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Session: Trends in Public Sector
Labor Markets:
Employment and Compensation

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Employment Trends

- Employment Options
 - GovTemps is the fastest growing part of our business.....increased 40% from 2016 to 2017
 - Stronger demand for various types of employment
 - Part-Time
 - Outsourced
 - Temporary
 - Interim
 - Temp to Hire
 - Shared positions with other municipalities



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Employment Trends

➤ Advantages to Communities

- Use of experienced and talented “Encore Career” candidates for permanent, out-sourced positions.
- Communities eliminate pension expense exposure.
- Communities avoid paying costly health insurance.
- Employed through GovHR, not the community.
- Temp to Hire offers a “try-out” period to see if the person and community are a good fit.
- Project-based hiring
- Interim assignments during organizational analysis



Employment Trends

- **Salaries/Benefits**
 - Must keep current with market demands
 - Most difficult – Finance and Public Works
 - Entry level and middle management – difficult recruitments and limited skill levels vs. private
 - Millennials seek more diverse benefits vs. Baby Boomers/Generation X's
 - Flexible work schedules – still can't compete with private sector for alternative work schedules.



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Human Resource Consulting

- Classification and Compensation Studies
 - Still in demand across the country
 - Employers eliminated positions or combined responsibilities – increased demand for Organizational Analysis studies
 - Reclassification of positions
 - Efficiency studies for Public Works, Community Development, Code Enforcement and Parks/Recreation
 - Compensation trends for specialized labor



Human Resource Consulting

- ▶ Performance Appraisal development and training
 - ▶ Supervisory training – on-going, not just yearly
 - ▶ Employee morale consulting
 - ▶ Assessment centers
- ▶ Virtual Human Resource Services
 - ▶ Recruitments
 - ▶ Contract Analysis
 - ▶ Personnel manual development



Financial Implications

- Increased cost of recruitment
 - Additional time = money
 - Advertising costs for additional sites to attract more candidates
 - Finding candidates for specialized positions
 - Increased expense for training/development
 - Entry level/middle management lack skills
 - Longevity of employment by Millennials and Centennials
 - Succession Planning is a lengthy process and we still do not do a good job of it. Calling them an assistant is not Succession Planning!!
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Financial Implications (cont.)

- Increased expense to hire
 - Additional Benefits to attract candidates
 - Benefits – other than the norm
 - Longer severance packages
 - Additional testing for skill levels
 - Contracted services to sole suppliers when skilled labor can not be found.
 - Additional background screenings as a result of internet access
 - More retirements in the near future
 - Interim placements

Questions / Comments??

Thank you!