

2021 Legislative Conference

NOVEMBER 17 - 19, 2021

Make your voice heard this
Legislative Session.





The \$15 min wage & the future of work in county government.



What I see...



Perspective -
Get off the
dance floor
and up in the
balcony!

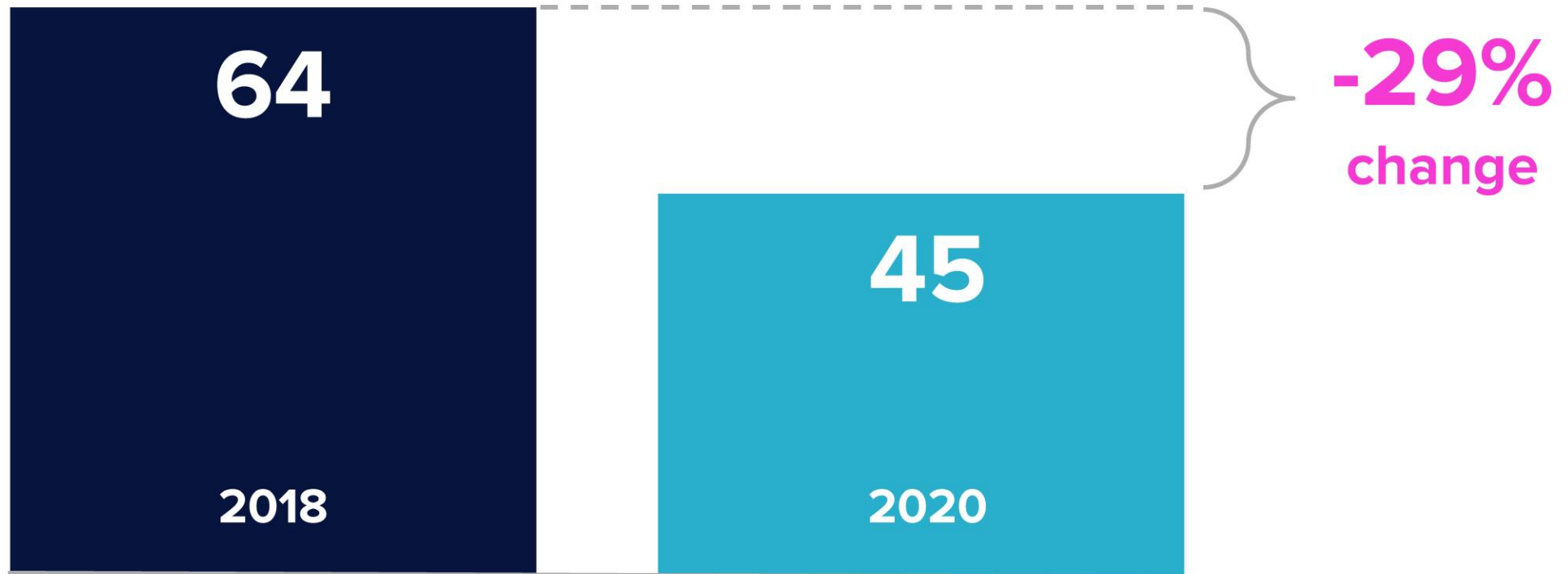


Adaptive Leadership

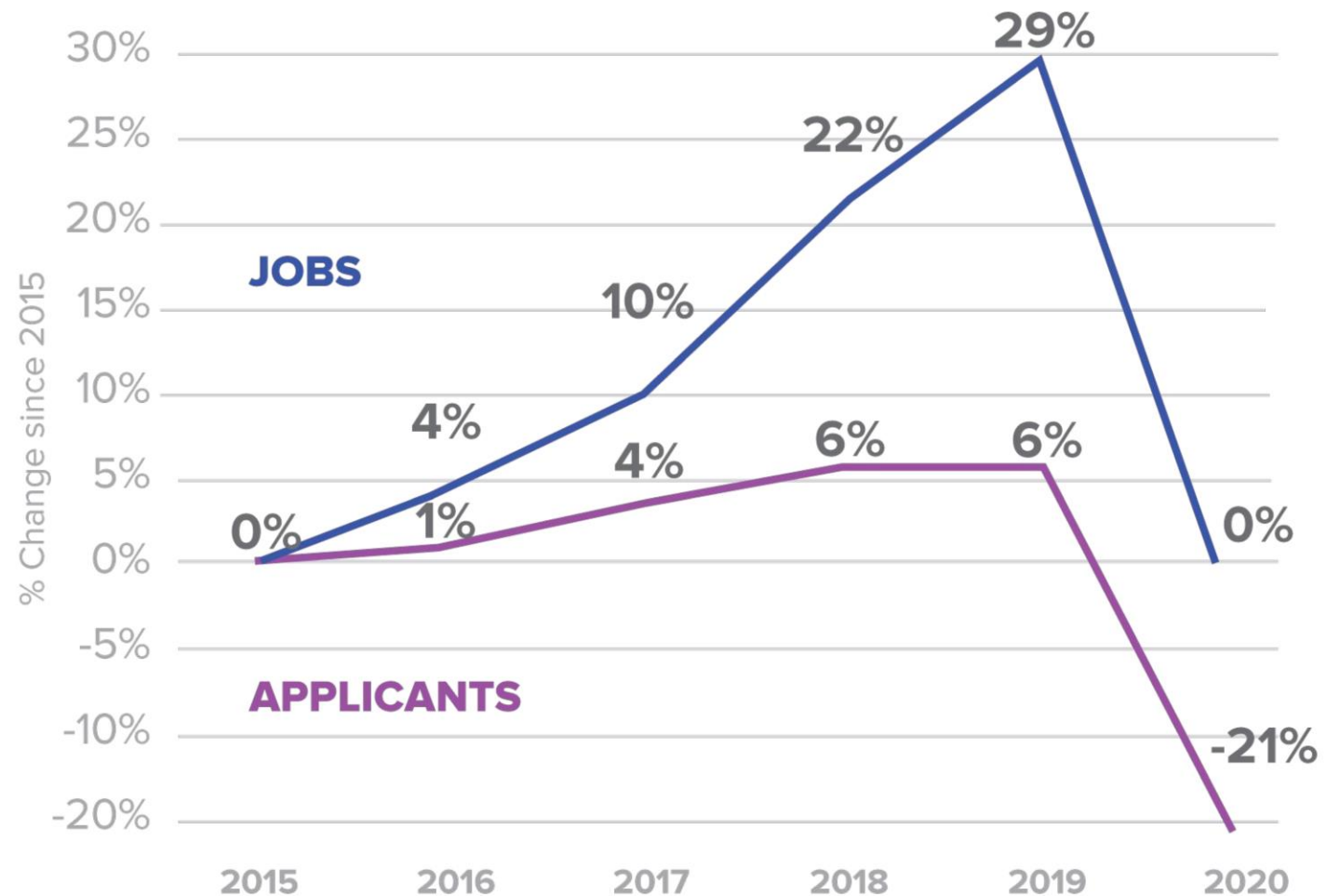
The practice of helping mobilize members of an organization or community to adapt to significant change.

Applicants per Job, 2020

The number of applicants per job **reduced by 29%** from 2018 to 2020.

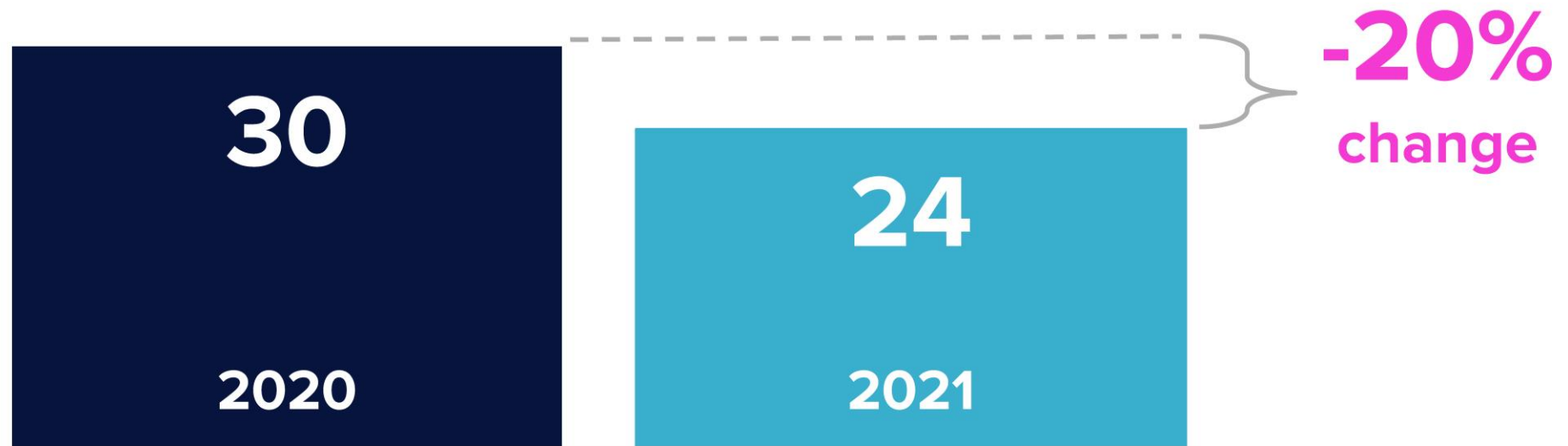


Jobs vs. Apps in 2020



Applicants per Job, 2021

The number of applicants per job **reduced by 20%** from 2020 to 2021.



Number Of Apps Per Job To Aim For

If your number of applicants per job is much lower than the average, don't panic!

In fact, our data shows that you only need 25 applicants to ensure a qualified candidate is in the pool.



WHY so difficult to recruit/retain talent today?

- Covid - really?
- Great Resignation
- Great Retirement
- Federal Stimulus
- Gig Economy
- \$15 minimum wage

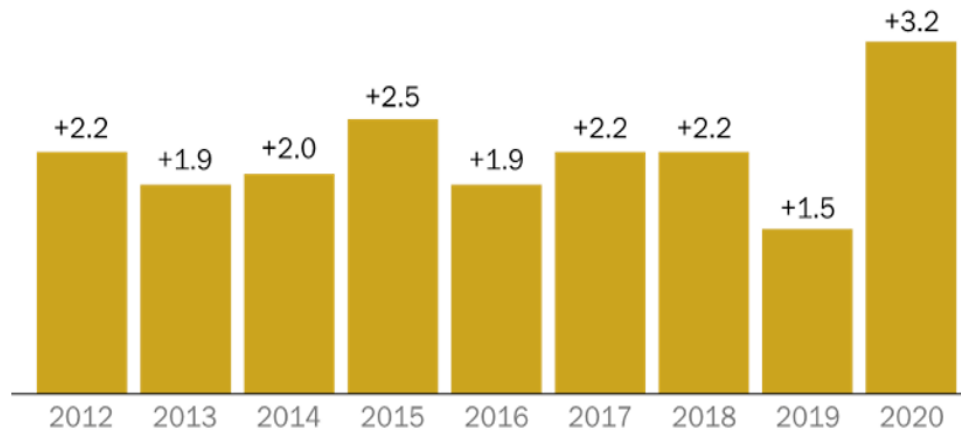
The Scared Straight Portion

- Great Resignation: leaving workforce @ historic rate 10.4 million openings
 - Public Sector job growth lags behind private sector.
 - 114k new job openings state & local gov't last month
 - August 4 million – Sept. 4.4 million leaving
 - # of those leaving the workforce going up every year since 2000 per DOL.
 - *Covid cause or catalyst?*

The Great Retirement

The number of retired Baby Boomers rose more from 2019 to 2020 than in prior years

Annual increase in the retired U.S. Baby Boomer population (in millions)



Note: "Retired" refers to those not in the labor force due to retirement. Baby Boomers are those born between 1946 and 1964. Each year's retired Boomer population is based on the average of the July, August and September estimate.

Source: Pew Research Center analysis of July, August and September Current Population Survey monthly files (IPUMS)

PEW RESEARCH CENTER

The Scared Straight Portion

- Gig Economy – Uber, Influencer, Ebay
- Federal Stimulus – “Go back to work when the money runs out...”
 - If no one is working, why is economy so good?

\$15 minimum wage

“Welcome to Chipotle!”

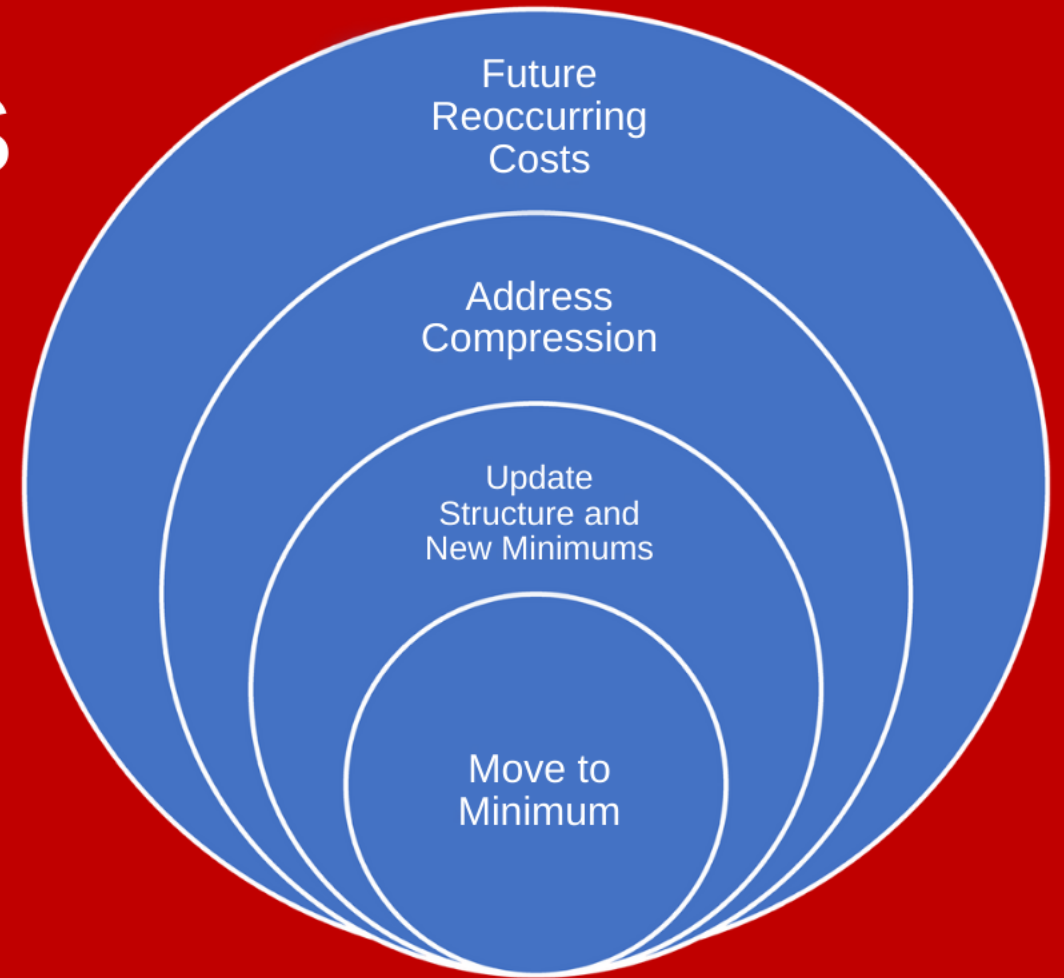
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COST CONSIDERATIONS

- Most concern with move to new minimum for those below new rate
- Multiple costs accompany changing the minimum wage, if equity is preserved
- Cascading costs pertaining to compression need to be identified and addressed



FUNDING ALTERNATIVES

- Cares Act
- Raise taxes (millage rate)
- Vacancies
- Reduce services
- Outsourcing

Funding

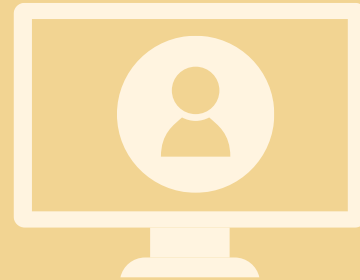
Strategic Approach Discussion



Increase revenue



Layoff/Reduction in
force/Hiring freeze



Leverage technology/
Automation



Reduce services/Hours

The Future of Work

Local government will require strong teams of cross functional workers who focus on people. The people they work with and the people they serve.

- Outcomes 1st – Process 2nd
- Workplace Engagement
- Training, Automation & Consolidation

What's the word on the street?

48% – 2 years GEN Y

48% – Actively looking to change jobs

48% – Rethinking the kind of job they want in the future. Willing to retrain...

48% - Less than half of employees felt their potential being realized.

What do we win on?