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MEMORANDUM

TO: Agency Heads and Human Resources Directors of All Agencies, Departments, Institutions, and Commissions

FROM: Samuel L. Wilkins
Director

DATE: June 20, 2014

SUBJECT: 2014 Legislative Update

The following is a summary of human resources related legislation enacted by the South Carolina General Assembly during the 2014 legislative session. Please consult the full text of the legislation for complete details by referring to the General Assembly web site at <http://www.scstatehouse.gov/> or the Division of Human Resources web site at <http://ohrweb.ohr.state.sc.us/OHR/employer/OHR-state-laws.phtm>.

The following provisos in the General Appropriation Act (R304, H4701) are new for Fiscal Year 2014-2015:

101.32. (BCB: Cyber Security)

All state agencies must adopt and implement cyber security policies, guidelines and standards developed by the Division of State Technology. The Division of State Technology may conduct audits on state agencies except public institutions of higher learning, technical colleges, political subdivisions, and quasi-governmental bodies as necessary to monitor compliance with established cyber security policies, guidelines and standards. Upon request, public institutions of higher learning, technical colleges, political subdivisions, and quasi-governmental bodies shall submit sufficient evidence that their cyber security policies, guidelines and standards meet or exceed those adopted and implemented by the Division of State Technology.

112.2. (EBO: Other Fund Authorization Increase)

For Fiscal Year 2014-15, the Executive Budget Office is directed to review Executive Branch agencies to determine whether their budgets warrant another fund authorization increase due to the two percent compensation increase for all full-time employees granted in proviso 101.21. If so warranted, the Executive Budget Office shall work with the Office of the Comptroller General to increase such authorization for the affected agencies.

117.132. (GP: Information Technology and Information Security Plans)

By October 1, 2014, all state agencies must submit to the Budget and Control Board's Division of Technology information technology and information security plans to include FTE counts, temporary personnel counts, and salary information and position descriptions for all information technology and information security personnel, regardless of funding sources. The Judicial Department, Higher Education and Technical Colleges are exempted.

The following provisos contained in the 2013-2014 General Appropriation Act are amended for Fiscal Year 2014-2015:

101.21. (BCB: Employee Compensation)

The proviso authorizes a 2% increase for state employees effective on the first pay date that occurs on or after July first.

105.7. (PEBA: FY 2014 2015 State Health Plan)

Of the funds authorized for the State Health Plan in Plan Year 2015 pursuant to Section 1-11-710(A)(2) of the 1976 Code, an employer premium increase of 3.9% and a subscriber premium increase of zero percent for each tier (subscriber, subscriber/spouse, subscriber/children, full family) will result for the standard State Health Plan in Plan Year 2015. Co-payment increases for participants of the State Health Plan in Plan Year 2015 shall not exceed nine percent. Notwithstanding the foregoing, pursuant to Section 1-11-710(A)(3), the Public Employee Benefit Authority may adjust the plan, benefits, or contributions of the State Health Plan during Plan Year 2015 to ensure the fiscal stability of the Plan.

117.70. (GP: Healthcare Employee Recruitment and Retention)

The proviso was amended to allow psychologists to be repaid for outstanding student loans. Additionally, student loan repayment is available for employed physicians, nurses, and psychologists and is no longer restricted to newly employed physicians, nurses, and psychologists.

The following provisos under the General Appropriation Act were either not amended or were not significantly changed for Fiscal Year 2014-2015:

- 1A.6. (SDE-EIA: XII.F.2-Teacher Salaries/State Agencies)
- 1A.42. (SDE-EIA: XII.C.2.-Teacher Salaries/SE Average)
- 1A.32. (SDE-EIA: Incentive for National Board Certification After June 30, 2010)
- 1A.49. (SDE-EIA: XII.C.2-National Board Certification Incentive)
- 101.5. (BCB: Compensation - Reporting of Supplemental Salaries)
- 101.6. (BCB: Compensation Increase - Appropriated Funds Ratio)
- 101.7. (BCB: Vacant Positions)
- 101.13. (BCB: Military Service)
- 101.25. (BCB: Compensation – Agency Head Salary)

- 105.2.** (BCB: Adoption Assistance Program)
- 117.14.** (GP: Discrimination Policy)
- 117.15.** (GP: Personal Service Reconciliation, FTEs)
- 117.16.** (GP: Allowance for Residences & Compensation Restrictions)
- 117.17.** (GP: Universities & Colleges – Allowance for Presidents)
- 117.18.** (GP: Replacement of Personal Property)
- 117.19.** (GP: Business Expense Reimbursement)
- 117.20.** (GP: Per Diem)
- 117.35.** (GP: Voluntary Separation Incentive Program)
- 117.53.** (GP: Agencies Affected by Restructuring)
- 117.54.** (GP: Agency Administrative Support Collaboration)
- 117.59.** (GP: Employee Bonuses)
- 117.69.** (GP: Attorney Dues)
- 117.73.** (GP: Voluntary Furlough)
- 117.75.** (GP: Reduction in Force Antidiscrimination)
- 117.76.** (GP: Reduction in Force/Agency Head Furlough)
- 117.80.** (GP: Mandatory Furlough)
- 117.81.** (GP: Reduction in Force)
- 117.82.** (GP: Cost Savings When Filling Vacancies Created by Retirements)
- 117.85.** (GP: Reduction in Compensation)
- 117.92.** (GP: Civil Conspiracy Defense Costs)
- 117.97.** (GP: Agency Reduction Management)
- 117.117.** (GP: Data Breach Notification)
- 118.8.** (SR: Prohibits Public Funded Lobbyists)

If you have any questions or need additional information regarding any of these provisos, please contact your Human Resources Consultant at 803-896-5300.

SLW