. 20740...

A GREAT BIG DYS WELCOME TO

.....Nancy Kuhl, Delores Peterson and Amelia Walker, who have been assigned to the Department of Youth Services from the Department of Juvenile Placement and Aftercare. These Student Affairs Counselors will be working directly with our staff to serve as JP&A liaisons and representatives. They will be responsible for coordinating staff visits and other student-counselor sessions.

Mrs. Kuhl will be working on the Birchwood Campus. Supervisor of the group, she is a native of Albany, Ga., a graduate of North Georgia State College and has an MA in Education from the University of South Carolina.

Mrs. Peterson, counselor at Willow Lane School, is from Macon, Ga. She is a graduate of Morris-Brown College with a BA in Sociology and Psychology.

Mrs. Walker, working at the John G. Richards School, has her BA (Educational Psychology) and her MA (Education) from USC. She formerly worked for the S. C. Human Affairs Commission.

"The major thrust of this program is to continue to foster good working relationships between the Department of Youth Services and the Department of Juvenile Placement and Aftercare," said JP&A Director Harry W. Davis, Jr.

"We appreciate their involvement and know our joint efforts will improve services to children," said State Director Grady Decell for the Department of Youth Services.

A real friend is somebody who takes a winter vacation on a sun-drenched beach and doesn't send you a post card.

LEGISLATIVE REPORT

Thanks to the good work of Marilyn Stebbins, Research and Evaluation, we're in a position to provide for you a capsuled report of bills before the various

legislative branches that you might be interested in:

H-2167, to amend Act 695 of 1976, which changed certain age references from 21 to 18, so as to include Sec. 62-405. Ratified by House.

H-2389, a bill to define crimes of sexual conduct in first, second and third degree; to provide penalties; testimony of victims need not be corroborated; to establish evidentiary provisions regarding sexual conduct of the victim. Ratified by House.

H-2512, to amend the act regarding children's foster care review boards, requiring a child-caring agency to give notice to local review boards if such agency does not intend to comply with its decision regarding permanent placement of a child and to define foster care. Ratified by House.

H-2594, to amend the act relating to adoptions, so as to change certain legal procedures required for adoptions. Ratified by the House.

H-2650, to regulate child day-care facilities and to provide penalties for violations. Ratified by the House.

H-2737, to amend the act relating to sick leave for state employees so as to provide that sick leave may be accumulated in excess of 90 days but not more than 90 days may be carried over from one calendar year to the next. Ratified by the House.

H-2738, to amend the act relating to state grievance procedures, so as to provide that alleged discrimination shall be the only grounds on which classification and promotion can be appealed. Ratified by the House.

H-2796, to provide for the child protection act of 1977, to provide penalties for violations and to repeal Act 1068 of 1972 relating to the protection of children under the age of 17 from physical abuse.

(EDITOR'S NOTE: Synopses will continue in subsequent editions of We Care.)

WITHOUT COMMENT

- I. Can you dress for success? Author John T. Mulloy, a "wardrobe engineer," thinks so. Most American men dress for failure, he says, because they are swayed in their clothing purchases by their wives or girl friends, or their socioeconomic backgrounds or sales clerks and designers. "If you want to sell in Houston," he says in his book, Dress For Success, "don't come wearing a three-piece Yankee suit---especially if you're a Yankee."

Some rules are hard and fast: The only acceptable ring is a wedding band. The only acceptable socks are dark and over the calf. The best umbrellas are black with simple handles. Shirts with flowers, pictures, or paisley patterns are not for business wear. Neither are short-sleeved shirts.

Some of his maxims:

1. Beige is the only acceptable color for a raincoat. Black has lower class connotations and is to be avoided.

2. Wool or wool blends are the best materials for suits.
3. Blue, gray and beige are the best colors for suits.
4. The sports jacket is always at a disadvantage to the suit in office situations.
5. The tip of the tie should reach the belt buckle---no longer and no shorter.
6. In the South, the white shirt is greatly preferred and Ivy League ties make an unfavorable impression.
7. Women dislike pink shirts.
8. Taking off your coat weakens the impression you make.
9. Dress as well as those whom you are meeting.

II. Your Daughter is a Woman, Too.

.....So says writer Sara Miles, and don't you forget it. "Not without conflict, men are beginning to examine their assumptions about a woman's place," she says, "and thus to meet their daughters."

For instance: the father who puts his daughter on a pedestal may be surprised to find out how tough she really is. If you think your daughter is going to have a hard time in math, managing money, being shy, you'll communicate this to your daughter and "chances are the expectations will fulfill themselves."

"The father who is not just a part-time authority figure but a full-time parent who shares responsibilities equally with his wife in bringing up their children; who laughs, plays, struggles and argues with them, is telling his children something very important about his feelings for them and for parenting."

III. All of Us Are Caught Up in Middle Age.....

An article in the University of South Carolina Alumni Newsletter notes that there is such a thing as middle age. It generally lies somewhere between 40 and 60.

"Tennis, handball and jogging---these are not just fads," says Dr. Gerald L. Euster of the College of Social Work, "it has to do with the middle-age syndrome. These are not young people by and large that you see on the tennis courts. They are middle-aged people. It has to do with renewal. They want to know their bodies. So you see the middle-ager with the gym shoes and the Adidas shirt trotting along."

For the first time we think about the inevitability of death and from this aspect we think, Have I achieved my goal? If I haven't, why haven't I? Is there still time?

Almost every middle-ager has to cope with the "mobility factor." They feel

they have to make a choice---moving or settling down. People who have made a choice may have to scale down their career ambitions since they're unwilling to relocate again to move up the ladder.

The career question for the middle-ager has another aspect: should he change careers altogether? "Middle age is a time when you realize your mortality," says Dr. C. Paul Massey of the College of Education. "The realization causes a real turn around, a whole new perspective." Massey adds: "if I had to make a career change, if this were necessary for me to experience my own authenticity, I would do so, even if I had to accept a lower income. I am realizing my own hope to live my life. It is my own resources that I must rely on."

A new career, Massey points out, "gives a person a chance to develop new areas in which he has to rely on his own resources instead of appeasing the organization, the bureaucracy, and so forth: entities which often do not reward loyalty."

John Zuidema of the Social Problems Research Institute adds that in any crisis situation a person finds resources he didn't know he had. "You dig down deeper in your repertoire of coping mechanisms and you come out stronger."

Old truck drivers never die---they just can't make the grade.

FOR SALE:

1974 El Camino Classic with air conditioning, power steering, cruise control, swivel bucket seats. In excellent condition---\$2995. Gwen Gault, 6572 or John Gault after 6:30, 772-9133.



State Budget & Control Board
PERSONNEL DIVISION
1205 Pendleton Street
Columbia, South Carolina 29201

803-758-3334

Jack S. Mullins, Ph.D.
Director

MEMORANDUM

TO: State Agency Heads and Personnel Officers

FROM: Jack S. Mullins *Jack S. Mullins*

DATE: July 1, 1977

SUBJECT: Problems Associated With Reinstatement of Merit Increment Program on July 1

Employees whose review dates fell between July 1, 1976, and June 30, 1977, could not receive a merit increase during the Fiscal Year 1977 due to provisions in the Appropriations Act that suspended the merit increase program as of July 1, 1976. Therefore, review dates for these employees were rolled one year from the date they were eligible for an increase. This means that these state employees, who constitute the majority of state employees, will have gone two full years without receiving a merit increase. (Example - Last merit increase received 7/1/75; review date 7/1/76, received no increase; review date rolled to 7/1/77.)

Employees hired at the minimum of the pay grade normally have a review date of six (6) months from the date of employment. However, for those employees hired between January 1, 1976, and December 31, 1976, this meant that their review dates would fall between July 1, 1976 and June 30, 1977. They could not receive their merit increment. The review dates for these employees were also rolled one year from the date they were eligible for an increase. This means that these employees will be going eighteen months without receiving a merit increase.

On the other hand, those employees hired at the minimum between January 1, 1977, and June 30, 1977, will be eligible to receive a six (6) months merit increase since their review date will fall in the new fiscal year. This means that these employees, as well as those hired in the early months of the new fiscal year, can be given merit increases well in advance of those who were employed at an earlier date.

There is no way the merit increment program reinstatement can be accomplished that will assure that no employee will receive a merit increase before someone who was hired before them. For example, an employee hired at the minimum on January 1, 1976, will not, under any circumstances, be able to receive a merit increase until

July 1, 1977, while an employee hired on January 1, 1977, will also be eligible to receive a merit increase on July 1, 1977. If one tries to rectify this by making the person hired on January 1, 1977, wait one year, the six months increase program is effectively eliminated because all subsequent new hires at the minimum will also have to wait one year or they would be in the same position we are now facing of being eligible to receive a merit increase ahead of someone hired before they were. To adjust or eliminate the six month increment for new hires and reclassifications would forever prevent its reinstatement without creating an inequitable situation that would be more difficult to explain or justify.

The same situation exists with employees who were already on board or who were hired above the minimum between July 1, 1975 and June 30, 1976. An employee who received a merit increase on July 1, 1975, or was hired above the minimum on that date will not be eligible to receive a merit increase until July 1, 1977. However, an employee hired on July 1, 1976, will also be able to receive a merit increase on July 1, 1977. Thus, these employees will only be required to serve a one year period before being eligible for a merit increase while those on board on July 1, 1975, are having to wait two years.

As may be seen, because of the variances in review dates and because no one will be eligible to receive a merit increment before July 1, 1977, there is no system of reinstating the merit increase program that will not adversely affect some group of employees. We believe that the system we have proposed of rolling each employee's review date one year is the most equitable under the circumstances. To change the procedures in mid-stream would create relative inequities that would be difficult to understand or explain to employees.

It is essential that we work through funds appropriated for this program. Within the dollars available, the above approach is the only way we can keep the merit increment plan intact, retain six month salary increases for new hires and reclassified employees who are at the minimum of their grade, and assure all satisfactory employees of a merit increment during Fiscal Year 1978.

We have considered many optional approaches and rejected them for various reasons. Attorney General Dan McLeod and his staff have reviewed alternative approaches with us and concur that the proposed approach is the only feasible route within the sums appropriated.

SCHEDULE OF PAY RANGES

<u>GRADE</u>	<u>ANNUAL MINIMUM</u>	<u>ANNUAL MAXIMUM</u>	<u>GRADE</u>	<u>ANNUAL MINIMUM</u>	<u>ANNUAL MAXIMUM</u>
01	\$ 5,023	\$ 6,470	21	\$10,084	\$13,923
02	5,065	6,564	22	10,652	14,718

03	5,157	6,723	23	11,243	15,626
04	5,247	6,882	24	11,857	16,490
05	5,338	7,088	25	12,515	17,422
06	5,452	7,291	26	13,288	18,465
07	5,565	7,496	27	14,036	19,671
08	5,702	7,700	28	14,901	21,191
09	5,838	7,926	29	15,786	22,441
10	5,997	8,154	30	16,740	23,804
11	6,177	8,382	31	18,012	25,599
12	6,383	8,654	32	19,353	27,507
13	6,678	9,131	33	20,806	29,755
14	7,018	9,608	34	22,373	32,026
15	7,359	10,084	35	24,030	34,684
16	7,723	10,585	36	26,416	38,113
17	8,154	11,267	37	29,073	41,021
18	8,608	11,902	38	31,980	44,155
19	9,063	12,493	39	35,183	47,472
20	9,562	13,196	40	38,475	51,015

EFFECTIVE: 7-1-77