

Personnel Department
Presentation to the Ad Hoc
Committee on Covid-19 Recovery
and Neighborhood Investment





Agenda

- COVID- 19 Survey Results
- PAYSR Data
- Recommendations

CAVEATS AND LIMITATIONS

Around 5,100 employees responded to the survey. Of this group:

1,169 were male

3,826 were female

57 were non - binary

This makes the results between genders difficult to compare.

Self selection bias means that it is likely that those who are more impacted were more likely to respond.

We recommend that this survey is only used for general understanding of the experiences of employees, but not for specific statistical information.

● Employee Financial Impacts

Of those who responded to the survey:

Women were **2.5 times more likely** than men to report taking unpaid leave.

Men were more likely than women and non-binary employees to only **use *paid leave***.

Women were slightly more likely than men to have reduced their hours. The nonbinary employees surveyed were twice as likely to have reduced their hours as women and men.

Employee Career Impacts

Non-binary employees were **twice as likely** to say they felt they had missed out on career opportunities. Women were about 6% more likely than men to feel they missed out on opportunities.

Around 10% more women considered leaving their job than men, and for non-binary employees this number was a further **10% higher**.

Men and Women were most likely to report they missed out due to **dependent care responsibilities** or **stress**, with **women** scoring around **10% higher** in both cases. Non-binary employees felt that **stress** and their **workload** held them back.

The main areas people feel they missed out on were special assignments, promotions or taking/passing promotional exams. Other responses included missing out on networking opportunities, transfers, or training.

● Childcare Responsibilities & Stress

While all groups reported having childcare responsibilities at the same rate (61% - 63%), **women were significantly more likely to report that they had primary caregiver responsibilities**. They were also more likely to report that they worried about childcare.

Women and Non-Binary employees were significantly more likely to report an increase in dependent care responsibilities, **they are also around twice as likely to report having sole caregiver status**.

Men and women reported that their stress levels were higher during the safer at home order, while non-binary employees reported that their stress levels are currently at their highest.

City Support

In all groups, only around $\frac{1}{2}$ responded that they have a place where they **feel comfortable and safe** sharing any concerns regarding COVID-19 or its impact.

When asked ‘What could the City provide that would help with your wellbeing or stress levels?’ all groups ranked the options in the following order of importance, with the first two options being about twice as popular than #3.

#1	#2	#3
telecommuting	flexible schedule	More covid-19 safety protocols

City Support

When asked ‘What could the City provide that would help with your dependent care needs?’ All groups ranked the options in the following order of importance:

#1	#2	#3	#4
Telecommuting	Flexible Schedule	Dependent Care Benefits	Workplace Onsite Childcare Facility

 PAYSR Data

PAYSR Data

The Personnel Department additionally ran a PAYSR report to collect supplementary supporting data on current employees and **employees who have left City service since March 2020**

This report included data on:

- Resignations
- Retirements
- New hires
- Leave and COVID-19 time codes

PAYSR Data - Leaving & Starting City Service

% female workforce who resigned	3.70%
% male workforce who resigned	1.89%
% women who retired	3.92%
% men who retired	3.80%
% workforce who are new hires - female	6.36%
% workforce who are new hires - male	4.65%
% overall change in workforce - women	- 1.81%
% overall change in workforce - men	- 3.21%

Time period: March 2020 - November 2021

PAYSR Data - Promotions & Leave

% women who changed job class & salary*	12.81%
% men who changed job class & salary *	9.31%
% women who took paid leave	10.06%
% men who took paid leave	6.15%
% women who took unpaid leave	0.83%
% men who took unpaid leave	0.26%
% women who used COVID - 19 time codes	48.97%
% men who used COVID - 19 time codes	43.12%

Time period: March 2020 - November 2021

*Proxy for promotions



OWE Recommendations & Initiatives

Recommendations

- Permanent & equitable telecommute options
- Discussion of opportunities for flexible schedules
- Continued support for new parent leave
- Focus on equity and inclusion through:
 - Inclusive leadership training
 - Mechanisms to encourage inclusive leadership practices
 - Women's Leadership Academy

THANK YOU!