



How Will COVID Affect Community and Work Life in the Months Ahead?

Camp Counties: MAC's Summer Webinar Series
July 8, 2020

Webinar Presenters



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Center for State and Local Government Excellence

The background of the slide features a stylized American flag with white stars on a blue field in the upper right corner, transitioning to a white field with faint horizontal stripes.

Center for State and Local Government Excellence

Promote excellence in local and state governments so they can attract and retain talented public servants.

A solid orange horizontal bar spans the width of the slide at the bottom.



Center for State and Local Government Excellence

- Public sector retirement benefits
- Health and wellness benefits
- Workforce demographics and development

SURVEY RESULTS

Public Sector Employee Views on Finances and Employment Outlook Due to COVID-19

PUBLIC SECTOR EMPLOYEE VIEWS ON COVID-19



report that they and their family have been **negatively impacted financially** by the COVID-19 pandemic.

OVER THE COURSE OF THE NEXT YEAR...



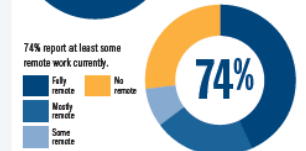
expect they will **reduce the amount they are saving for retirement** currently.



expect they will **spend less than normal** (on either essential or non-essential expenses) in comparison to what it would have been had the pandemic not occurred.



85% report that the pandemic has **impacted the nature of their job** (e.g., what they do, where they work, how they go about the tasks required).



74% report at least some remote work currently.

Fully remote
Mostly remote
Some remote

70%

consider their job at least somewhat risky in terms of potential exposure to people who may have COVID-19.



64%

are concerned that the pandemic and the related economic crisis will impact being able to save enough to be financially secure throughout retirement.

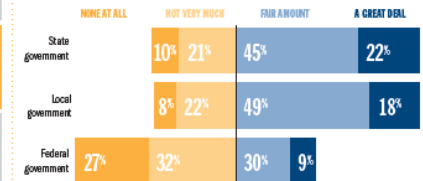


53%

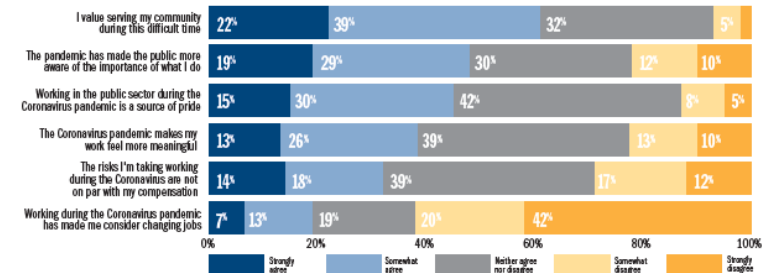
agree that they have been able to get the help, information, and resources they need to make smart financial decisions during the pandemic and related economic crisis.



TRUST IN GOVERNMENT LEADERS TO MAKE APPROPRIATE DECISIONS ABOUT EMPLOYEE SAFETY DURING PANDEMIC



FEELINGS ABOUT WORKING IN PUBLIC SECTOR DURING COVID-19



Information for this infographic is excerpted from an online survey of 1,000 full-time state and local government employees, fielded by Greenwald & Associates from May 4 through May 20, 2020. Final data were weighted by gender, age, household income, and industry type to reflect the distribution of the state and local government workforce as found in the U.S. Census Bureau's Current Population Survey.



About the COVID-19 Survey

- Online survey May 4-20, 2020 of 1,008 full-time state and local government employees
- Covered financial impact, job impact, spouse job impact, financial profile, and other related issues
- Weighted by gender, age, household income, and industry type to reflect the distribution of the state and local government workforce as found in the U.S. Census Bureau's Current Population Survey

A stylized graphic of the American flag, showing the stars and stripes, positioned in the top right corner of the slide.

FINANCIAL IMPACT

Figure 1. Financial Impact of COVID-19 (n=1,008)

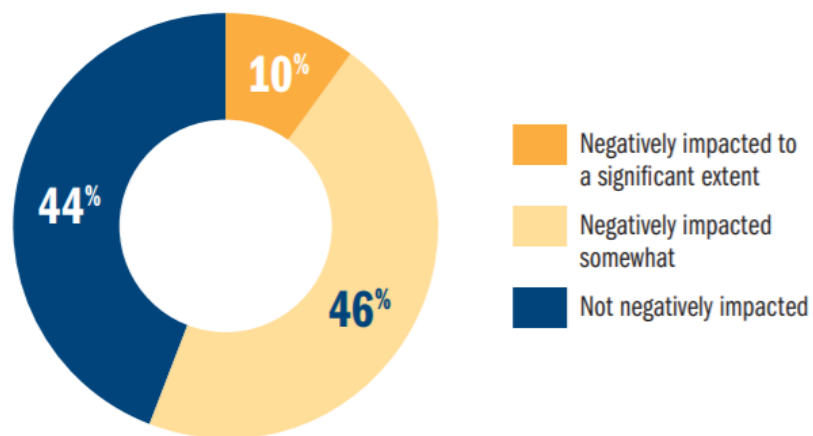


Figure 2. Expected Financial Impact of COVID-19 in Next Year (n=1,008)

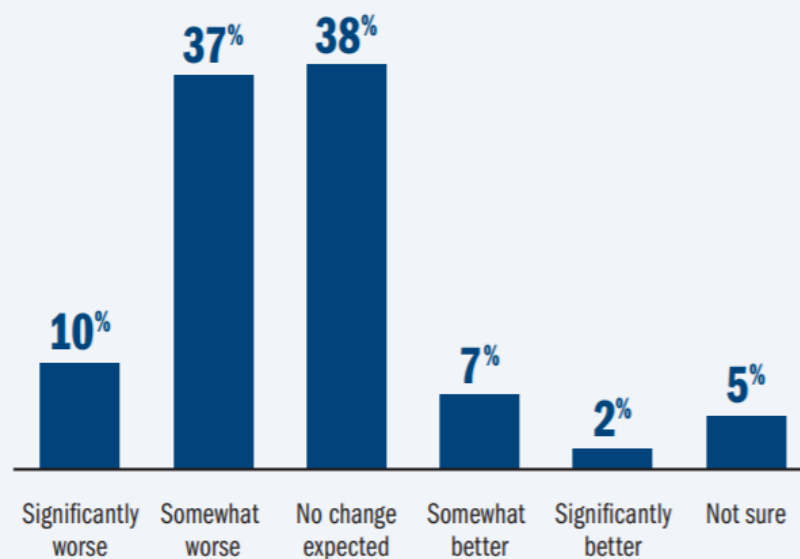


Figure 3. Extent to Which Debt is Currently a Problem
(n=1,008)

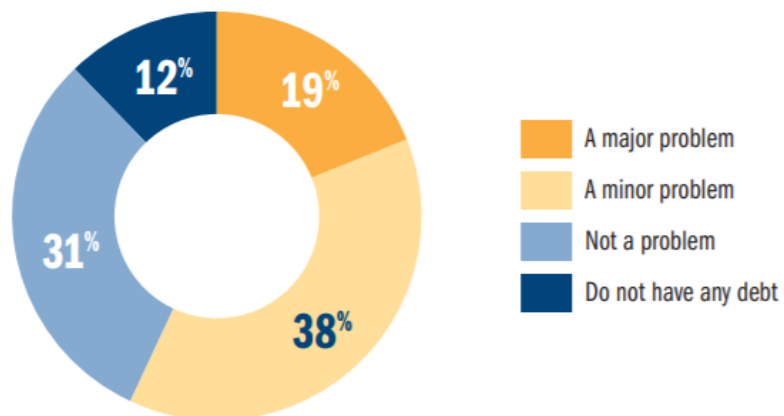


Figure 4. Expect to Take on More Debt in Next Year?
(n=1,008)

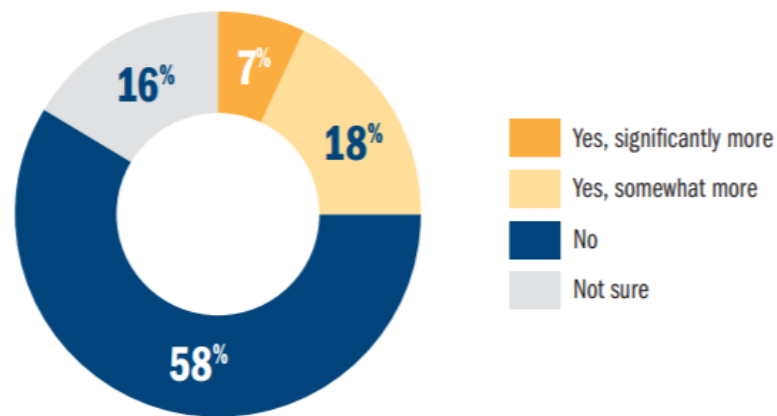


Figure 5. Emergency Fund Prior to COVID-19? (n=1,008)

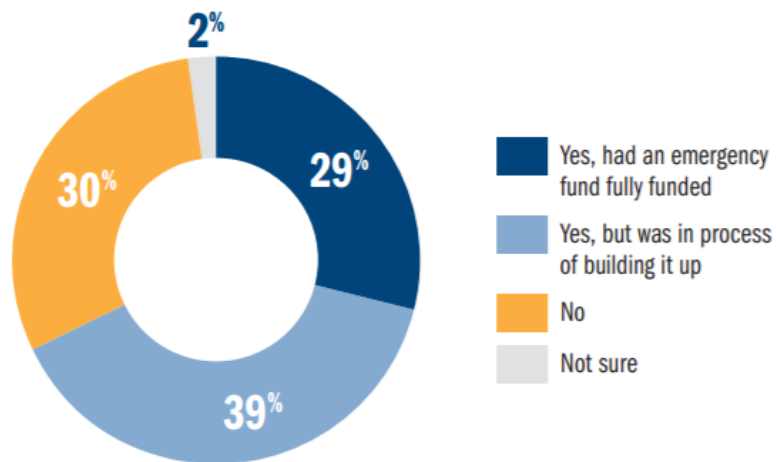


Figure 6. Expect to Dip into Emergency Fund in Next Year? (n=697)

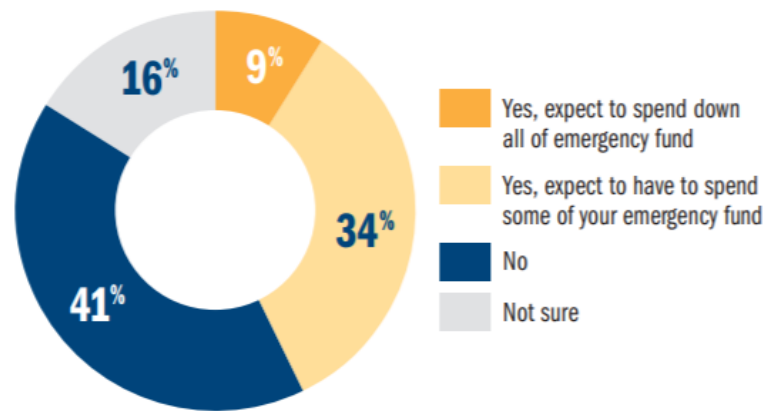


Figure 7. Expect to Change Amount Saving for Retirement in Next Year? (n=1,008)

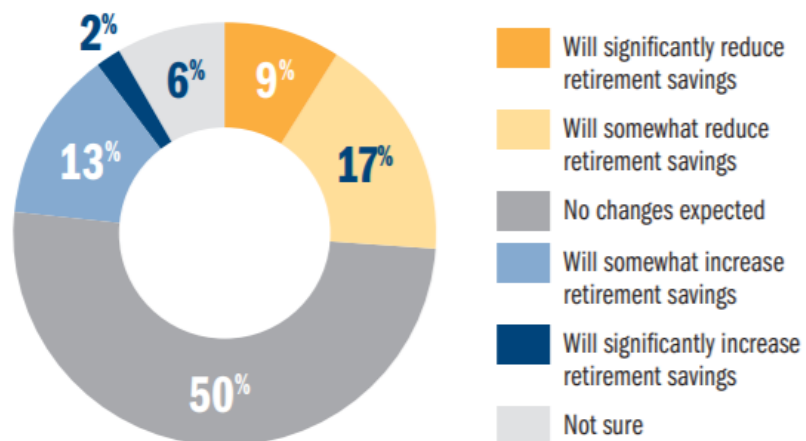


Figure 8. Expect to Change Amount Saving in General in Next Year? (n=1,008)

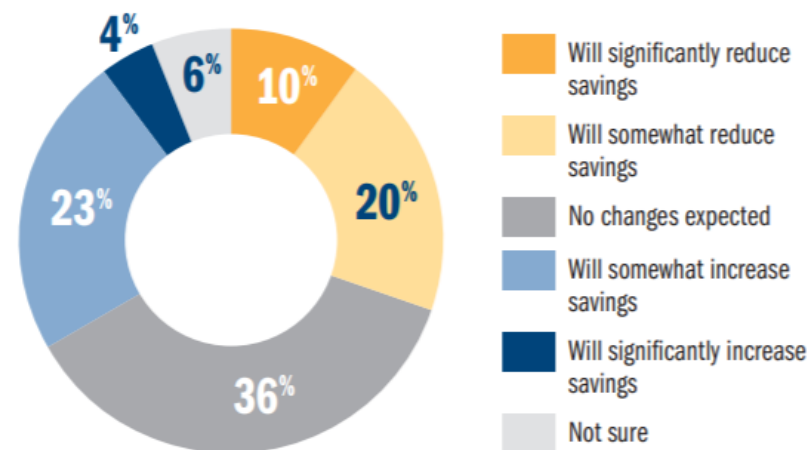
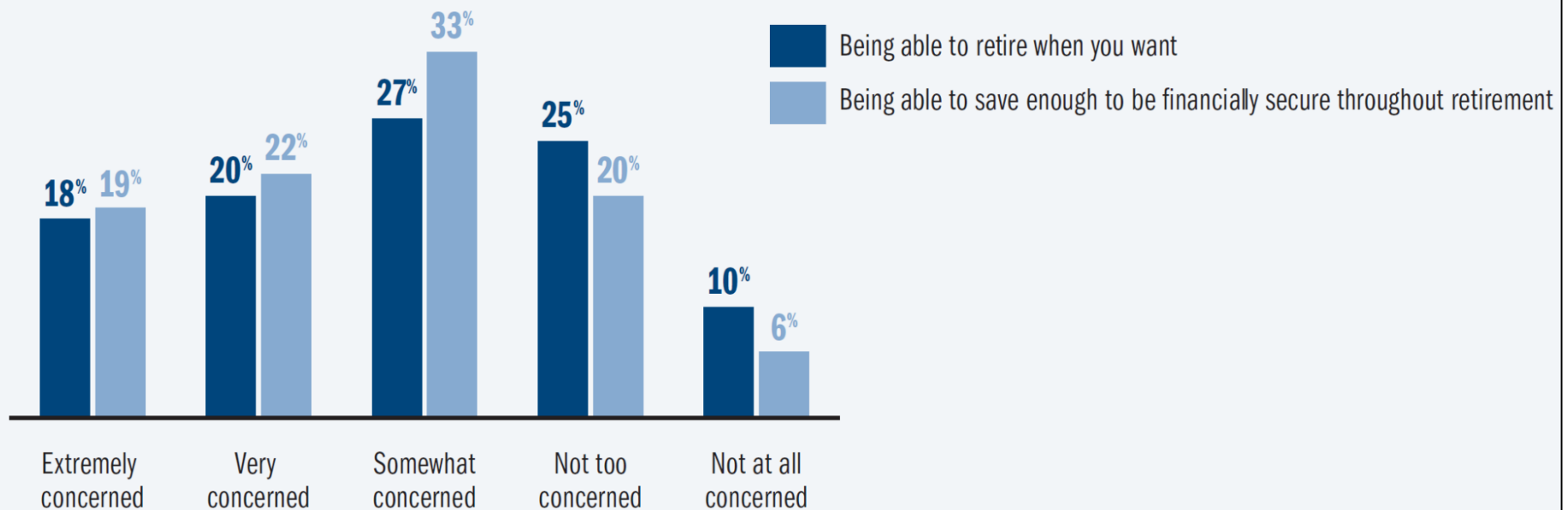


Figure 9. Concerns about COVID-19's Impact on Retirement (n=1,008)



A stylized graphic of the American flag, showing the stars and stripes, positioned in the top right corner of the slide.

JOB IMPACT

Figure 10. Extent to Which COVID-19 Has Impacted Nature of Job (n=989)

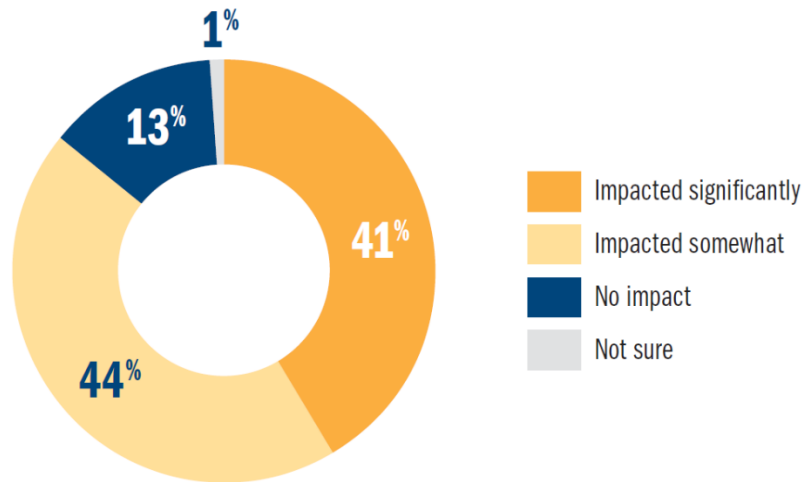


Figure 11. Difficulty Adjusting to Changes in Nature of Job Due to COVID-19 (n=815)

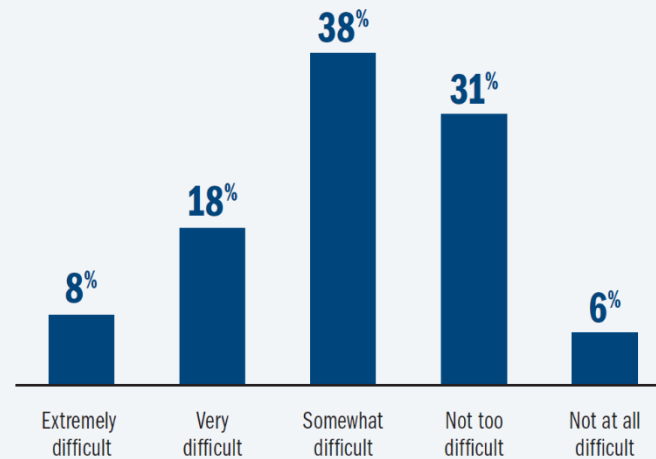


Figure 12. Current Work Situation (n=989)

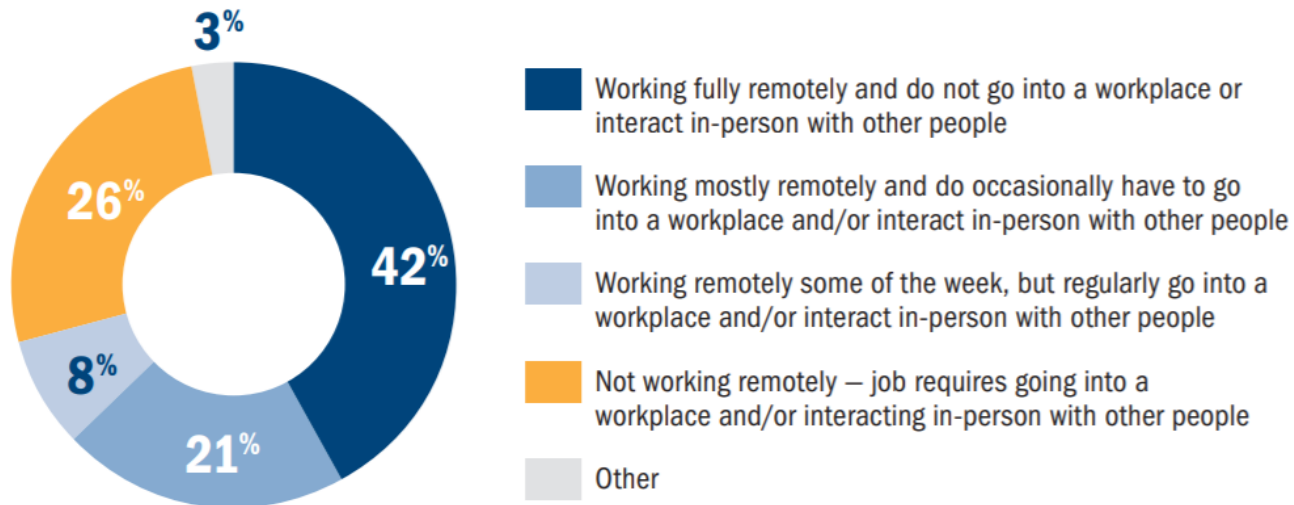


Figure 13. Remote Work Prior to COVID-19? (n=688)

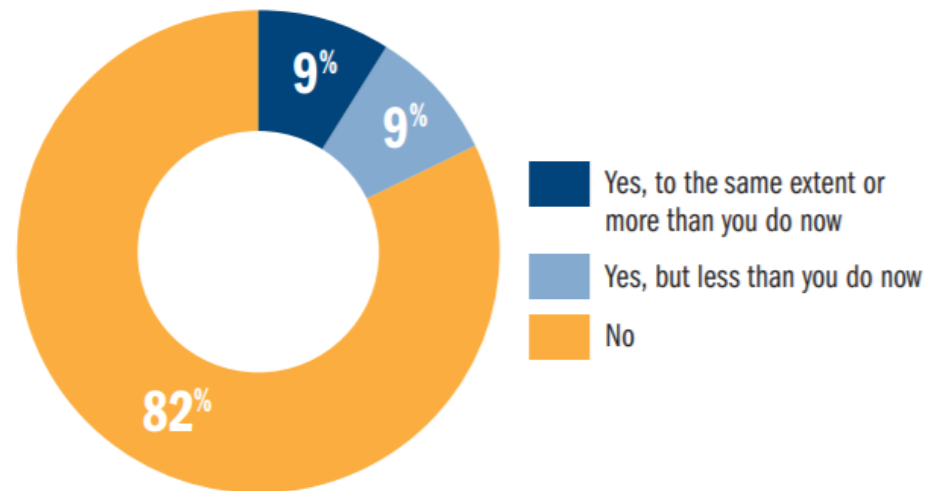


Figure 14. Difficulty Adjusting to Remote Work (n=618)

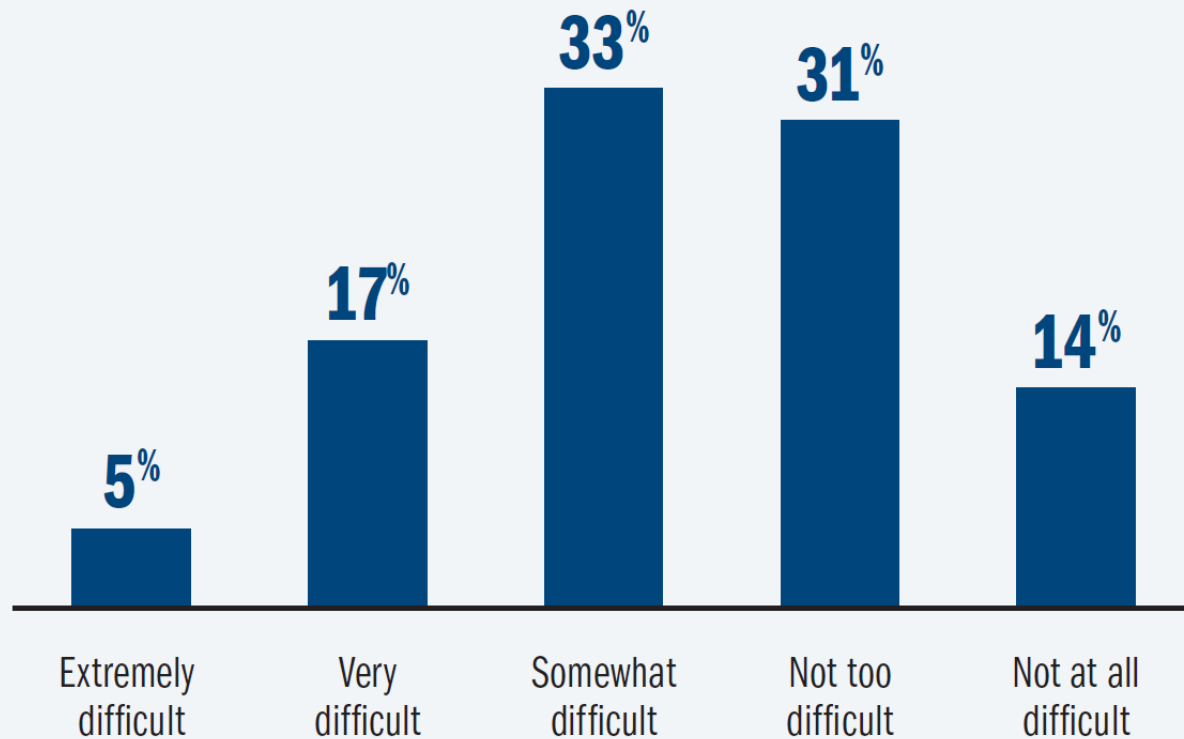


Figure 15. Perceived Risk of Exposure to COVID-19 at Job (n=960)

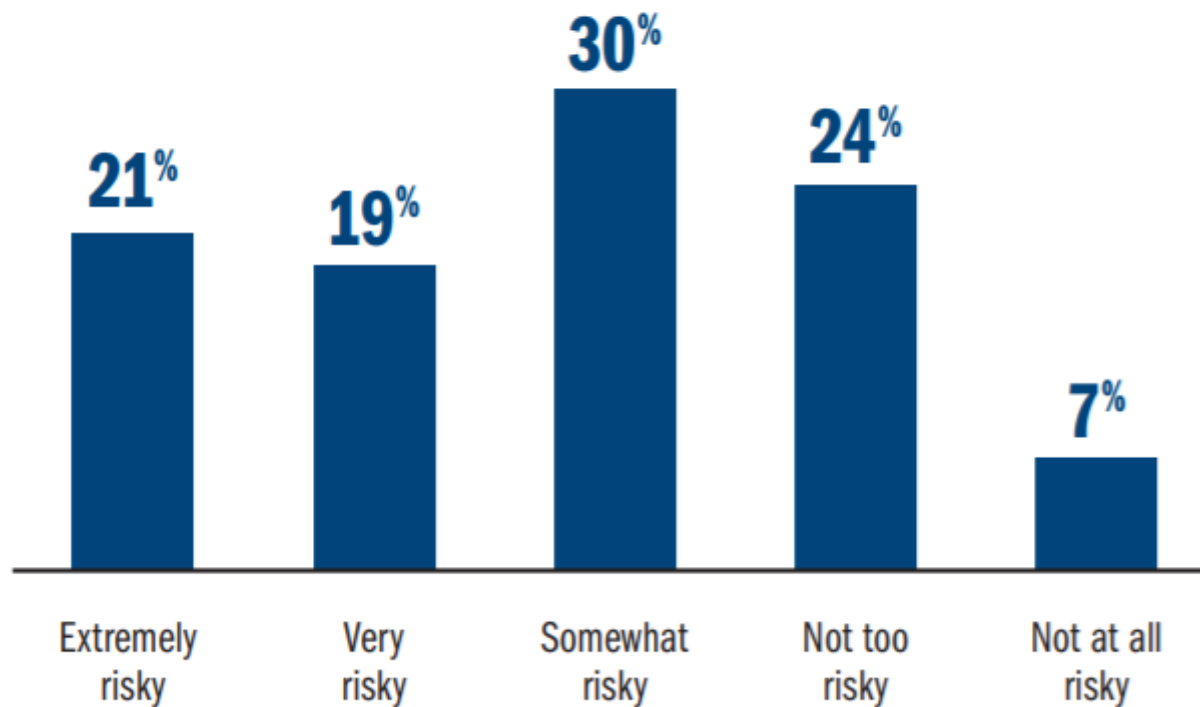


Figure 16. Concerns about Job Going Forward (n=1,008)

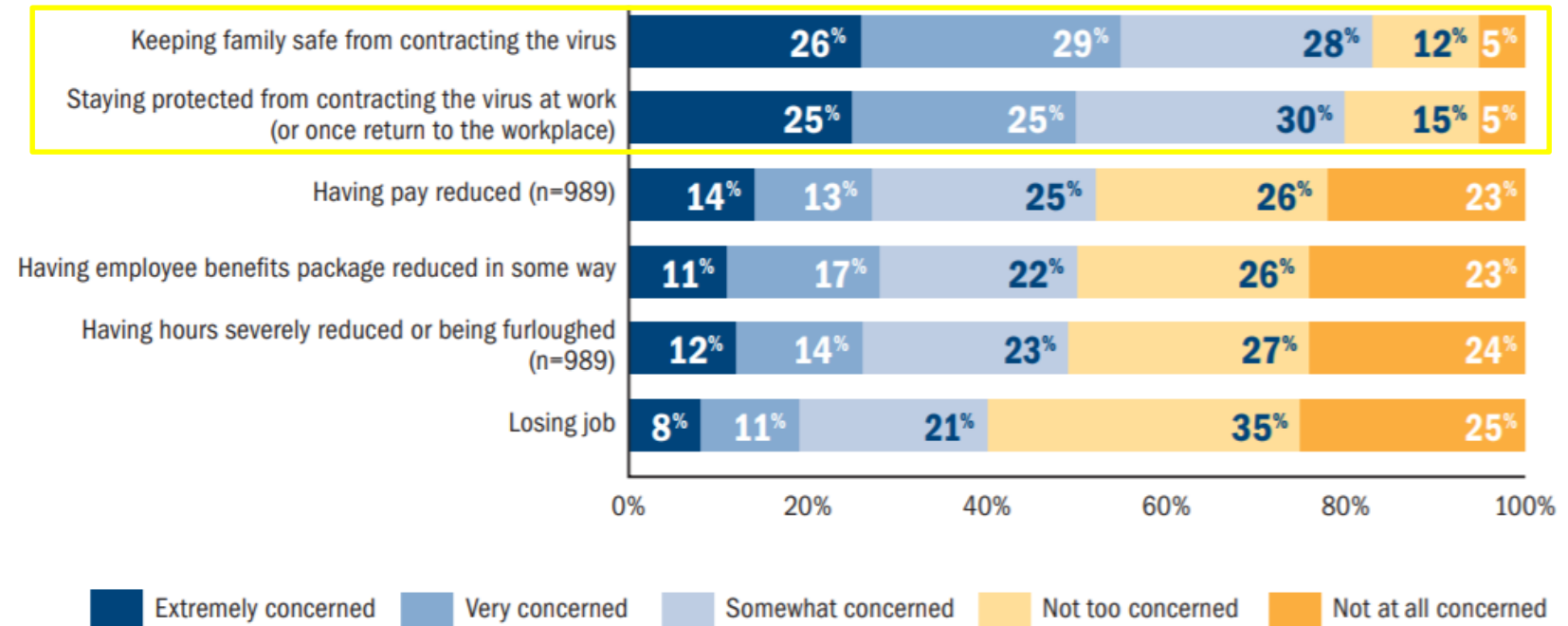


Figure 21. Concern about Spouse/Partner's Job Being Negatively Impacted by Pandemic (n=361)

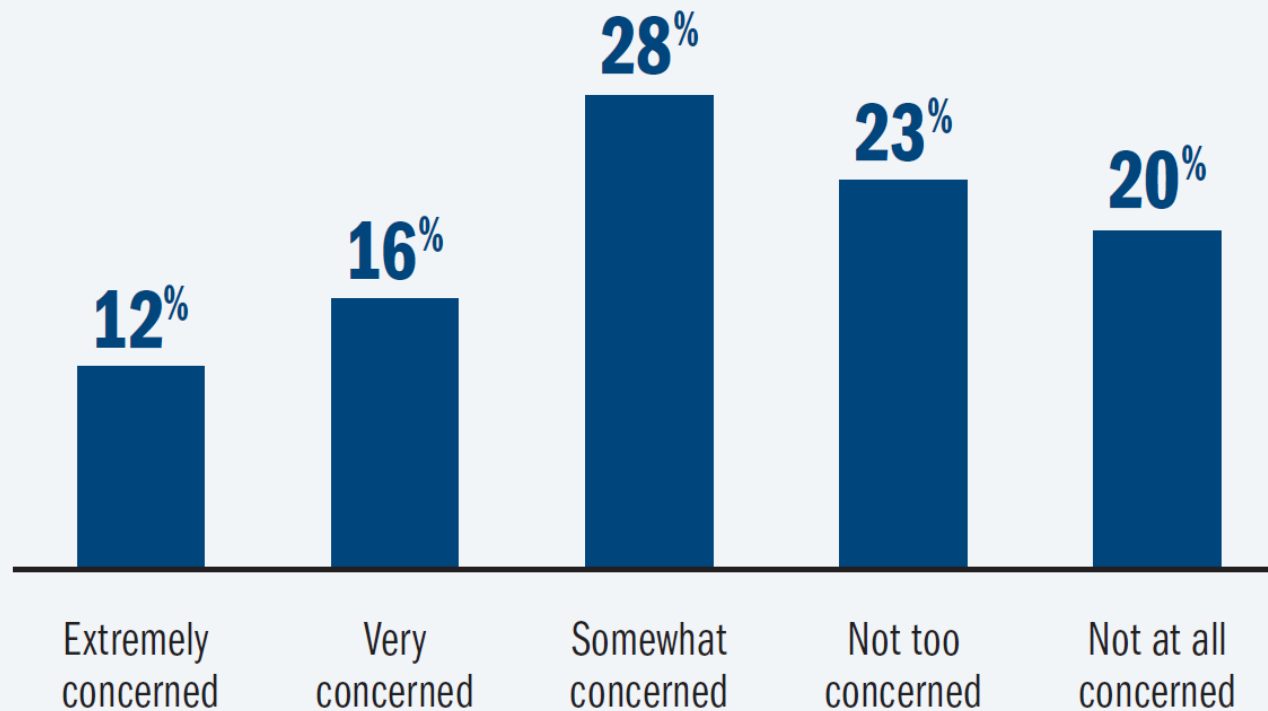


Figure 17. Perceptions of How Work and Workplace Environment Will Change Going Forward This Year (n=1,008)

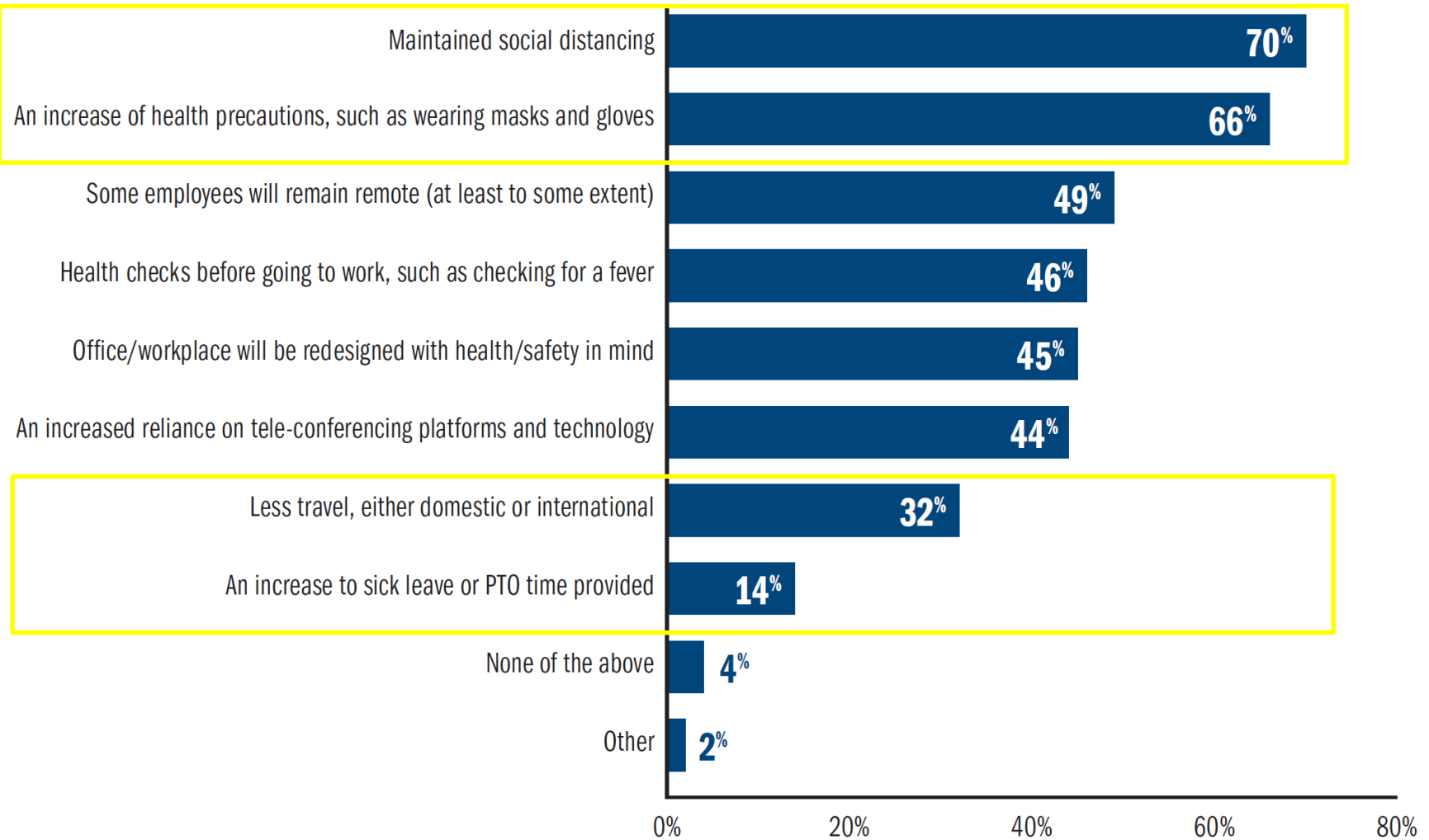
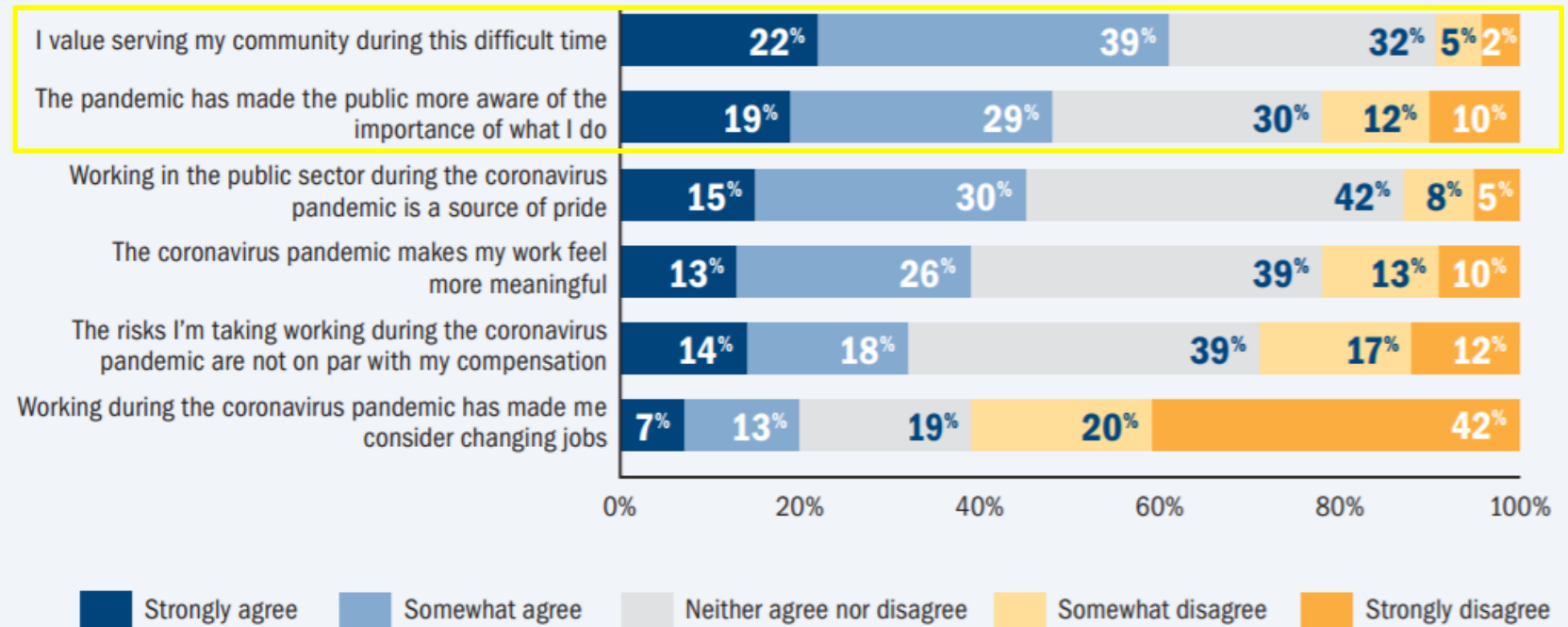


Figure 18. Feelings about Working in Public Sector During COVID-19 (n=989)



A stylized graphic of the American flag, showing the stars and stripes, positioned in the top right corner of the slide.

OTHER IMPACTS

Figure 22. Emotions Feeling at Work about COVID-19 (n=989)

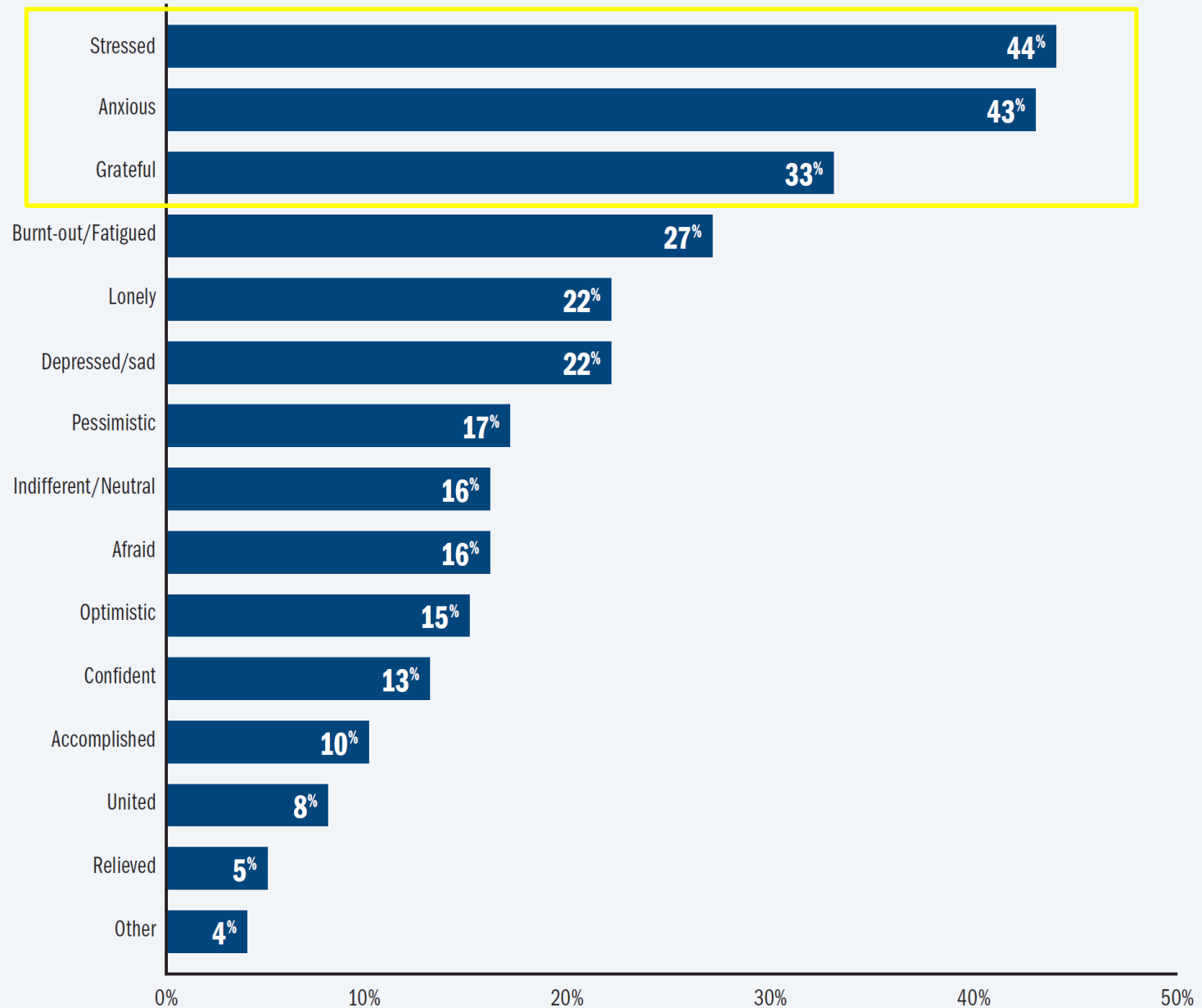


Figure 23. Amount of News/Media Consuming about Pandemic (n=1,008)

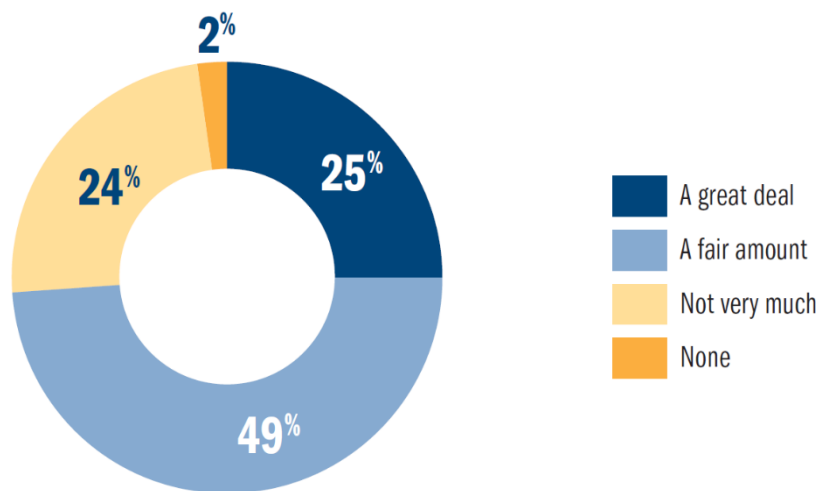


Figure 24. Trust in Government Leaders to Make Appropriate Decisions Regarding Employee Safety during COVID-19 Pandemic (n=1,008)

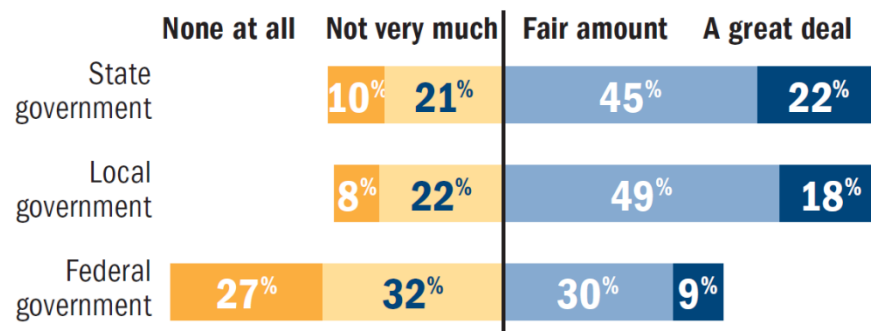
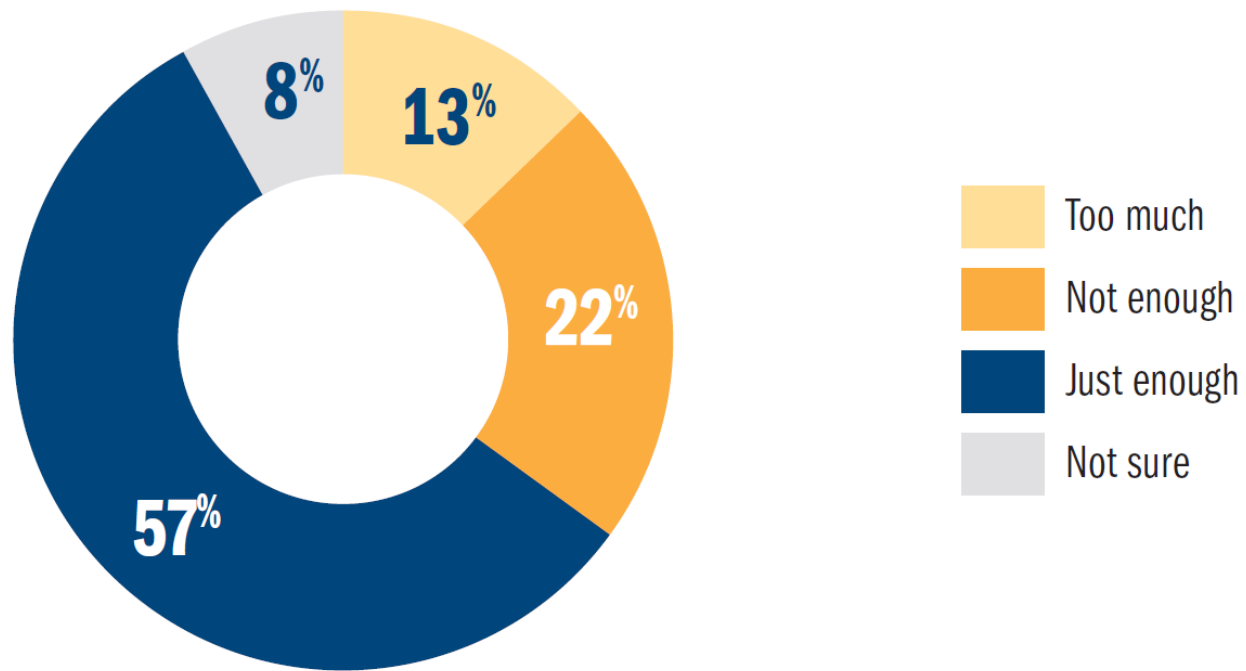


Figure 25. Perceptions of Amount of Information
Received from Employer about COVID-19
(n=1,008)



A stylized graphic of the American flag, featuring a blue field with white stars and a white field with a blue wavy border, positioned at the top of the slide.

FINANCIAL PROFILE

A solid orange horizontal bar at the bottom of the slide.

Figure 27. Confidence in Making Financial Decisions on Own (n=1,008)

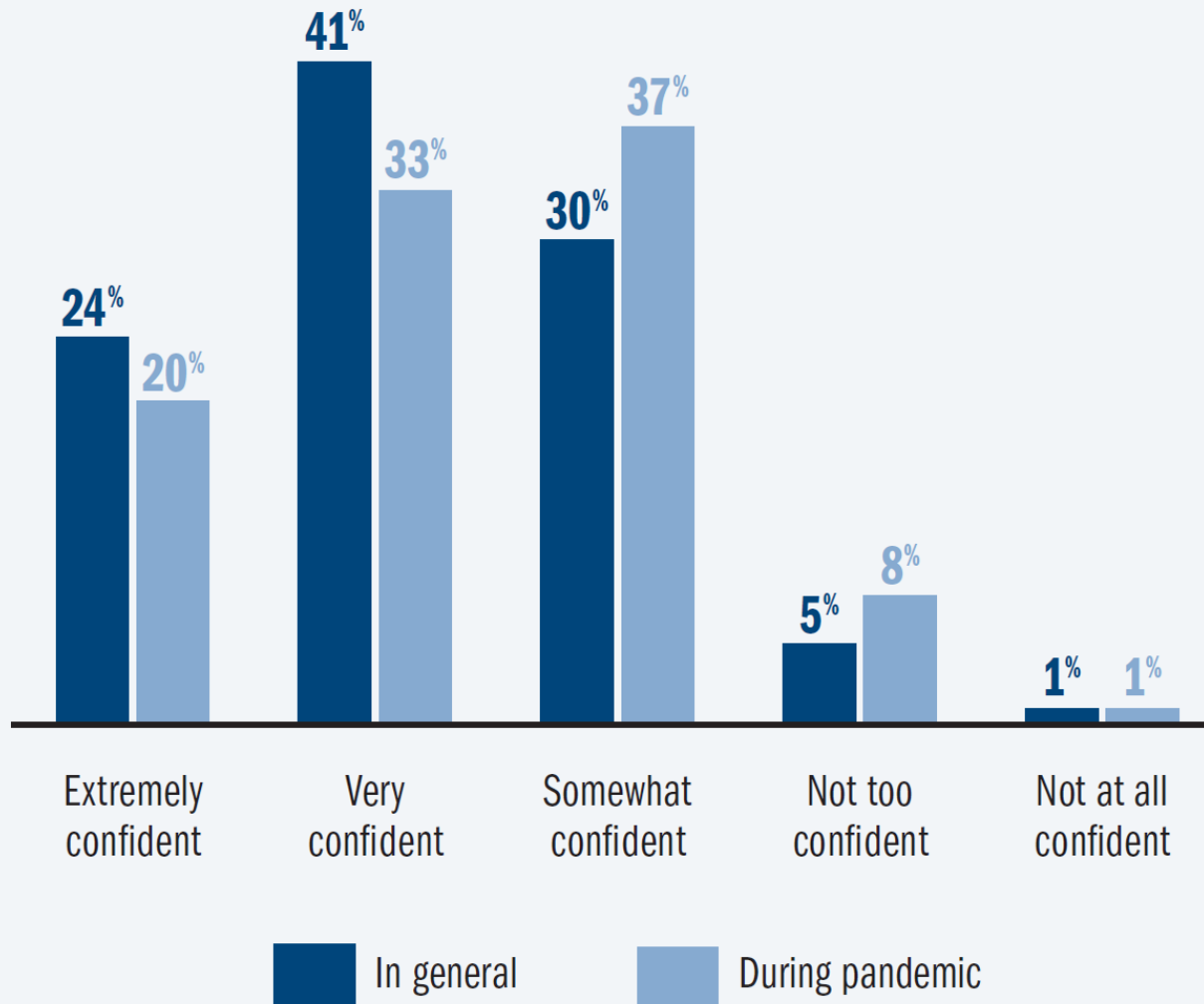
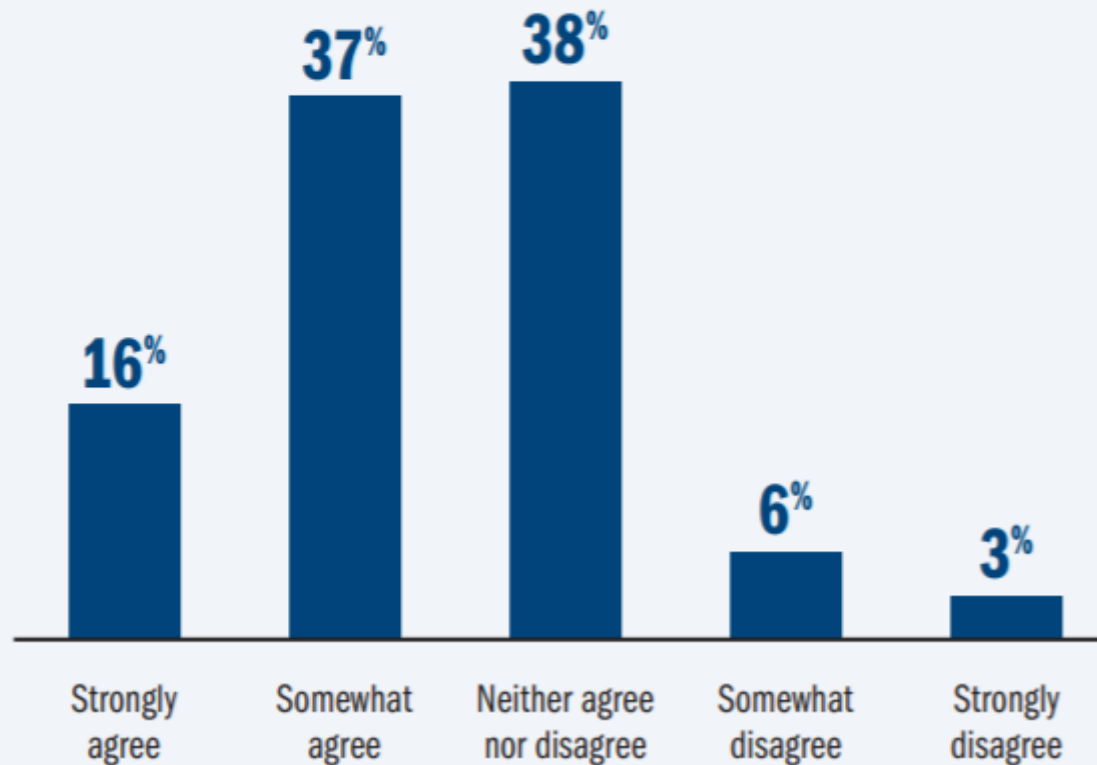


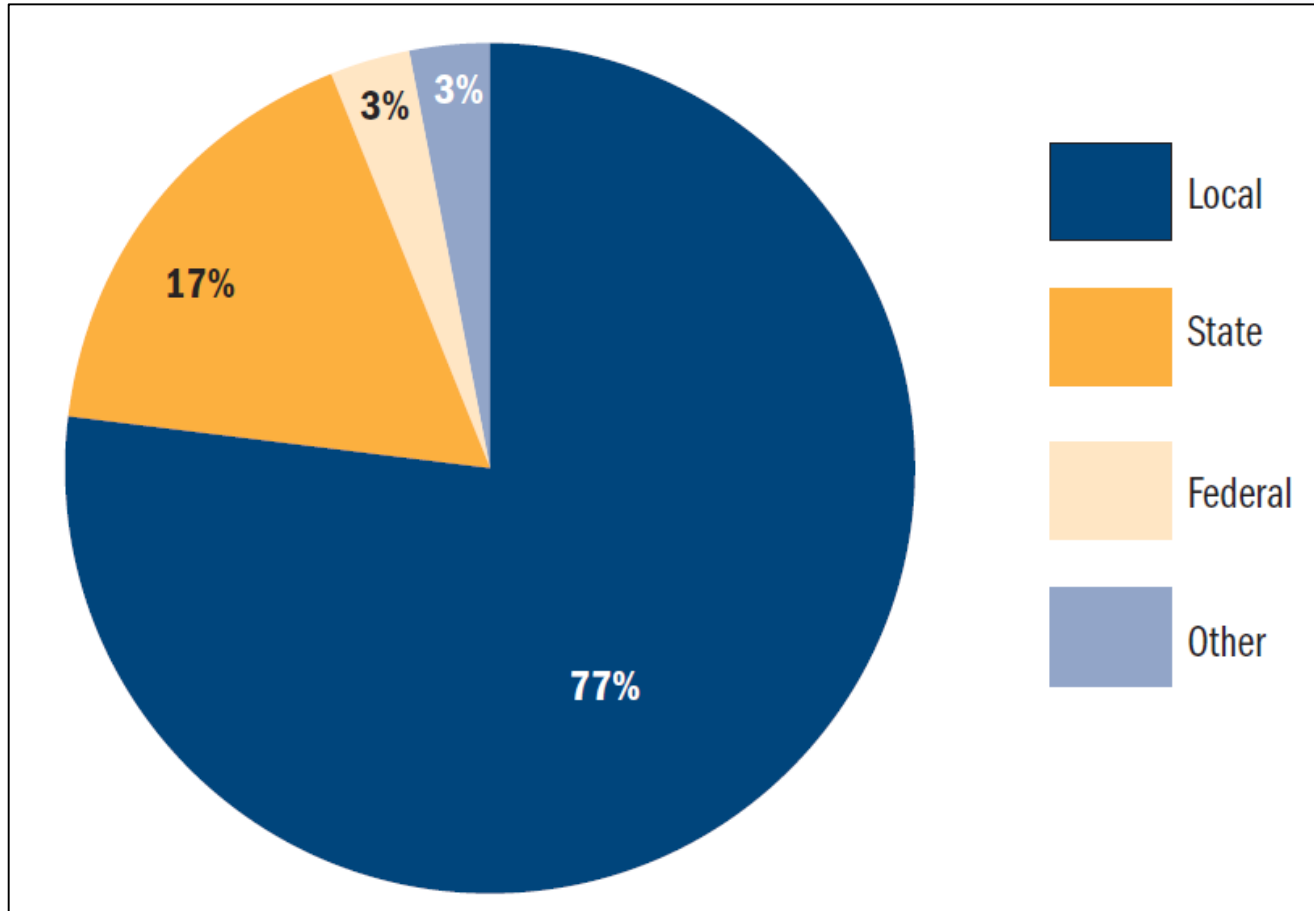
Figure 29. Can Get Help Needed to Make Smart Financial Decisions during Pandemic
(n=1,008)



A stylized graphic of the American flag, showing the stars and stripes, positioned in the top right corner of the slide.

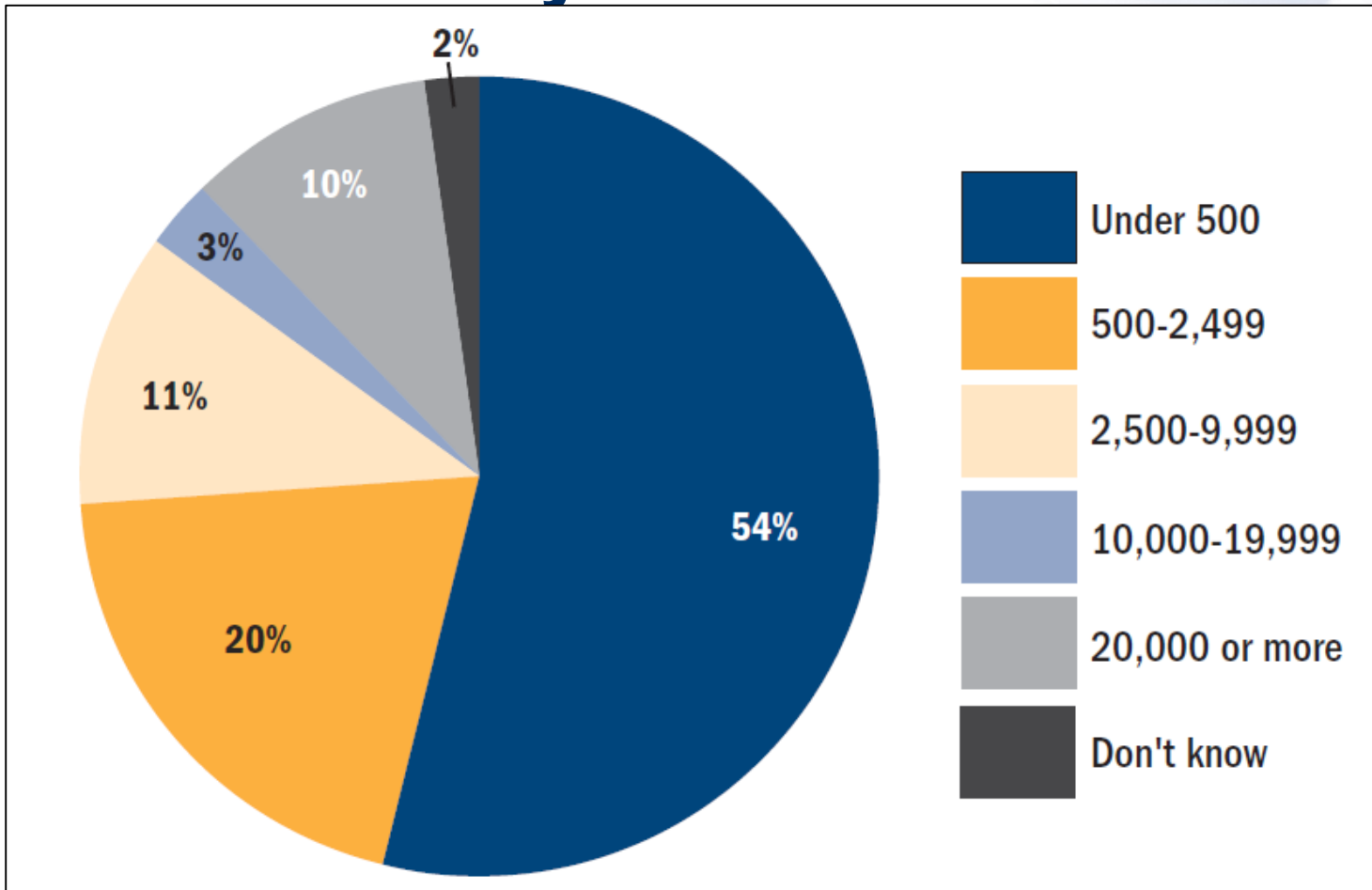
WORKFORCE PROFILE

2020 Workforce Survey Respondents

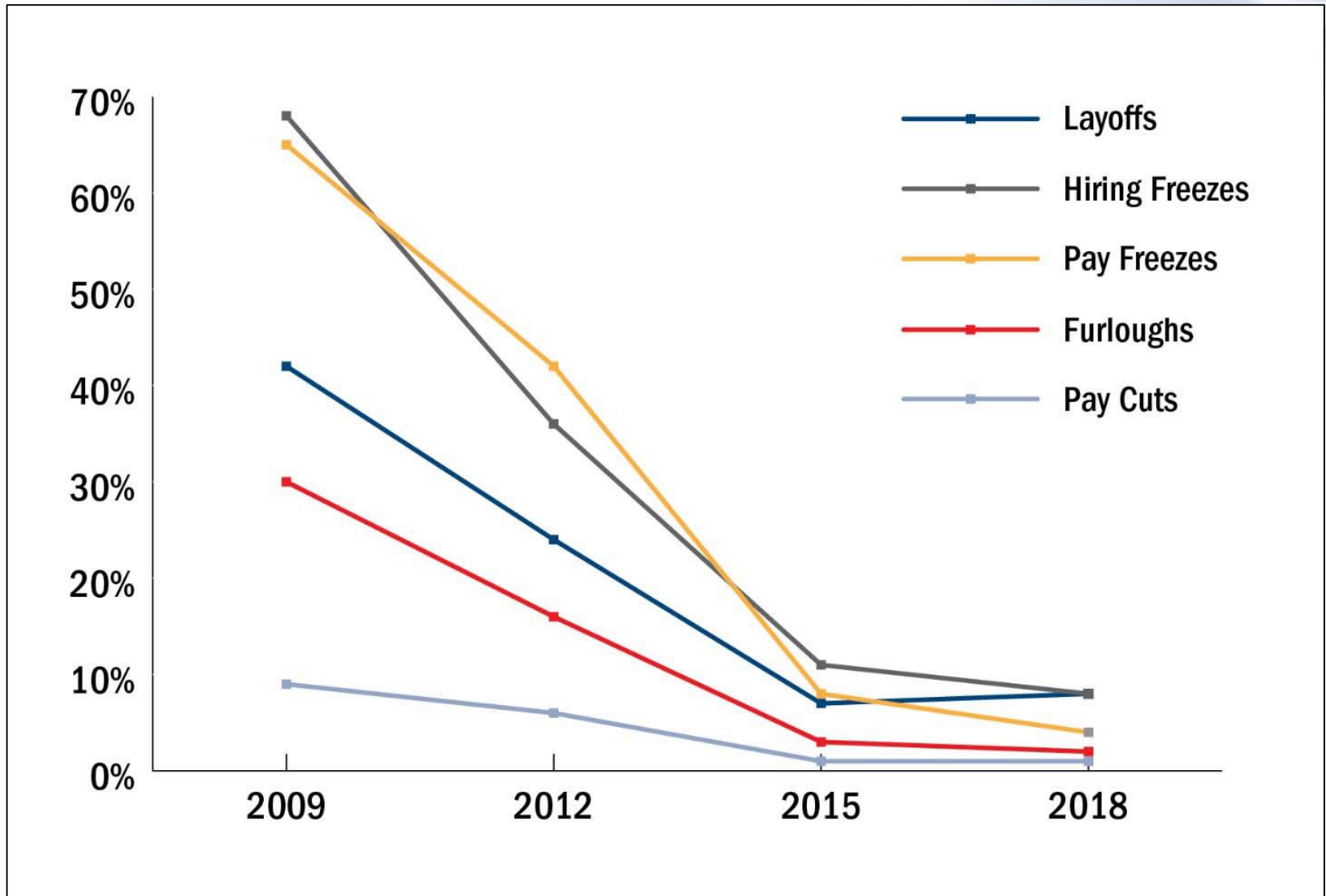


(Only local and state respondents are included in the graphs that follow)

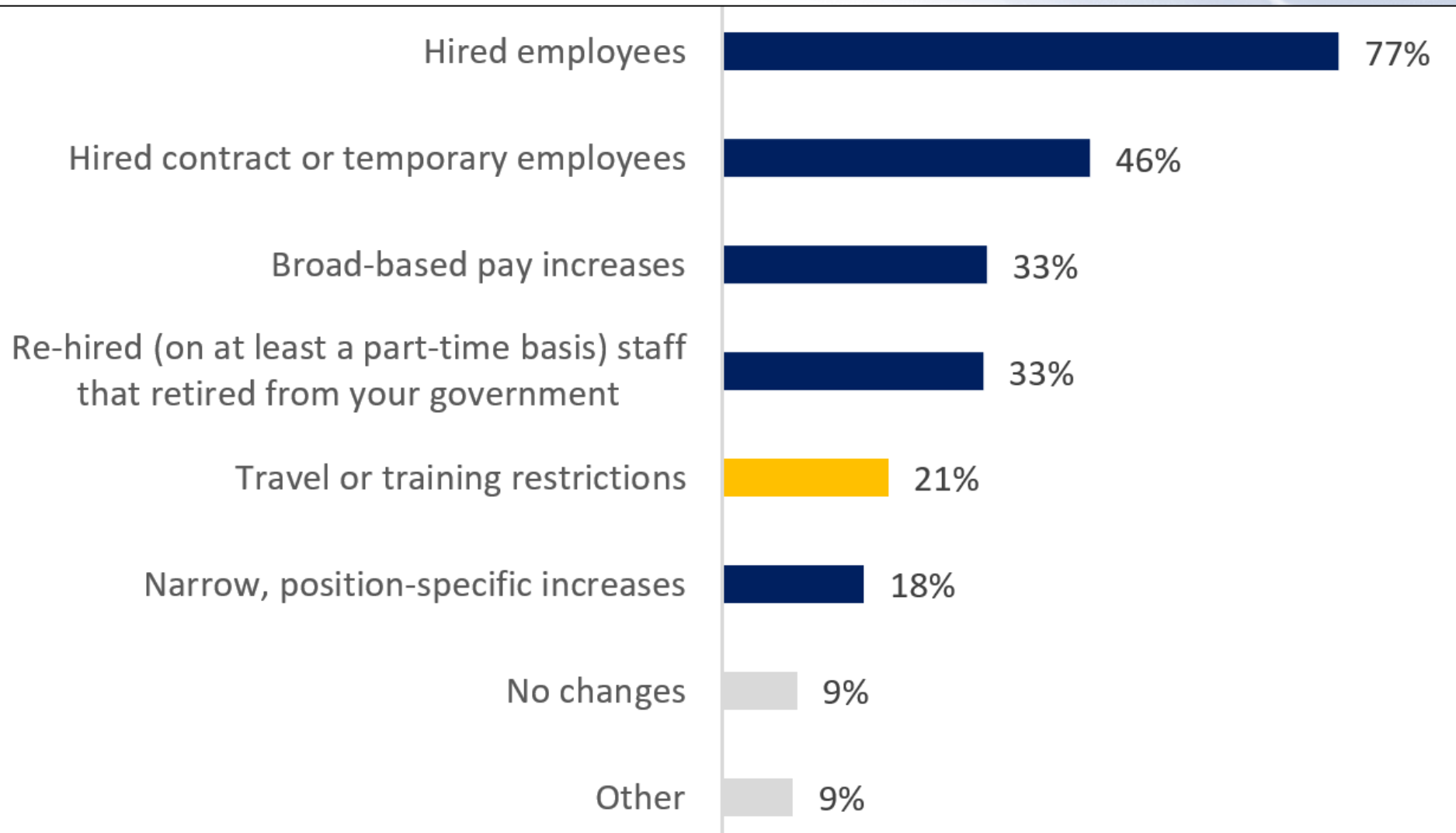
By FTEs



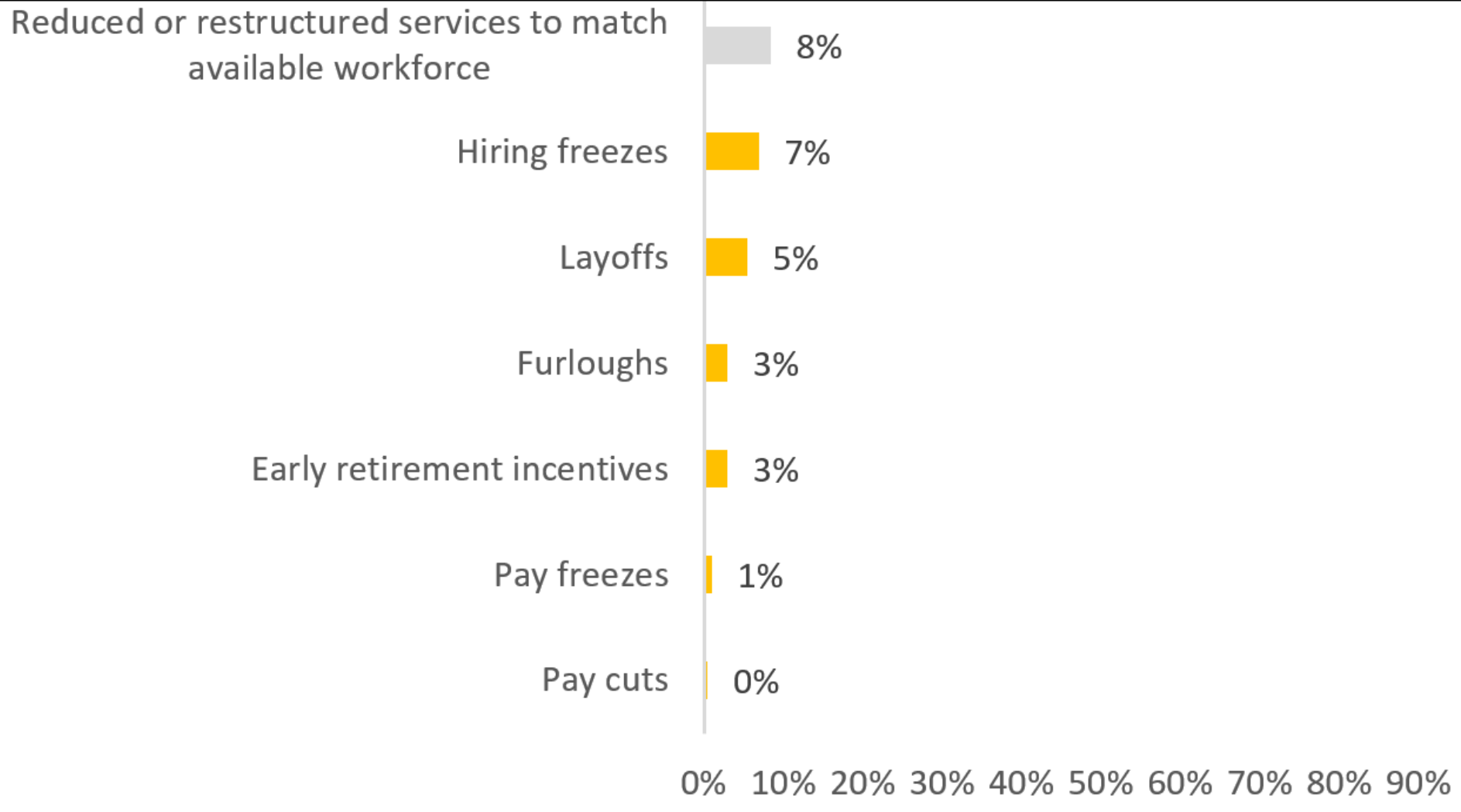
Prior Trends



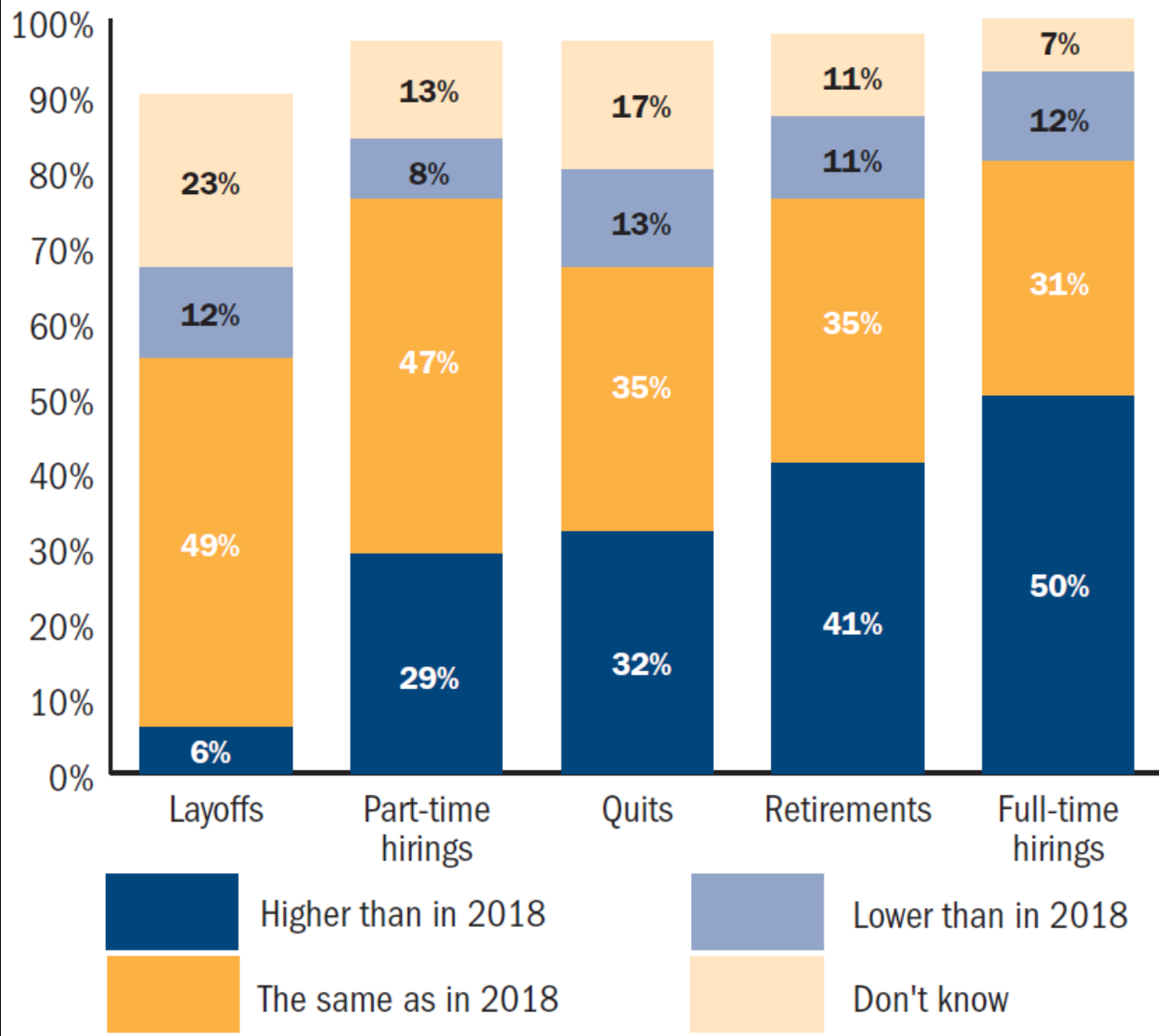
Employment Actions Over the Past Year

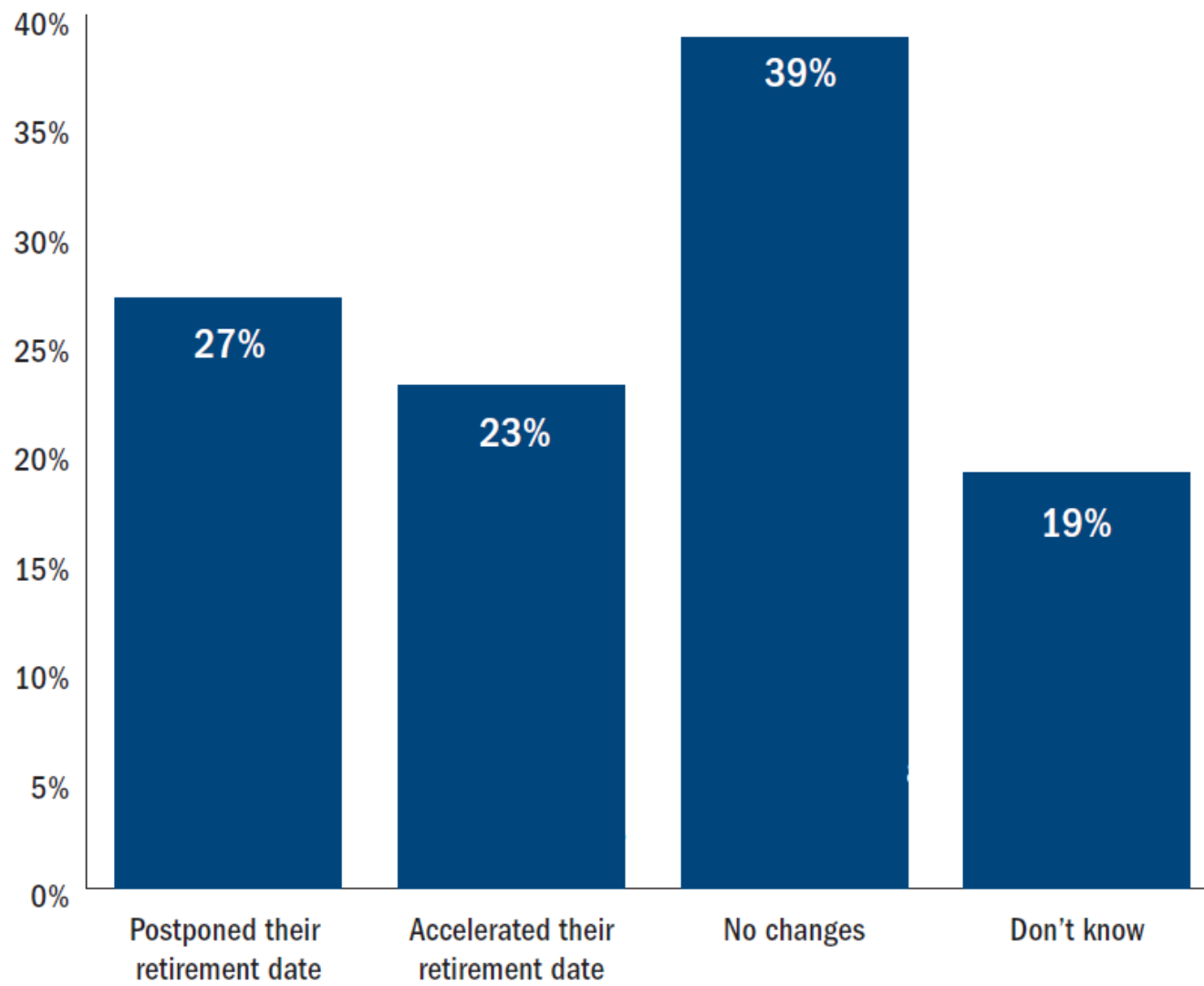


Employment Actions Over the Past Year



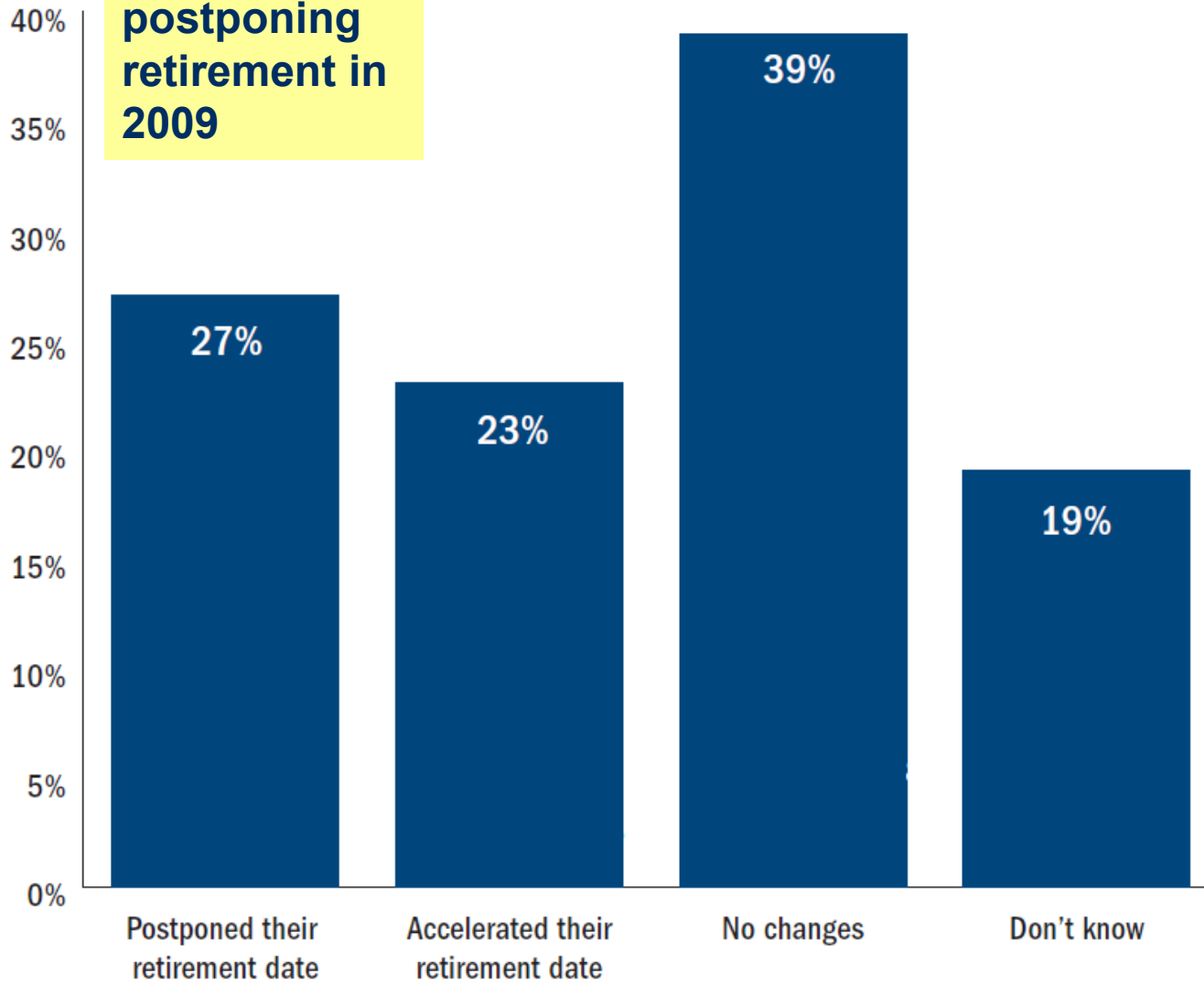
Changes in Workforce vs. Prior Year





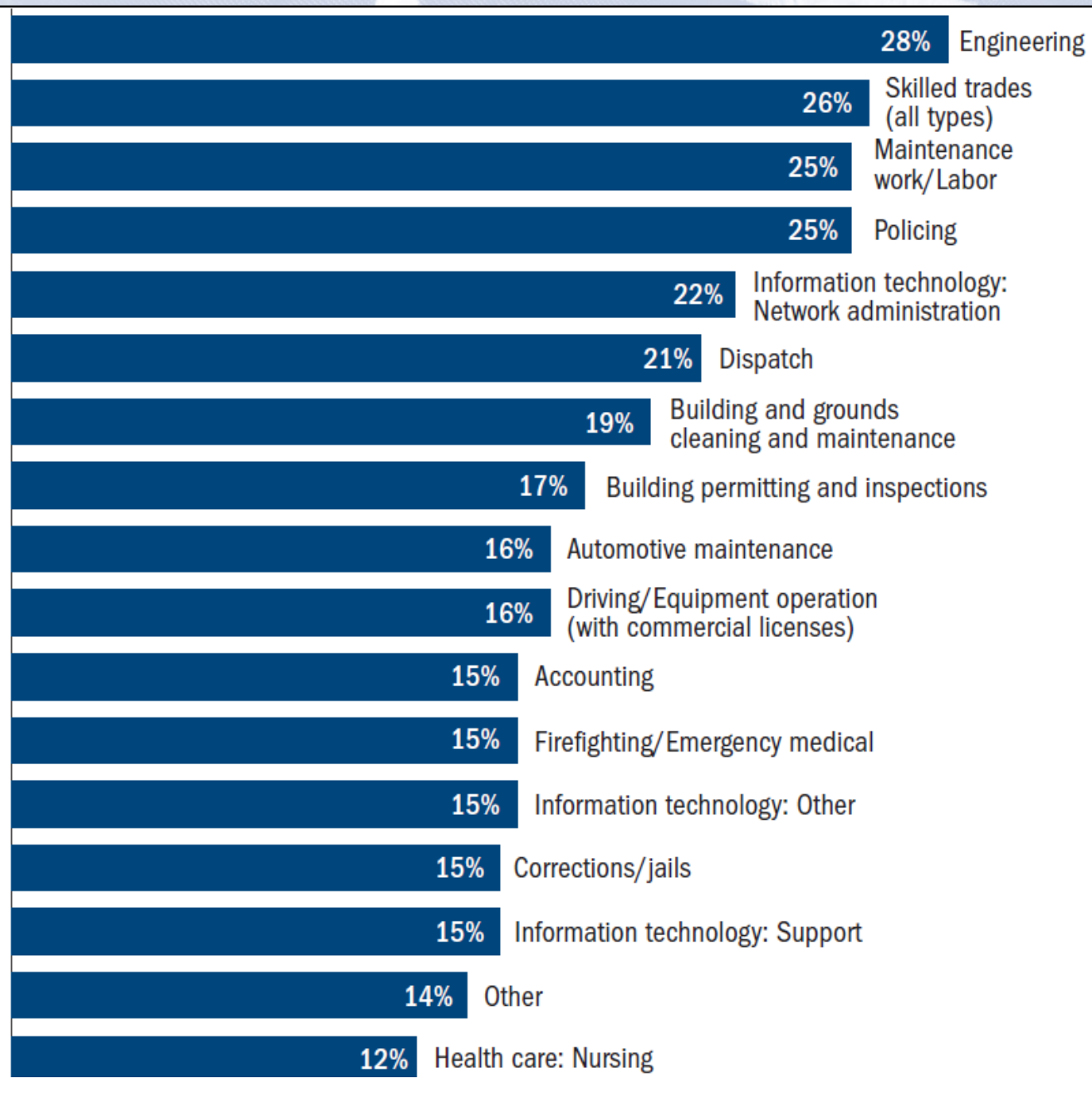
Actions by Retirement- Eligible Staff in Prior Year

**44% had staff
postponing
retirement in
2009**

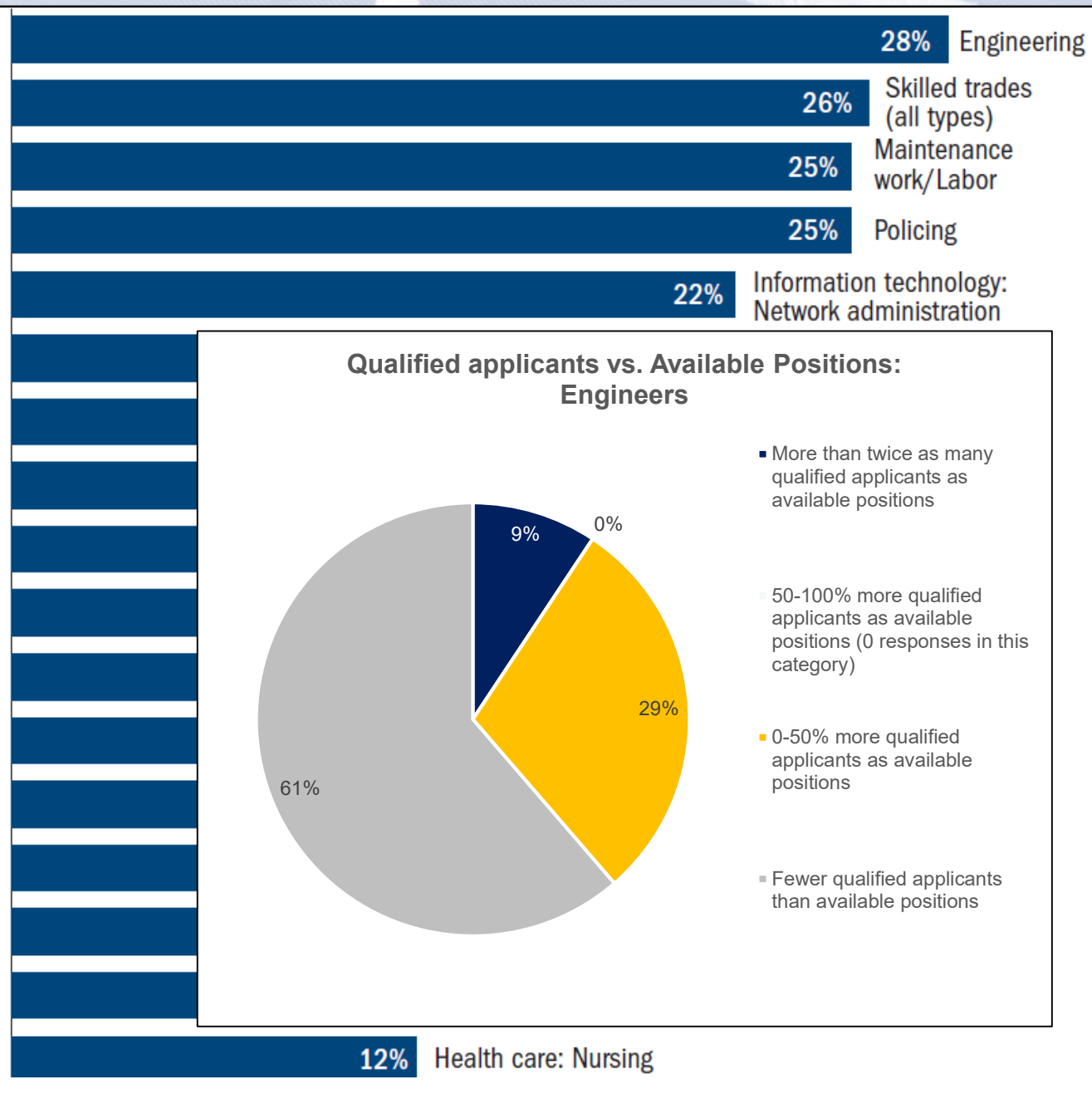


**Actions by
Retirement-
Eligible
Staff in
Prior Year**

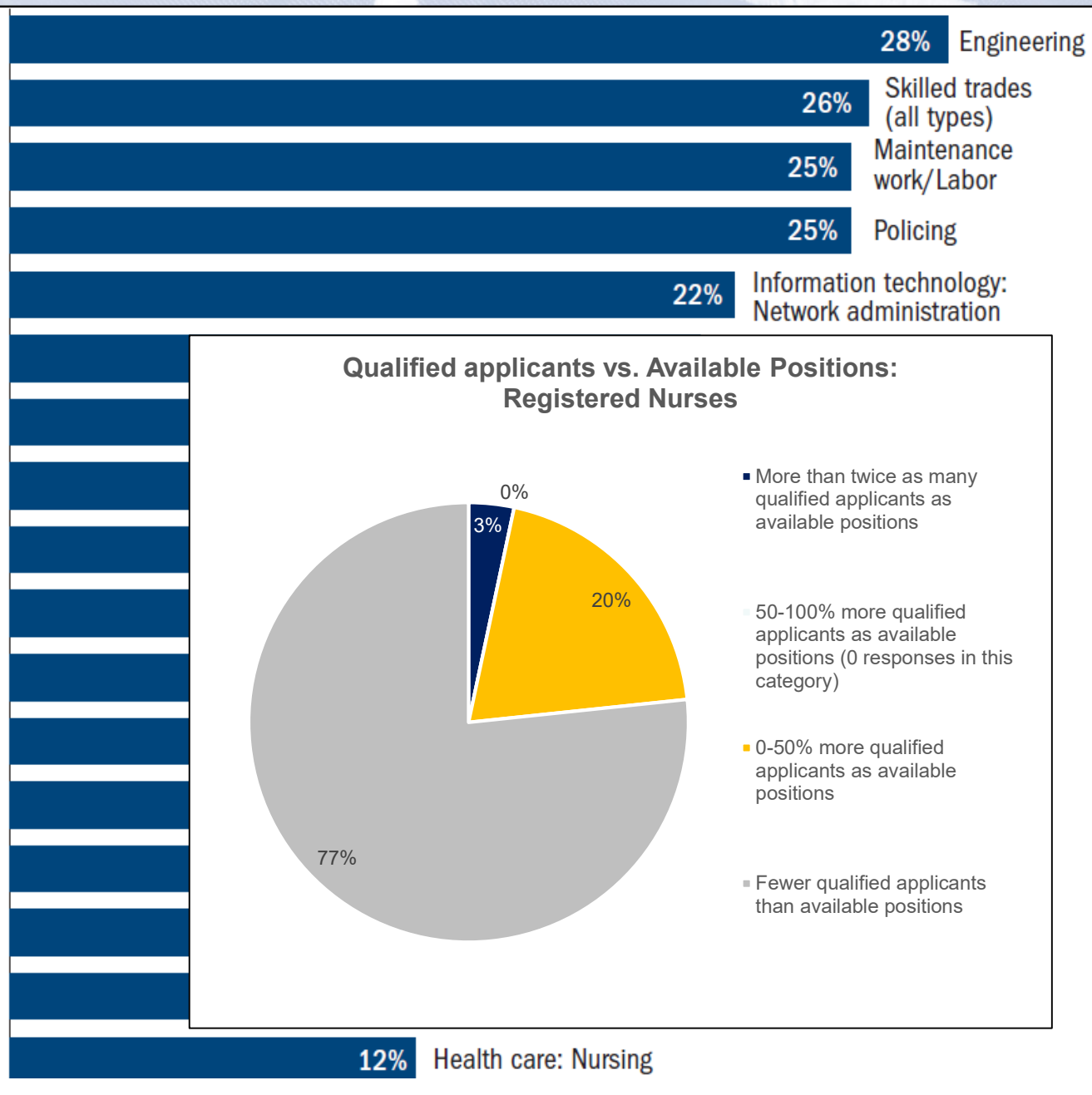
Hard to Fill Positions



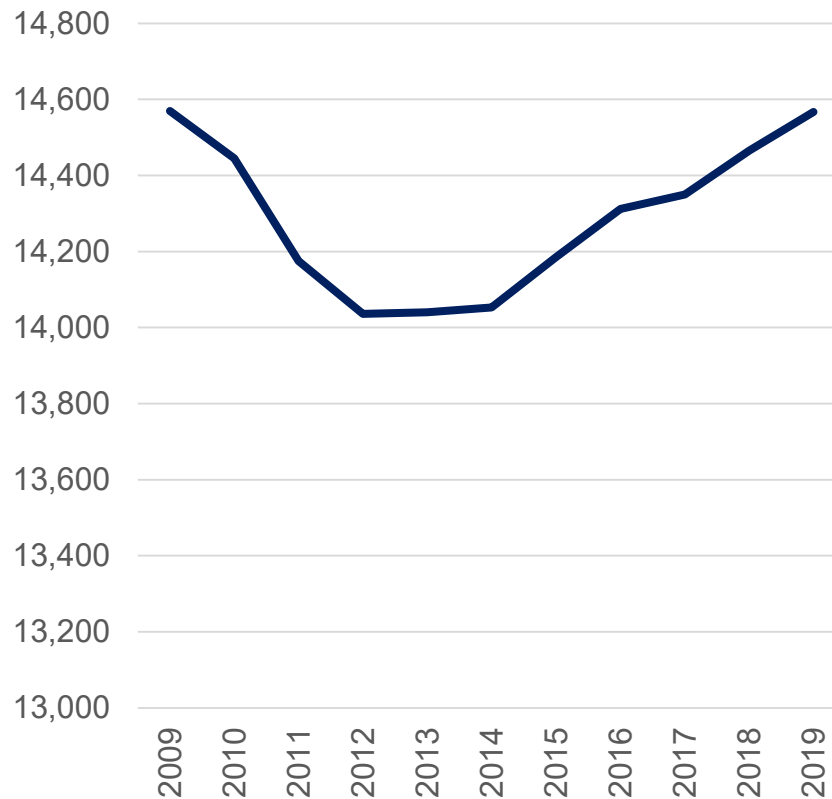
Hard to Fill Positions



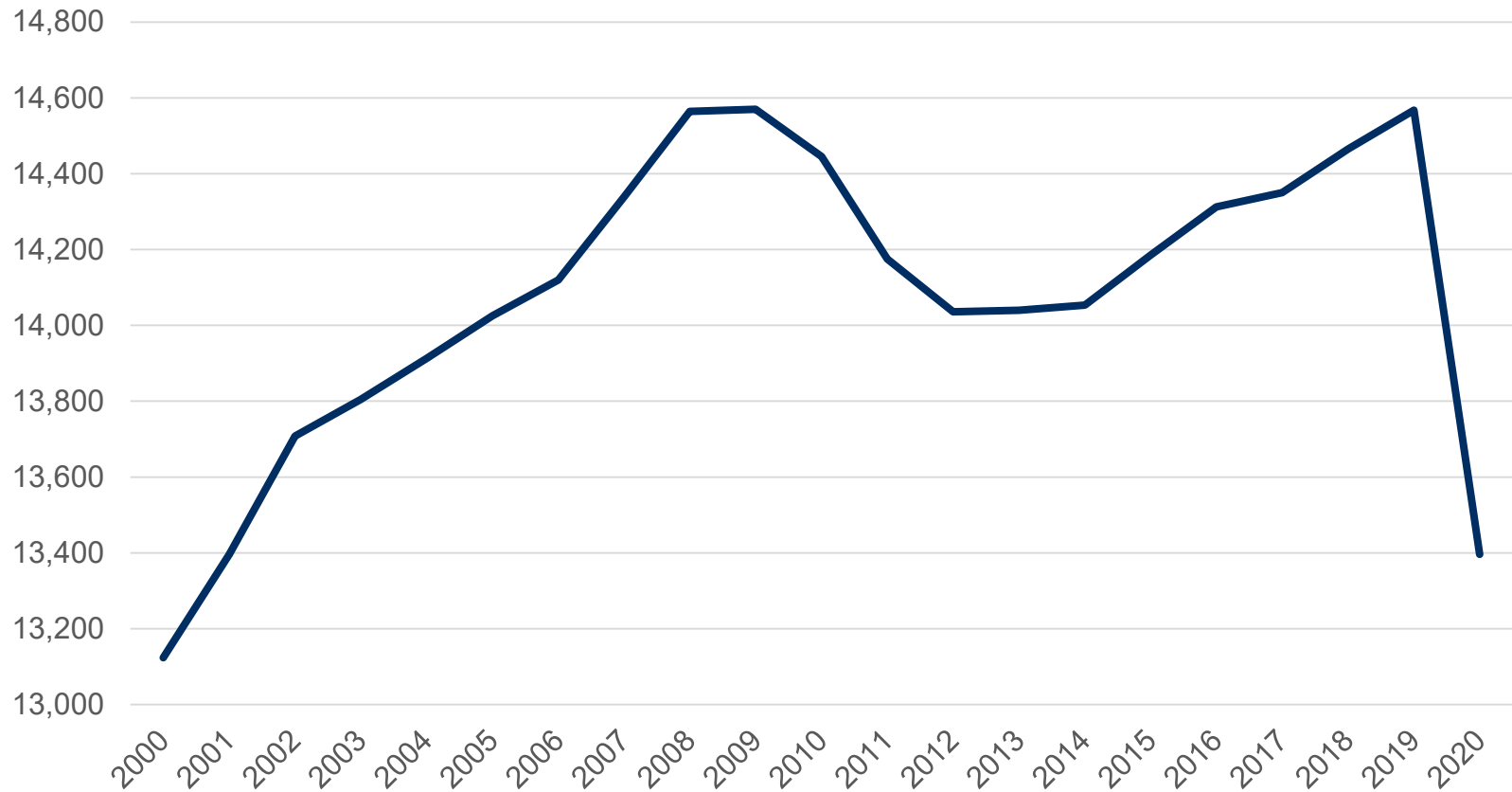
Hard to Fill Positions



Local Government Employment: 2009-2019

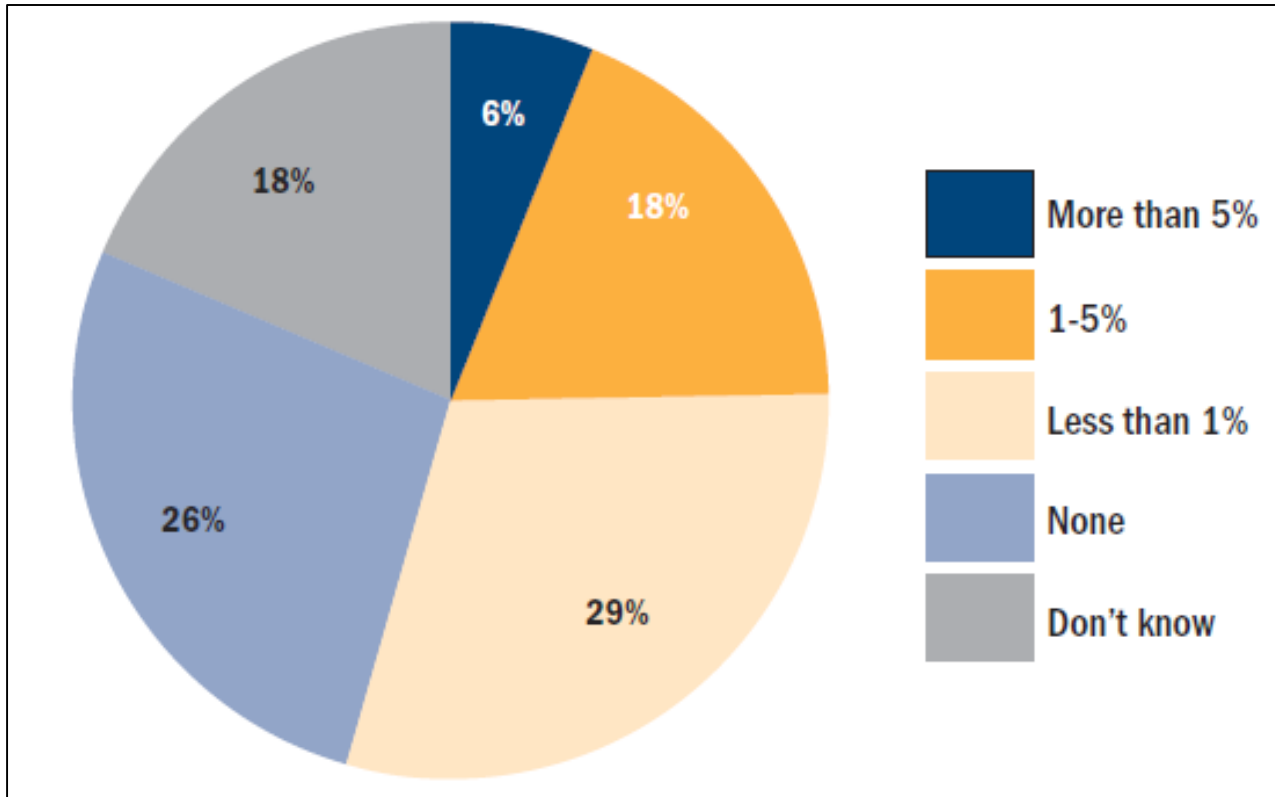


Local Government Employment: 2000-2020

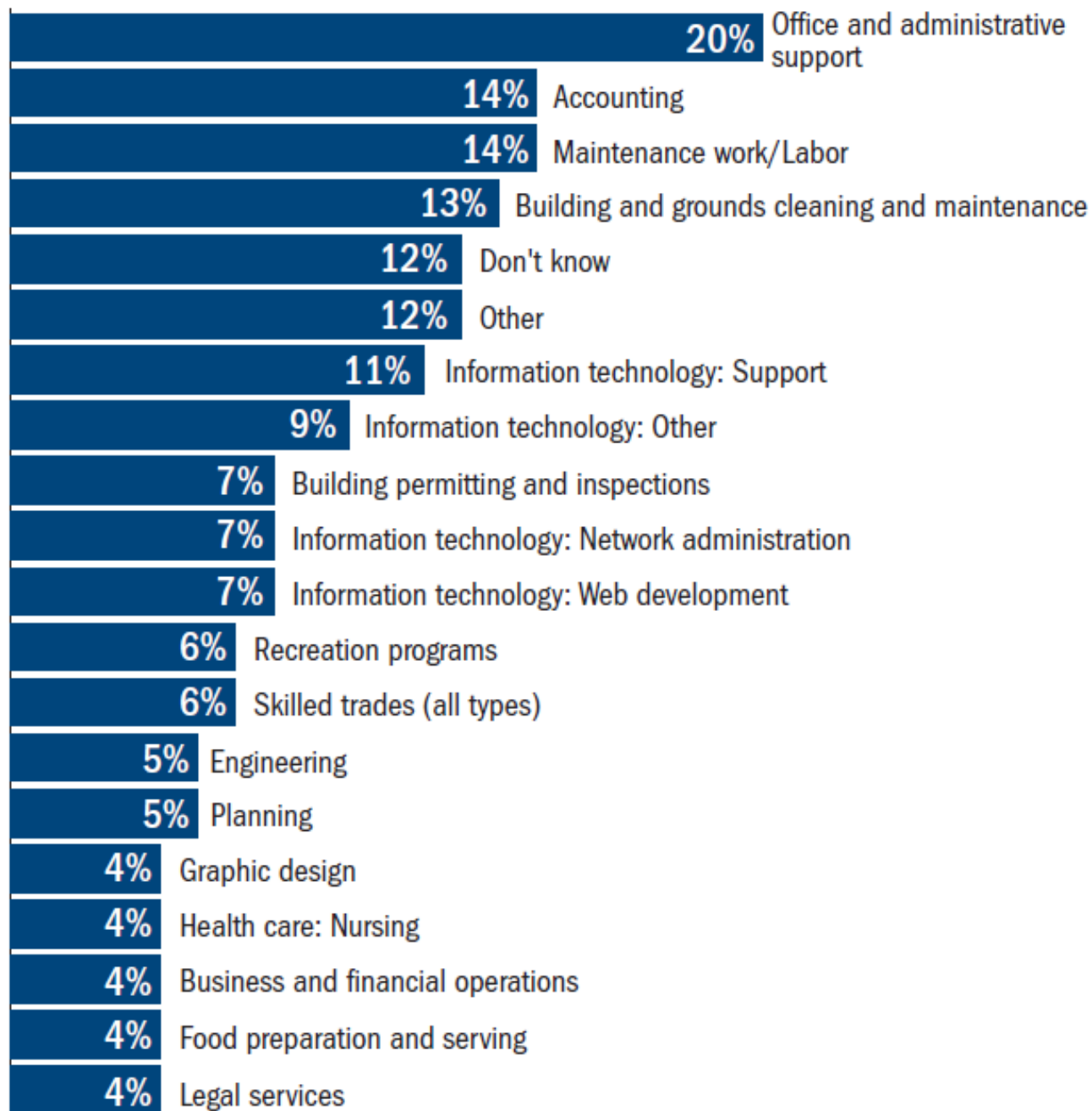


Source: Current Employment Statistics, BLS.gov

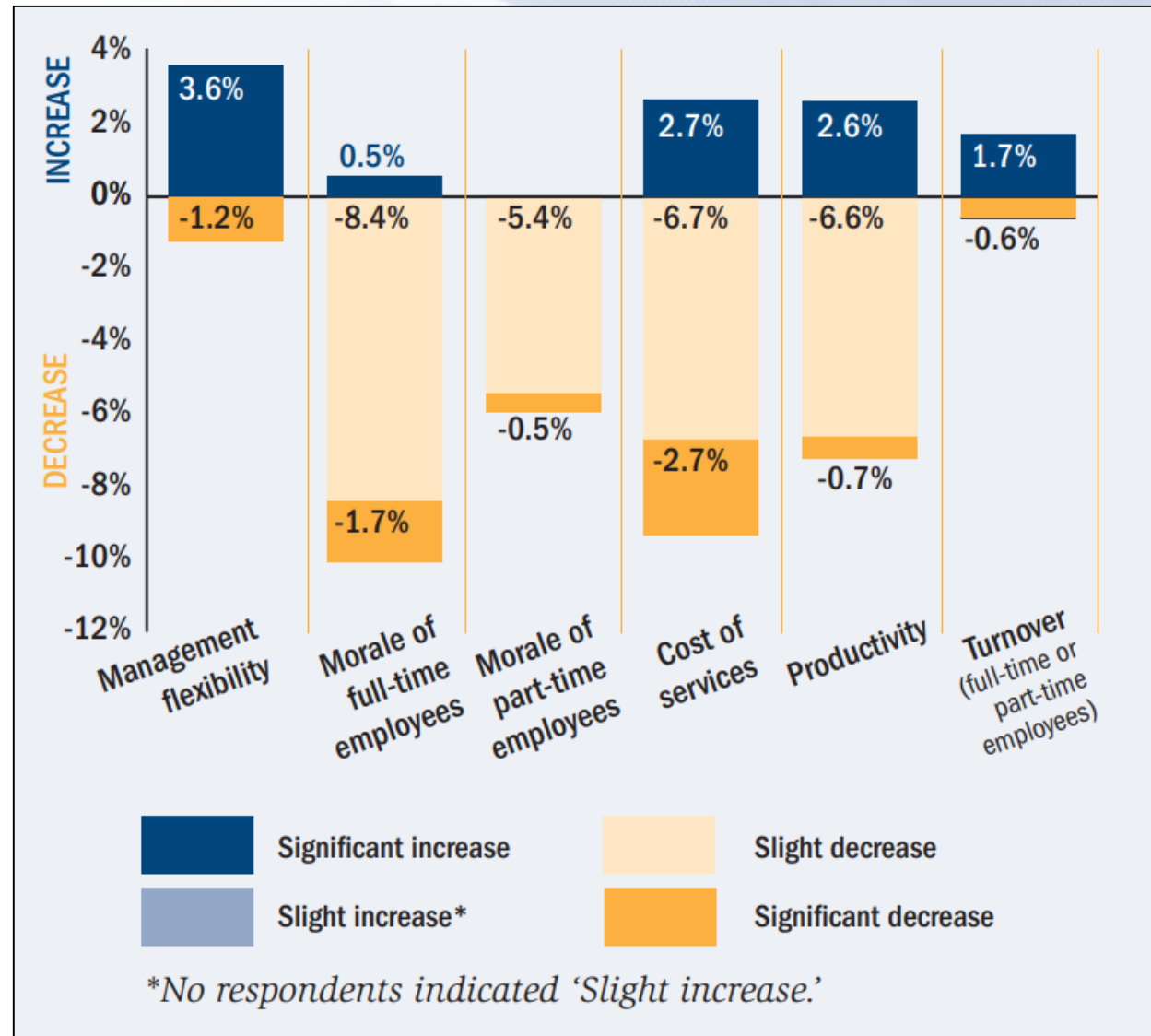
Gig Economy: Share of Workload



Gig Economy Positions

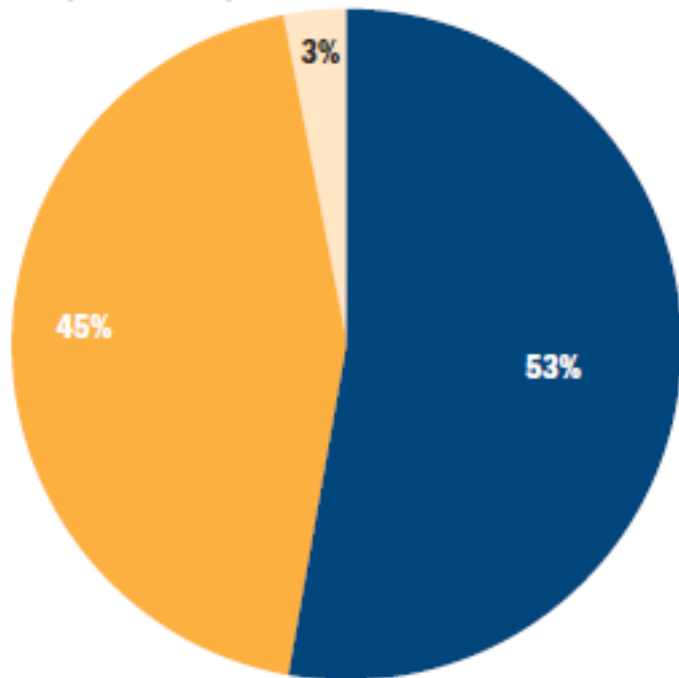


Organizational Impacts of the Gig Economy (FY2019)

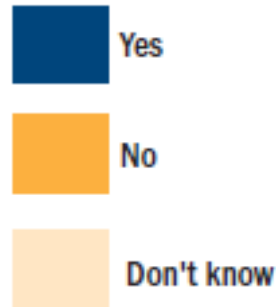
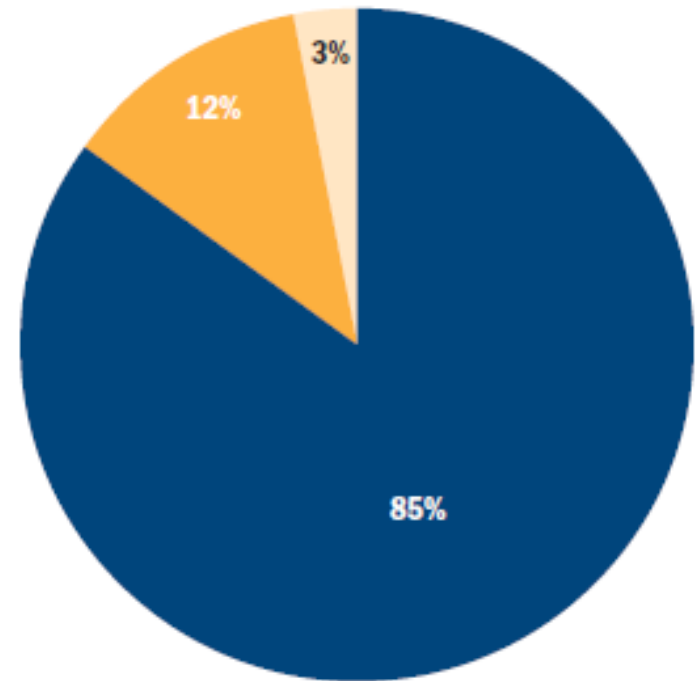


Do you feel the compensation you offer is competitive with the labor market?

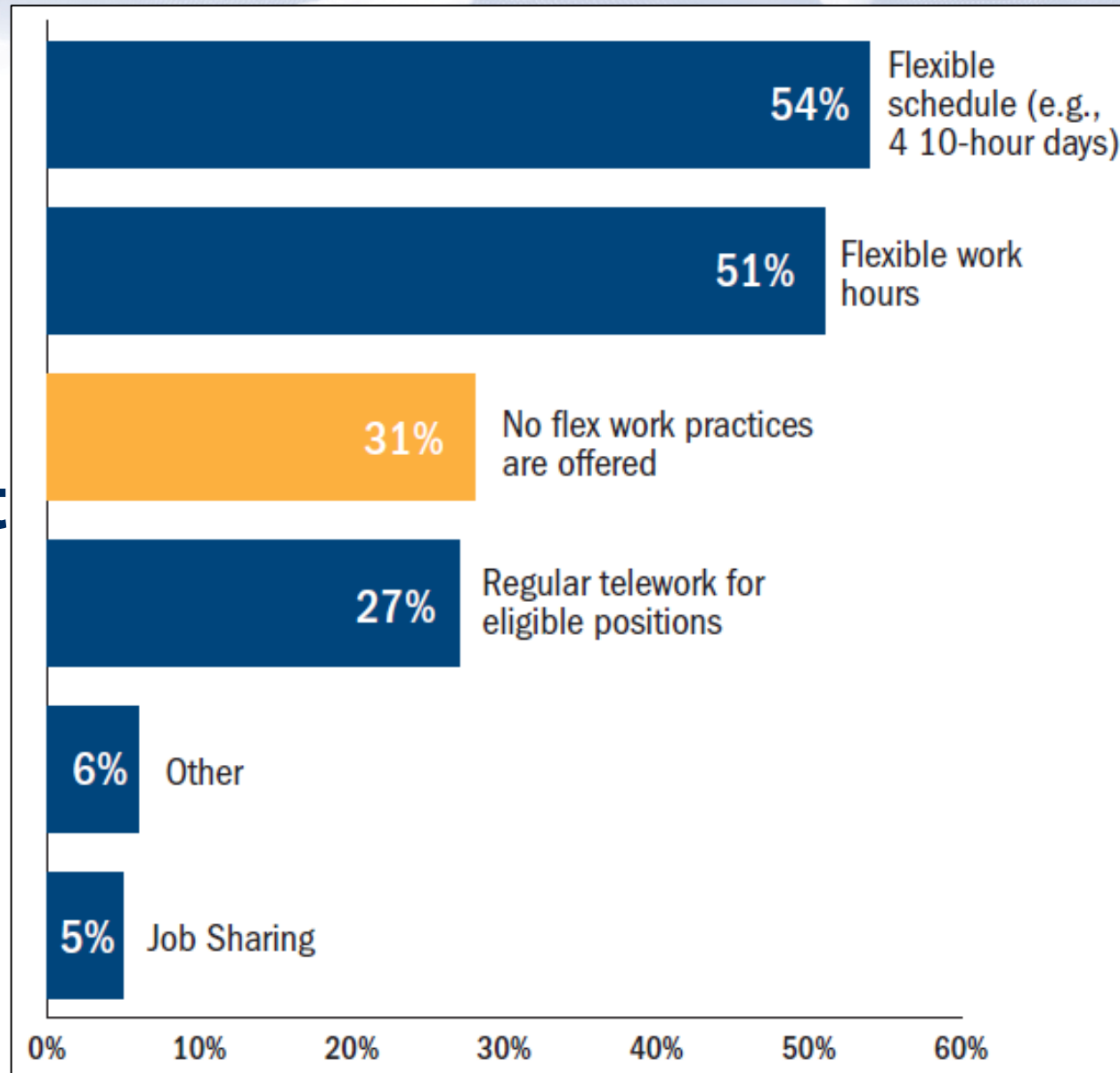
Wages:



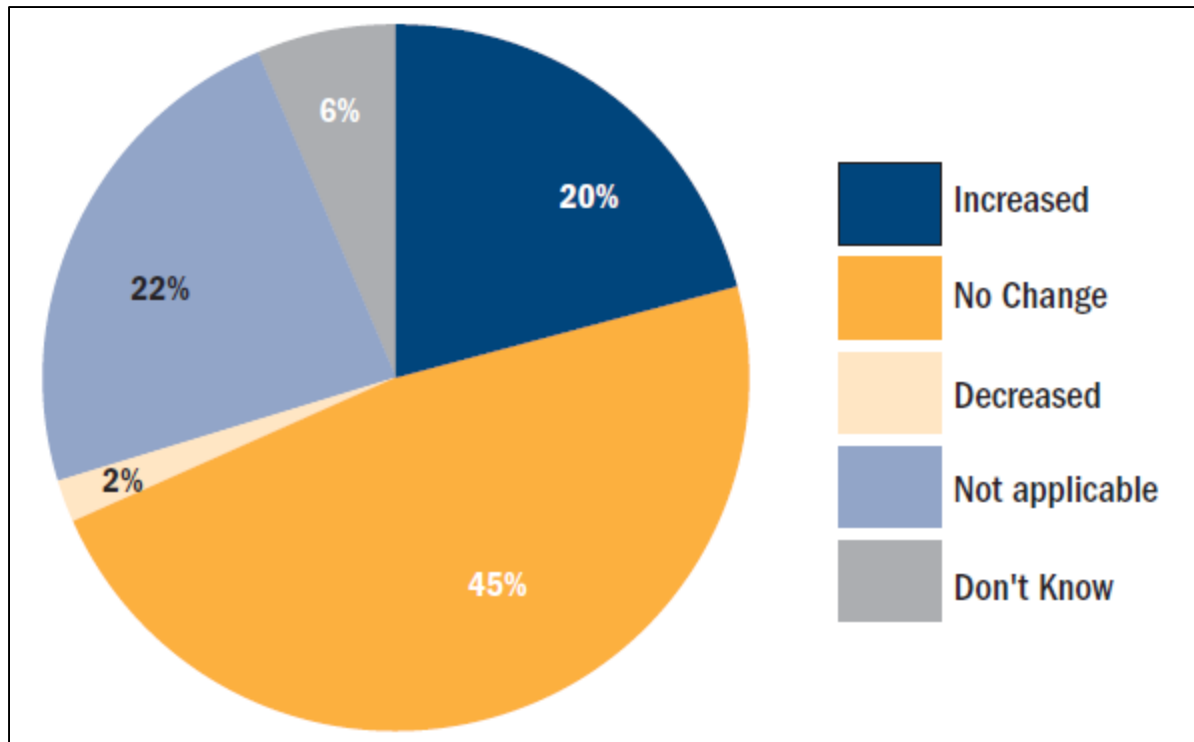
Benefits:



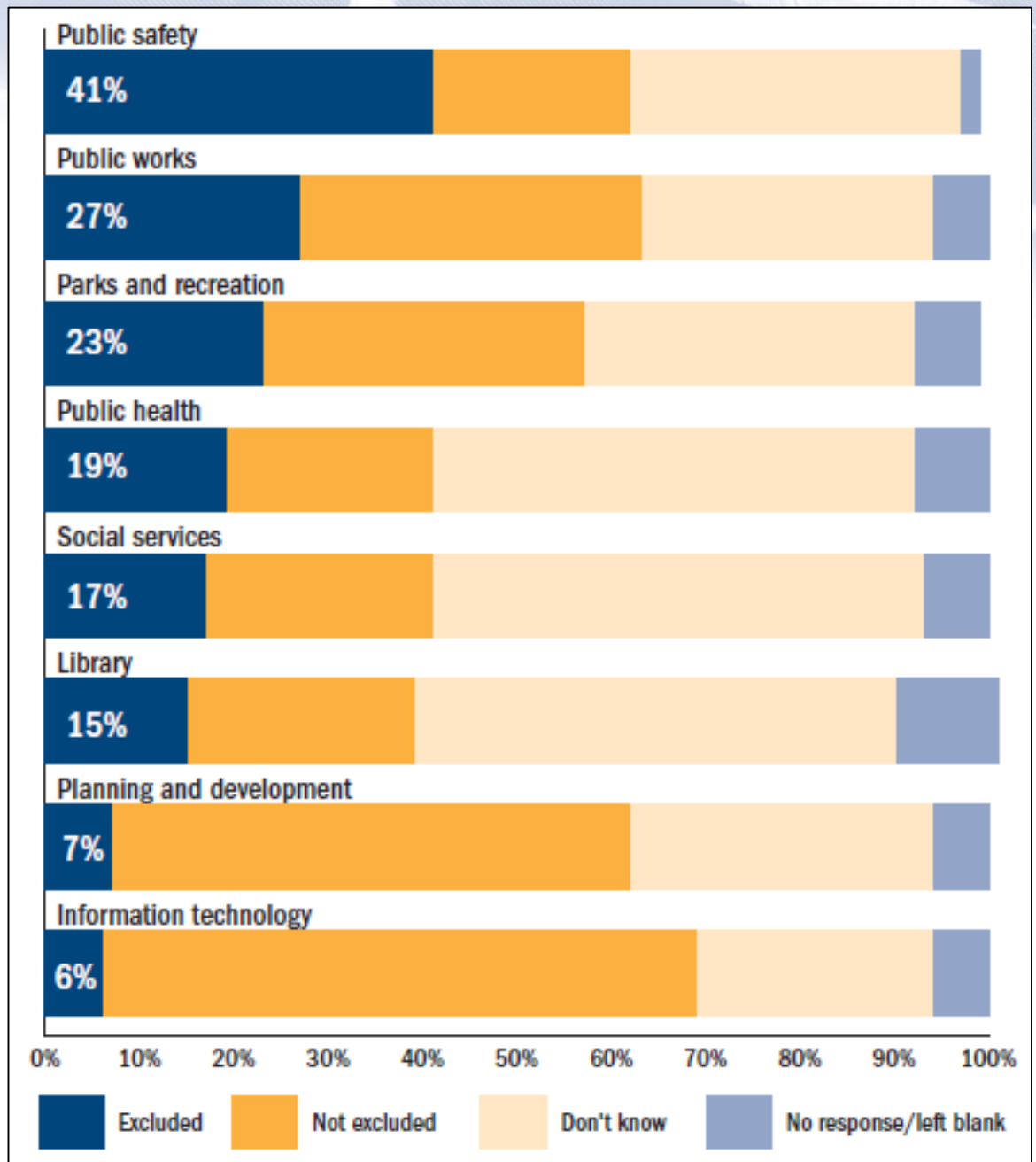
Flexible Employment Practices



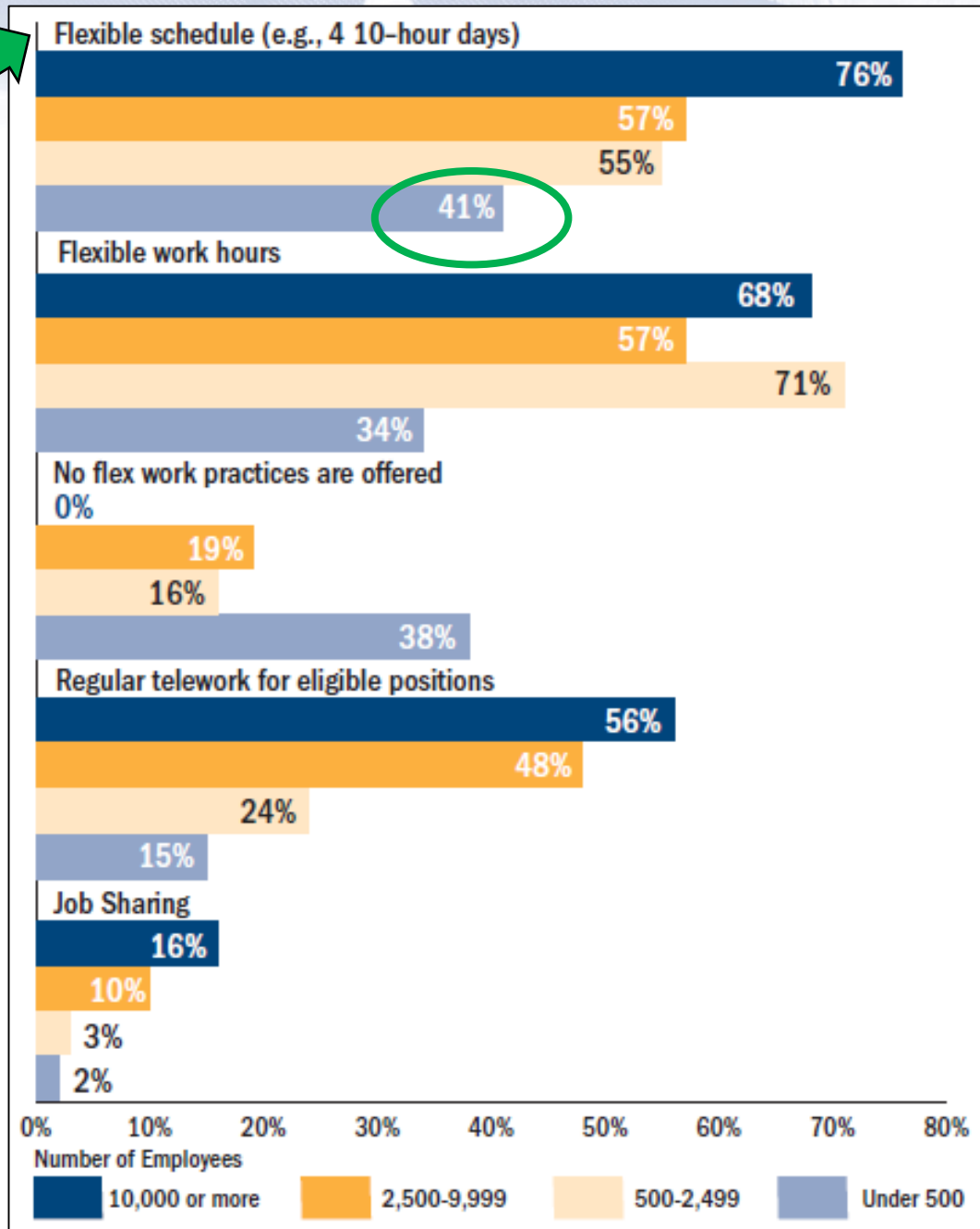
Flexible Employment Practices vs. Prior Year



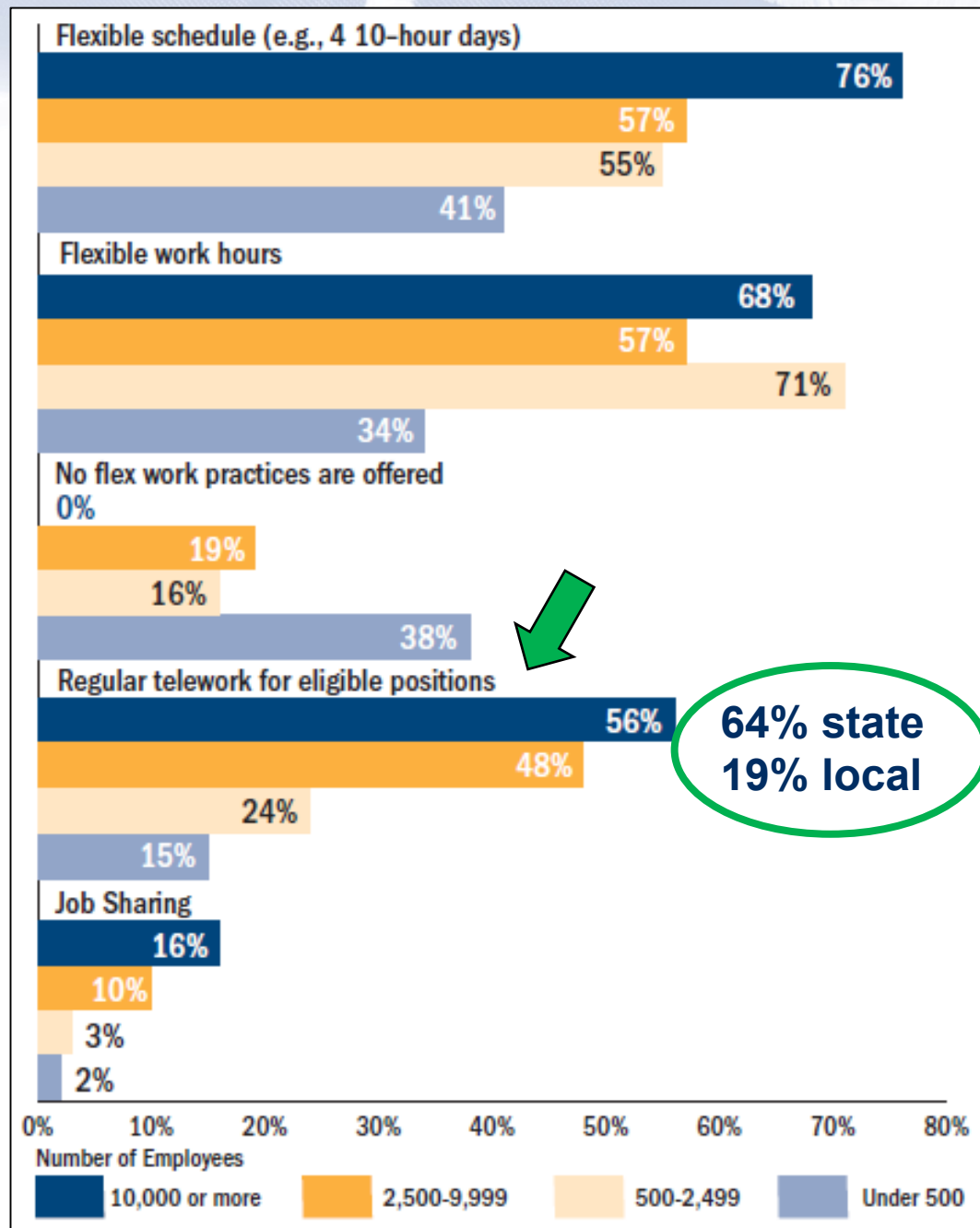
Flexible Employment Practices Exclusions



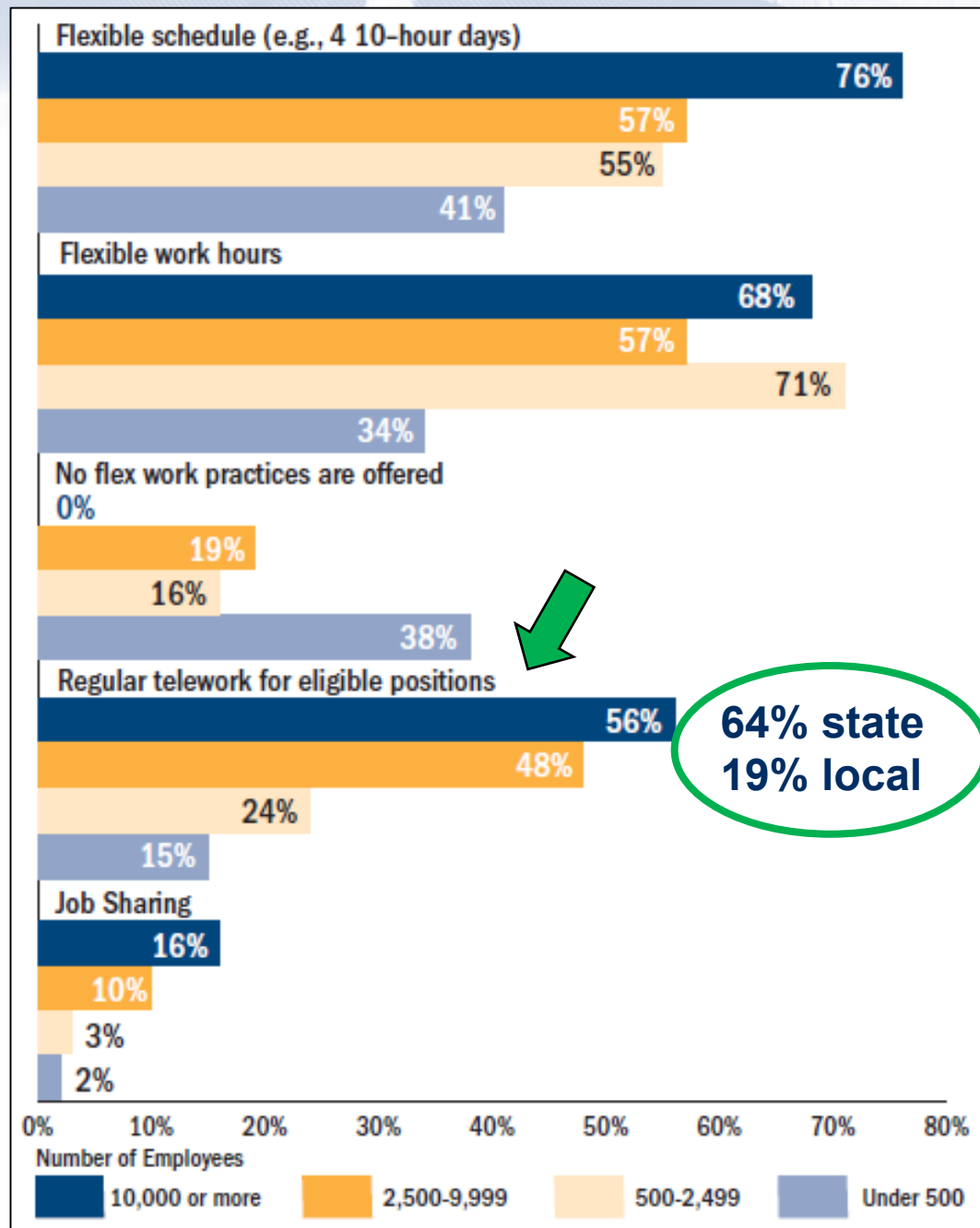
Flexible Employment Practices by FTE count



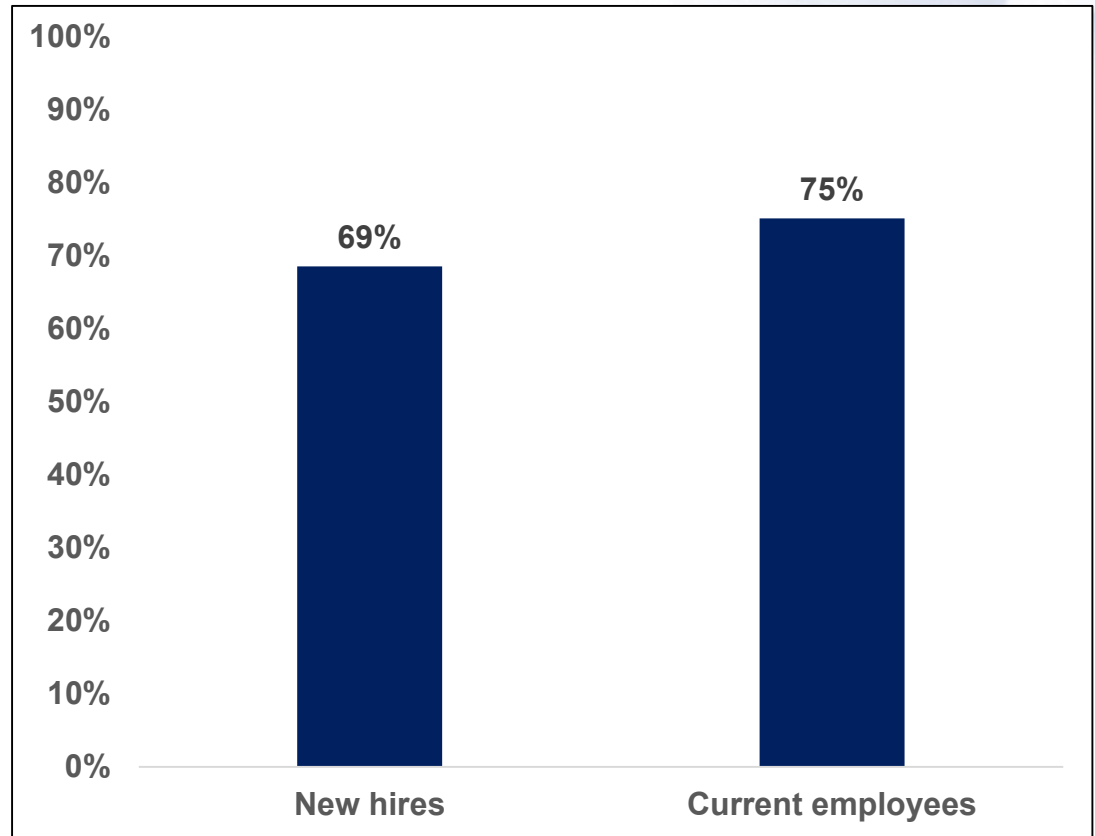
Flexible Employment Practices by FTE count



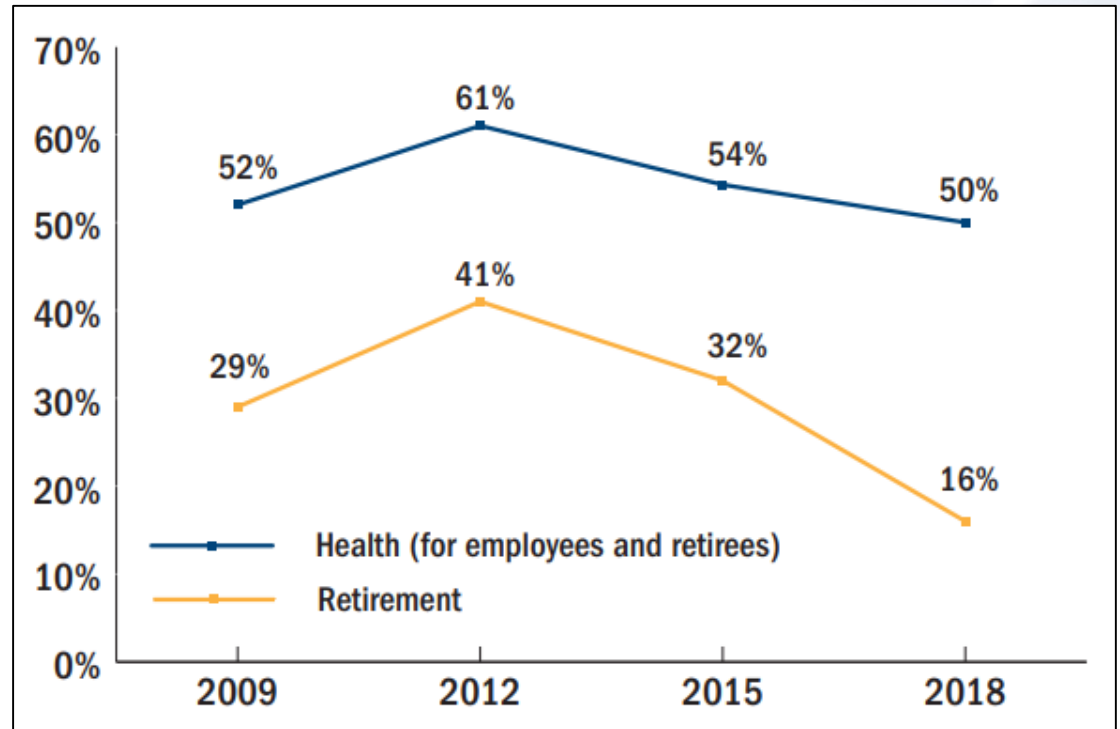
Flexible Employment Practices by FTE count



No Changes Made to Retirement Benefits



Prior Changes Made to Retirement Benefits





Impact of Cuts?

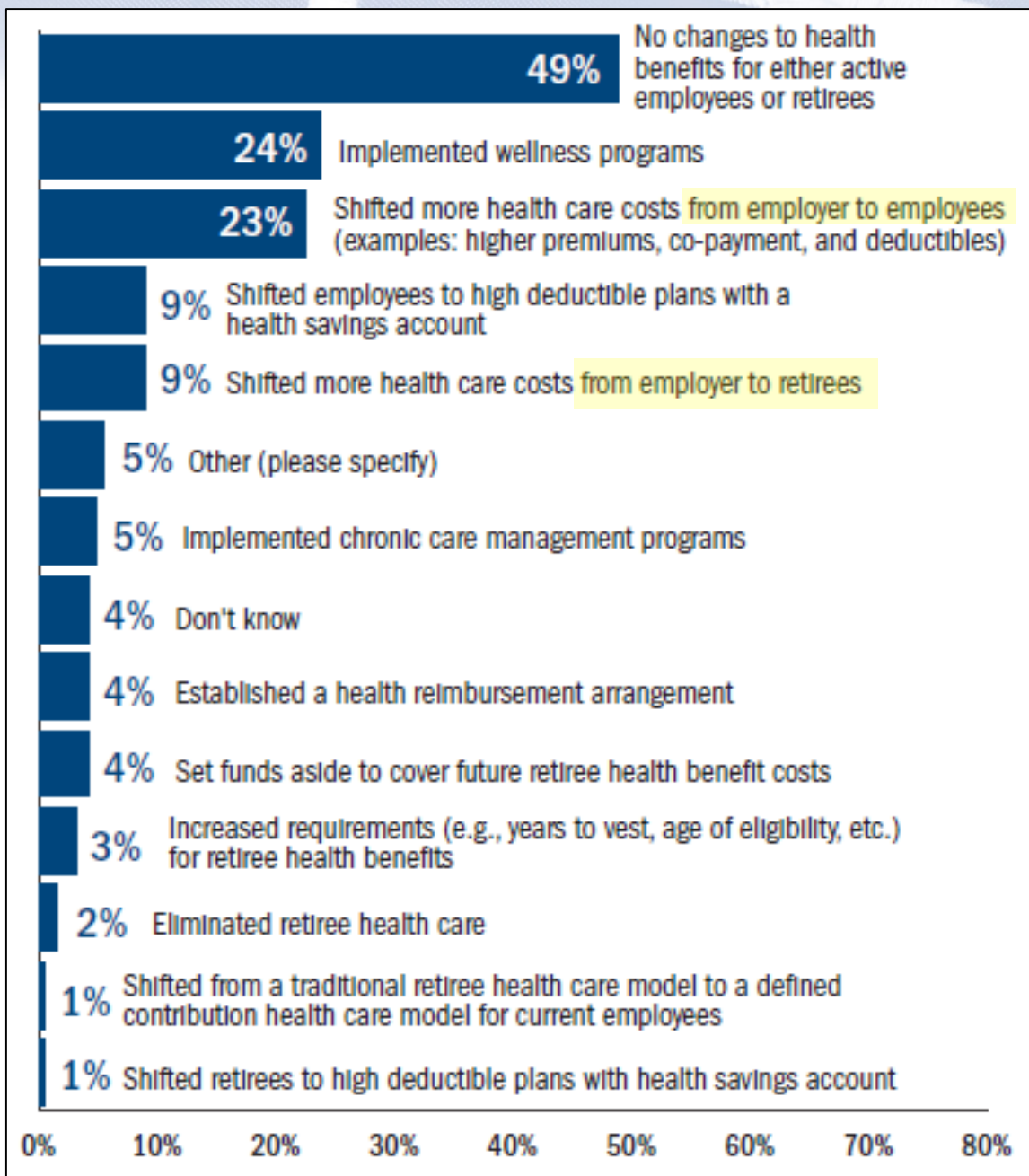
↓ 2.9 %

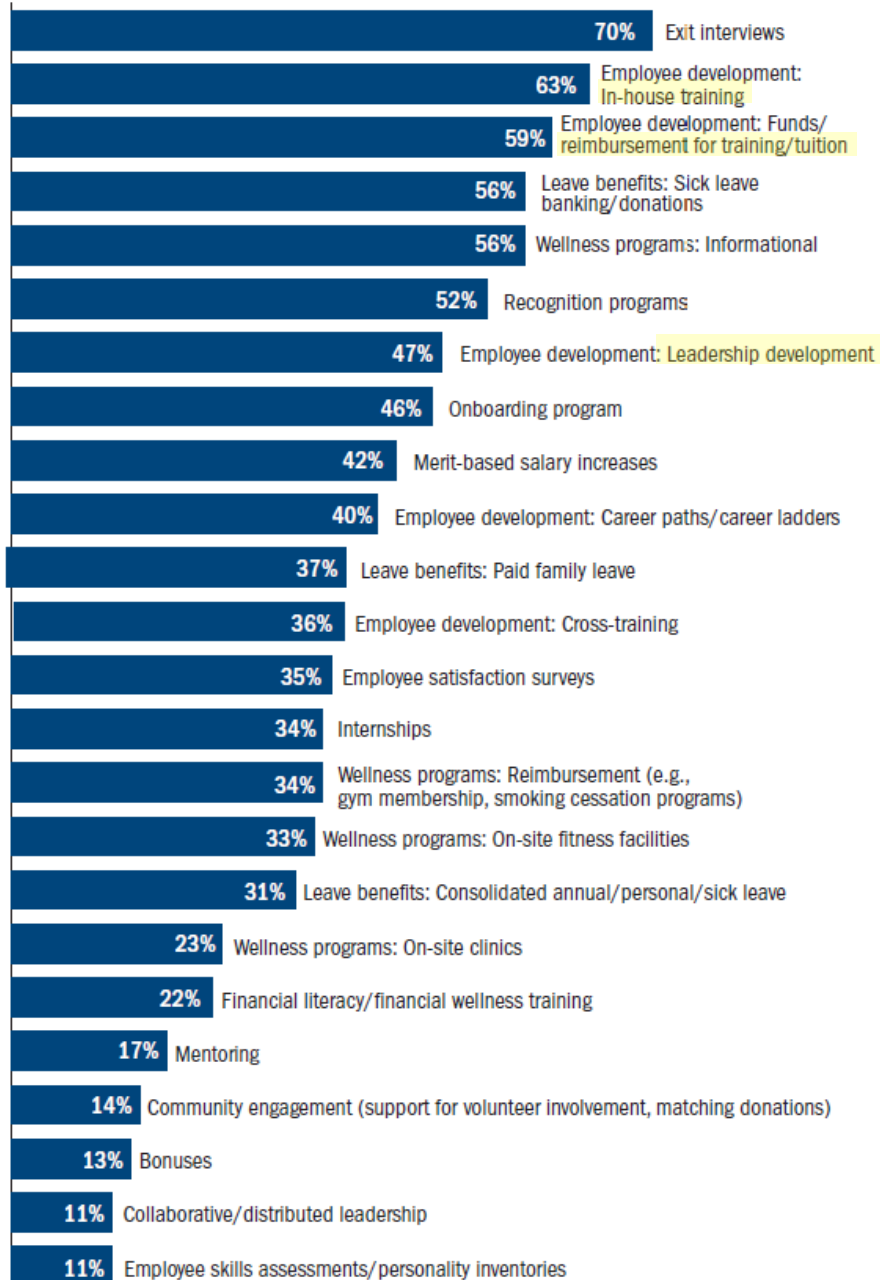
Private sector wage of new hires (prior to being hired by state/local government)

Health Benefit Changes

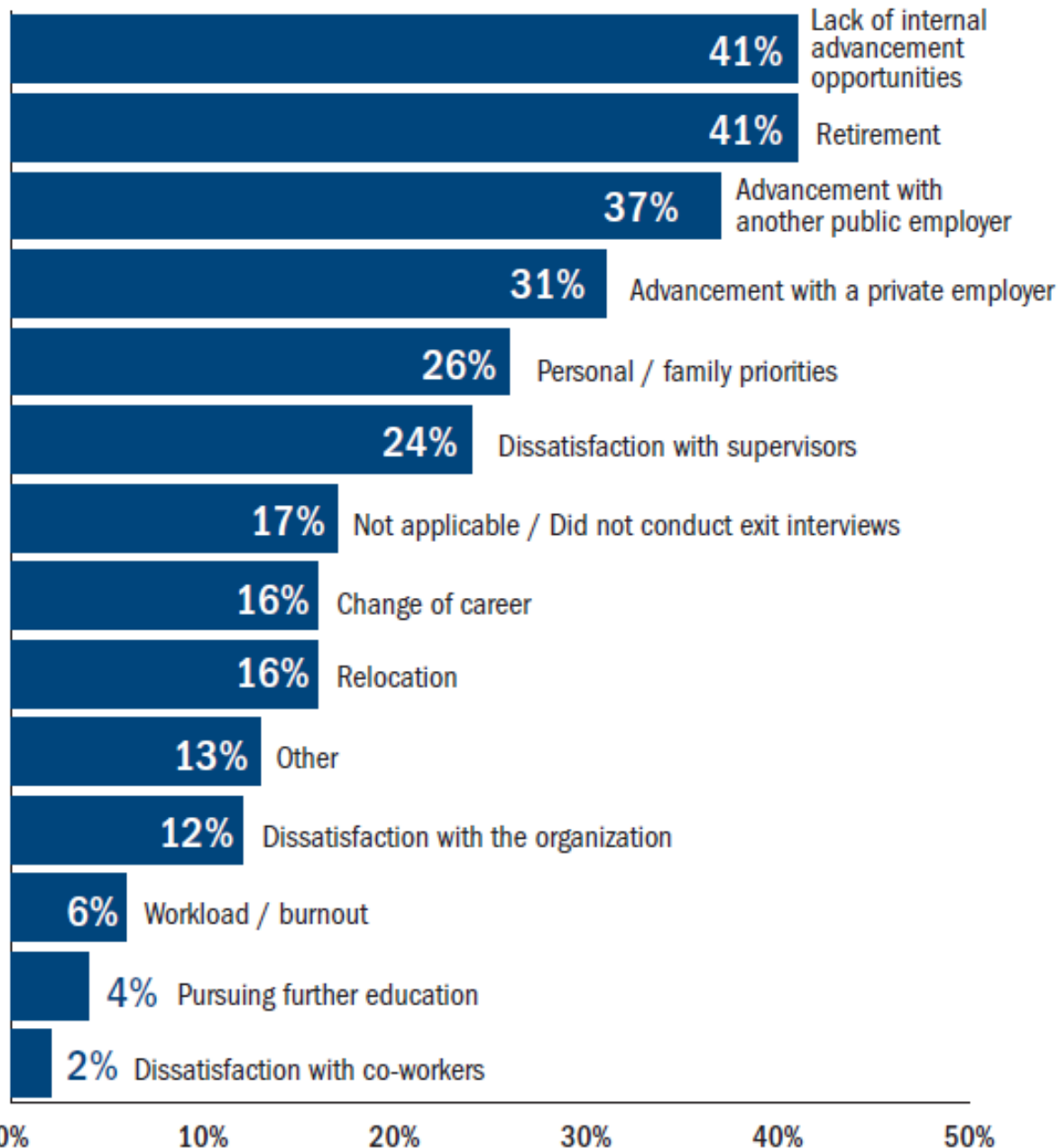
44% state
18% local

28% state
5% local





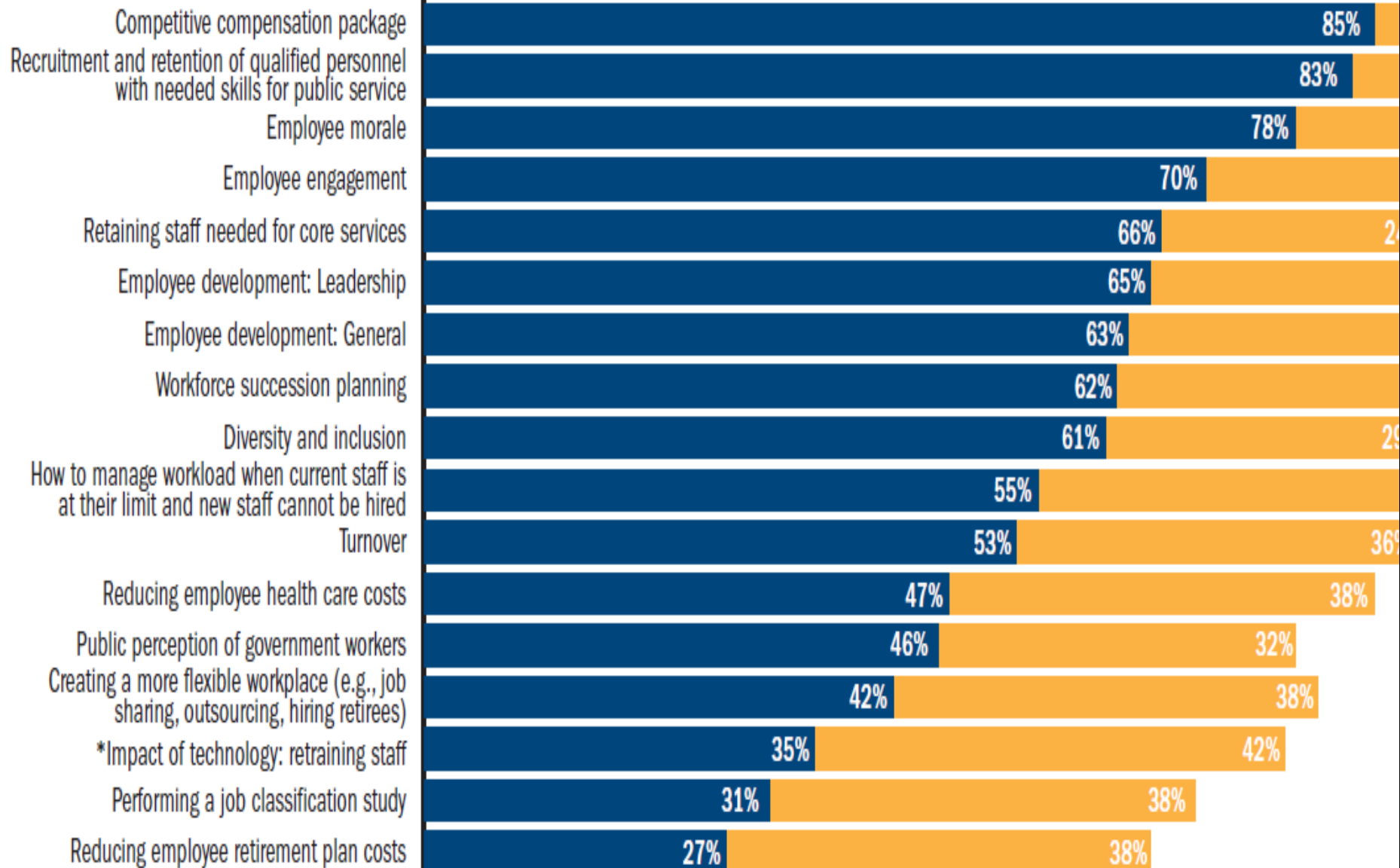
Employee Retention and Development



53% state
27% local

Exit Interview Comments

Looking Ahead...



Reopening and Reimagining

- Acceleration of technology
- Organizational culture for in-person services



Reopening and Reimagining

- Cross-jurisdictional/cross-sector partnerships

<https://www.slge.org/resources/shared-staffing-in-public-health-collected-resources>

<https://www.slge.org/resources/a-guide-to-local-government-and-military-partnerships-in-public-health>



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