




SCAGPO
South Carolina Association of
Governmental Purchasing Officials
ESTABLISHED IN 1978

Opportunity Is Knocking.
Are You Listening?
Steve Pullie, CPPB
SC Department of Mental Health




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Definitions

What is a job?

*A task that you perform for
benefits
and money.*




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Definition

What is a career?

A planned series of jobs of increasing responsibility and salary.



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Do you love it?

PASSION
IS THE DIFFERENCE BETWEEN
HAVING A JOB OR
HAVING A CAREER

 behappy

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Which do you have?

Can't wait to get off work?


Need more time!

JOB vs. CAREER

short term success


long term success

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Definitions

What is a profession?
Groups of people performing similar tasks in their jobs.



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Our Profession




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Our Profession

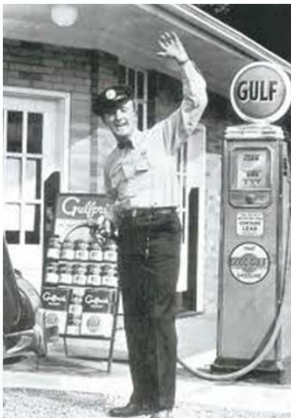


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Steve's Jobs

Joe's Diner Gas Attendant: 1979




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Pedro

South of the Border: 1980 – 1982




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Cotton Scout

US Department of Agriculture: 1983-1984




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Residence Hall Advisor

USC Preston and Columbia Hall: 1985-1987





Department Manager

JB White: 1987-1997




Procurement Specialist II

Band 5

SC Department of Public Safety: 1997-2003




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Procurement Manager I
Band 6

SC Department of Public Safety : 2003-2007



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Procurement Manager II
Band 7

SC Department of Juvenile Justice: 2007-2017




South Carolina
DEPARTMENT OF
JUVENILE JUSTICE



Procurement Director
Band 8


SC Department of Mental Health: 2017 - Current



Should I Stay?

Why Don't Employees Leave Jobs?

- Stability
- Familiarity
- Loyalty
- Co-workers
- Supervisor



Should I Go?

Why Do Employees Leave Jobs?


- Money
- Title Increase
- Band Increase
- Stressful work environments



State OHR Pay Bands

State of South Carolina Classified Pay Bands

Band	Minimum	Midpoint	Maximum
01	\$15,080.00	\$21,395.00	\$27,710.00
02	\$18,229.00	\$25,978.00	\$33,728.00
03	\$22,182.00	\$31,614.00	\$41,046.00
04	\$26,988.00	\$38,460.00	\$49,932.00
05	\$32,838.00	\$46,799.00	\$60,760.00
06	\$39,960.00	\$56,947.00	\$73,935.00
07	\$48,622.00	\$69,289.00	\$89,956.00
08	\$59,161.00	\$84,309.00	\$109,457.00
09	\$71,982.00	\$102,580.00	\$133,179.00
10	\$87,584.00	\$124,812.00	\$162,041.00



June 30, 2018

What happens on this date?
Opportunity.
Why?
End of Teri Plan Bubble.



**"WE OFTEN MISS
OPPORTUNITY
BECAUSE IT'S
DRESSED IN OVERALLS
AND LOOKS
LIKE WORK."
-EDISON**

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Opportunity

Job Class Code	Total Number of Employees	Avg. State Service (Yrs)	More than 23 years of State Srv
AC20	79	13.92	18
AC30	64	14.46	17
AC40	46	13.72	7
AC50	10	23.24	5
Grand Total	199	14.52	47


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Retirement

Are You Planning? Taking steps down this road?





State Retirement Facts

At full retirement:

- Difference between each \$10,000 increment in salary is \$455/month or \$5500/year.
- When given a new salary you must work 12 quarters to realize the full benefit at retirement.
- Each additional year worked adds a minimal amount per month to your retirement. (It does add up).



Retirement by the Numbers

Salary	25 Years	30 Years	35 Years	40 Years	Monthly increase per year of service
\$40,000	\$1517	\$1820	\$2123	\$2427	\$61
\$45,000	\$1706	\$2048	\$2389	\$2730	\$68
\$50,000	\$1896	\$2275	\$2654	\$3033	\$76
\$55,000	\$2085	\$2503	\$2920	\$3337	\$83
\$60,000	\$2275	\$2730	\$3185	\$3640	\$91
\$70,000	\$2654	\$3185	\$3716	\$4247	\$99
\$75,000	\$2844	\$3413	\$3981	\$4550	\$106
\$80,000	\$3033	\$3640	\$4247	\$4853	\$114



Why Do We Stay?

- Do we love our Agency?
- Do we love our Co-workers?
- Are we close to home?
- Lenient Supervisor?
- No stress?
- Or do we fear the unknown?



Why I left two jobs I loved...





What Is the Affect?

- Potentially drastic retirement affect on \$\$\$.
- Less experienced people in higher level jobs.
- Lessens upward mobility for co-workers.
- Negative affect on knowledge base of the profession.



Break Out the Crystal Ball





How Do I Get There?

- Step one is complete-become an active member of SCAGPO.
- Make valuable future contacts here.
- Stay in touch with those people.
- Take advantage of the mentoring program.
- Take part in committees...Meet PEOPLE.
- You never know who your future boss will be.



Other Strategies

- If in Columbia, SC; you need to know the SCEIS system.
- Consider a lateral move to a SCEIS agency.
- Meet the State Purchasing Staff and CPO.
- Meet the Audit Staff and Audit Managers.
- Research Agencies and keep a list of those that interest you.



State Jobs Portal

- WWW.SCJOBS.Com
- Set this site to send you emails about open jobs of increased responsibility and band.
- Keep state application updated on line.
- Apply for those jobs that interest you that help you reach your career goals.



“Never hurts to have a conversation”
— Lester Pullie





Pullie's Interview Tips

- Do an interview plan and be organized.
- Take the Position description with you to the interview along with notes of how you meet all of the requirements.
- Be confident- Show your skills off.
- Great eye contact and address each interviewer during answer.




THE QUESTION

- At some point in the interview you will get "the question".
- It comes in many forms.
- Is there anything else you want to add?
- Is there anything that we didn't cover?
- Do you have any questions?



THIS IS OPPORTUNITY!!!


DON'T BLOW IT!!



The Question

- Refer back to your notes
- Remind the panel of all the things you do that meets their requirements.
- **SELL YOURSELF!!!!**

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Go For It!!

- Allow yourself to grow.
- Allow the profession to grow.
- Don't be afraid to take a chance.
- Your future self will thank you!!!

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Will You Listen?



DeniseWalsh.com

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Contact Information

If I can ever help any of you;
contact me at:

Cell- (803) 238-3497

Email- stevepullie@gmail.com



Thank You!!!