

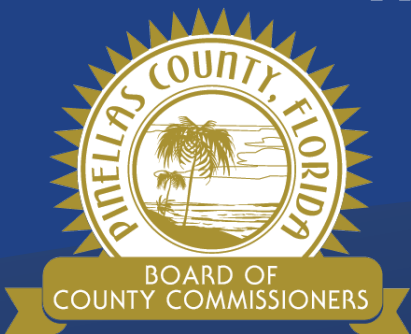
# Workforce



## Workforce Relations

Rodney Marion

Director

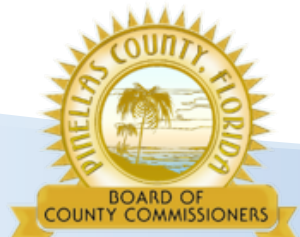
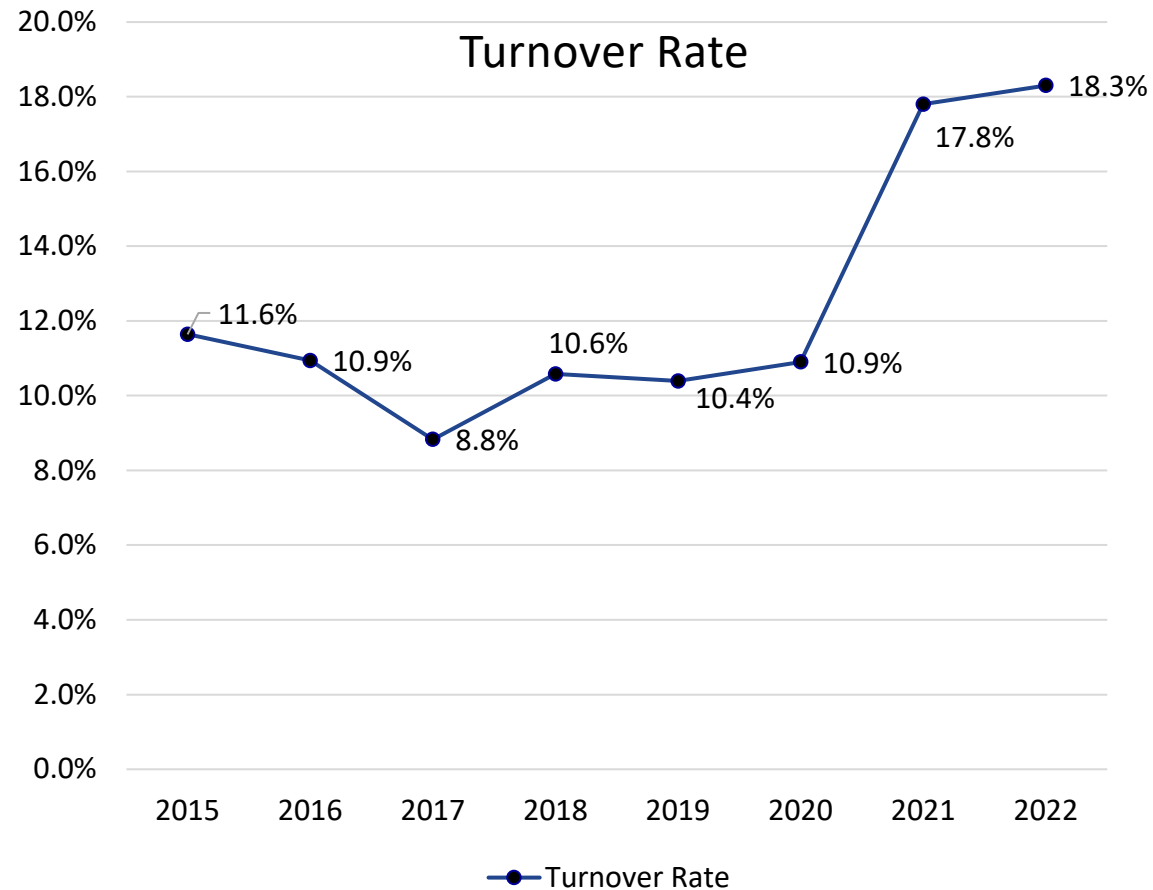


**Our Vision: To Be the Standard for Public Service in America**



# Supporting Data: Workforce Retention

- **Turnover Rate for BCC employees has significantly increased after 2020**
- **In 2021, the National separation (turnover) rate for State and Local government was 18.0% (Source: BLS)**



# Top Reasons for Leaving



**Better Career Opportunities**

**Wages**

**Personal Reasons**

**Relationship with Supervisors**

# Key Contributors to Employee Satisfaction

- **Being Heard**
- **Career/Development Opportunities**
- **Compensation**
- **Recognition**
- **Remote Work**

# Positive Issues Raised by Current Employees

- **The quality of work performed by employee workgroup**
- **Overall, employees are challenged by the work they perform**
- **Benefit Package (vacation, sick leave, health care, retirement plan, etc.)**

Source: *2021 Voice Survey*

# Negative Issues Raised by Current Employees

- **Input on decisions that are made**
- **Fairness of workload**
- **Training received**
- **Trust, especially at the middle management level**
- **Dealing with poor performers**

Source: *2022 Employee Stay Survey and Employee Forums*

# The Bigger Picture

**Nationally workers are leaving their current positions for the following reasons:**

- **Re-evaluation of priorities amid the pandemic (30%)**
- **Lack of a clear advancement path (24%)**
- **Better pay/benefits (23%)**
- **Need for more challenging/rewarding work (14%)**
- **Boss/co-workers (9%)**

# Strategic Responses

## People Leadership

- Balance operational goals with fair and equitable treatment
- Invest in employee experience
- Create systems of accountability, rather than surveillance
- Improve job satisfaction by empowering people

## Strategic Flexibility

- Rethinking the way work gets done
- Create a working environment that prioritizes flexibility

## Continuous Learning

- Trust and engagement will be essential to organization survival
- Focus on practical, job-related learning