

Evolving Workforce

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Today's Workforce Priorities

City of Fairbanks Staff

- 1 -Benefits
- 2 -Flexibility
- 3 -Compensation / Pay
- 4 -Value/ Respect
- 5 -Opportunity

National Data

- 1 -Respect
- 2 -Compensation / Pay
- 3 -Trust
- 4 -Job Security
- 5 -Opportunity

Turnover

- 2020 19.47%
- 2021 8.42%
- Currently the City is on track for another 20 % annual turnover rate

Cost of Turnover can range up to \$30,000.00 or more when we look at professional positions within the City such as Fire Fighter, Police Officer, Engineer, Foreman, Attorney, Controller, and Department Heads

Costs

associated with turnover can include but are not limited to:

Recruitment and Hiring

Onboarding

Burden on Staff

Productivity Loss

Mistakes

Disengagement

Retention Model...

- Listening to staff needs through surveys, forums and exit interviews
- Exploring options internally first
- Presenting options to Department Heads and City Council
- Implementing policies that respond to staff needs

Paid Funeral Leave

- 3 paid days at the passing of an immediate member of your family
- 1 day for extended family when approved by the Department Head or Mayor

Paid Family Leave

The City of Fairbanks would provide paid family leave in the form of medical maternity leave and parental leave to employees following the birth of an employee's child or the placement of a child with an employee in connection with adoption. The purpose of paid family leave is to enable the employee to care for and bond with a newborn or a newly adopted child. This policy would run concurrently with Family and Medical Leave Act (FMLA) leave and/or the Alaska Family Leave Act (AFLA), as applicable.

Defined Medical Maternity Leave

- 1. A female employee who experiences a disability relating to the employee's pregnancy, childbirth, or related medical condition; and,
- 2. Be an employee who has worked as a permanent full or part-time, regular employee for at least six months immediately preceding the date of the requested leave. Temporary employees and interns are not eligible for this benefit. The six months of employment do not need to be consecutive; and,
- 3. Be an employee who is currently on leave pursuant to FMLA/AFLA.

Defined Paid Parental Leave

Be a spouse or committed partner of a woman who has given birth to a child;
or,

Be an employee who has adopted a child aged 17 or younger. The adoption of a spouse's child is excluded from this policy; and,

Be an employee who has worked as a permanent full or part-time, regular employee for at least six months immediately preceding the date of the requested leave. Temporary employees and interns are not eligible for this benefit. The six months of employment do not need to be consecutive.

Amount, Time Frame and Duration of Paid Family Leave for each option:

Medical Maternity Leave

Eligible employees will receive Paid Medical Maternity Leave up to the weeks listed below for the expressed years of employment:

- 6 months - 2 years = 2 weeks
- 3 - 5 years = 3 weeks
- 5+ years = 4 weeks

Parental Leave

Eligible employees will receive Paid Parental Leave up to 2 weeks with a qualifying event.

Conclusion

- This is an introduction into the needs of our Evolving Workforce within the City of Fairbanks and how we can be responsive to those needs.
- Over the next two work sessions we will continue to explore different ways to reframe our outlook on turnover from recruitment to retention.
- Your Human Resources Department is open to you for any questions or additional information that you might want to review.