Targeting the Next Generation of Local Leaders

Saratoga County Presentation
Wednesday, September 21, 2022
The Current Situation

- We are in unprecedented competition for workers - Private Sector/Other Governments/Non-Profits
- Covid Impacts are profound – people (especially under 40) looking at work/life balance much differently.
- Salary/benefits may no longer be the decisive factors in accepting positions
- Workplace Flexibility is paramount for many applicants
What Employees Desire

• Schedule Flexibility – Remote Work & Flex Hours
• Huge Challenge for Government – Union Issues/I.T./Maintaining Productivity/Scheduling
• Healthy Work Environment – Physical & Mental Wellness
• Where Possible, Job Duty Flexibility
• Recognition & Respect
Our Immediate Challenges

• Worst Inflation in Two Generations
• 2023 Social Security COLA expected to be between 8-10%
• Growing Union Demands – Big Pay Raises, including in Mid-Contract
• Aging Work Force
• Retirement/Pension Plans Not as Attractive
Saratoga County’s Approach

• Focus On Employee Engagement – Buy-In
  - More employee communications
  - Monthly Wellness & Employee Newsletters
  - External & Internal Recognition Programs
  - Financial Education – e.g. Deferred Comp
  - Employee Appreciation Day
Saratoga County’s Approach

• Implementing Remote Work & Flex Schedule Pilots
• Reviewing Sign-On Bonuses For Hard To Fill Slots
• Reviewing Vacation Policy For New Hires
• Including Department Heads in Decision Making Process
• Reviewing Compensation Options
Questions?

Thank You!