

Moving Past the Great Resignation: Employer Strategies for the New Normal



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ASSOCIATION OF COUNTIES

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Is it a Great Resignation?



The Great Upgrade



The Great Questioning



"It's always seemingly great."



The Great Reprioritization

4.5 Million

Americans quit their jobs in March (08/2022 = 4.2 mill)

11.5 Million

Posted openings by Employers in March (10/2022 = 10.7 mill)

HIGHEST LEVELS EVER RECORDED

PLUS – Per Summer 2022 report, Private Sector jobs have recovered;

Public sector still 3-5% below peak



The share of unemployed Americans who quit or voluntarily left their jobs and immediately began looking for new employment rose to **15.9% in September, according to the [jobs report](#) published October 7 by the Bureau of Labor Statistics. This is the highest level of so-called “job leavers” ... since 1990, and indicates the so-called **Great Resignation is *far from over***.**

ADDITIONAL OPTIONS

INNOVATION

LARGE EMPLOYERS

BUREAUCRACY / RED TAPE

CULTURE

WHY IS THIS AN ISSUE FOR LOCAL GOVERNMENT?

PAY

COOLNESS FACTOR

POLICE SENTIMENTS

REMOTE WORK / FLEXIBILITY

HEALTH INSURANCE



THE EVOLVING WANTS OF THE PUBLIC SECTOR WORKER



- Schedule Flexibility
- Remote Work & Flex Hours
- Healthy Work Environment
- Physical & Mental Wellness
- Job Duty Flexibility
- Recognition & Respect



SHOULD I STAY OR SHOULD I GO?

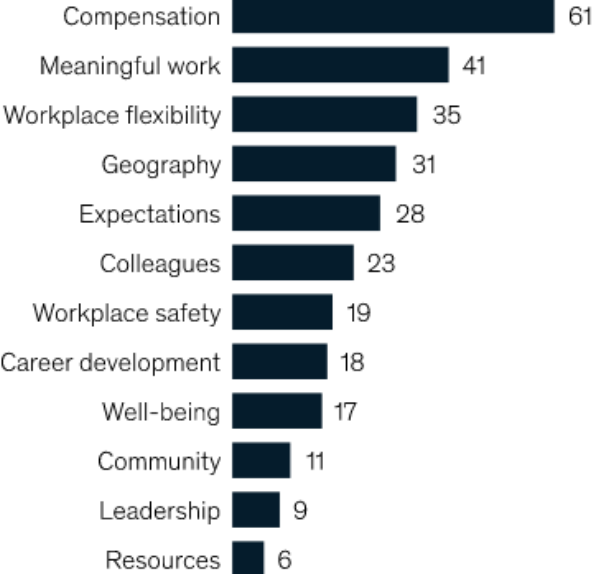
Top 3 Reasons They Stay:
Compensation
Meaningful Work
Workplace Flexibility



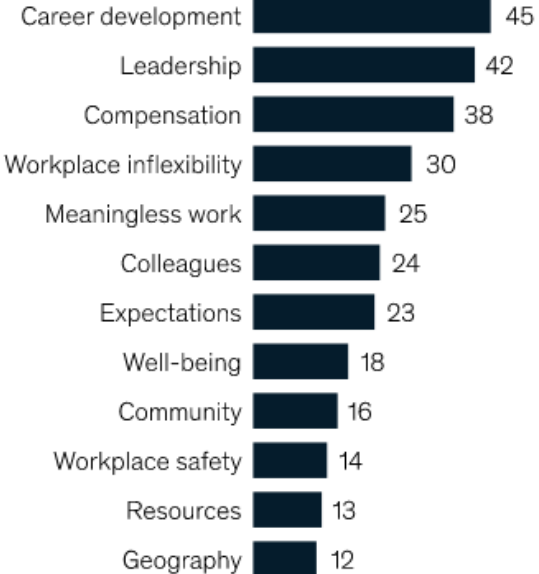
Top 3 Reasons They Go:
Lack of Career Development
Leadership Issues
Compensation

Reasons for public-sector employees planning to stay at or leave current role in the next 3–6 months

Reasons for staying, % of respondents (n = 1,118)



Reasons for leaving, % of respondents (n = 385)



40 percent [of those surveyed] said they were thinking of leaving due to uncaring and uninspiring leadership, compared with 29 percent of respondents in our global survey. This suggests that:

GOVERNMENT LEADERS WHO INSPIRE THEIR WORKERS ... PLAY A CRUCIAL ROLE IN TALENT RETENTION

Why is this an issue in New York's Counties?

- ! **Tier 5, 6**
- ! **Economy**
- ! **Cost of living in NY and remote work/flexibility (*THIS is also an opportunity!*)**
- ! **Insurance costs**
- ! **Red tape/bureaucracy**



*They will eventually
come back to work,
right?*



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Opportunities



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Opportunities

1

**Total Compensation
Strategy**

2

**Training / Professional
Development**

3

**Mission-Orientation of
Public Service Work**

4

Culture / Recognition

5

Pay, Yes Pay

6

**Community Quality of
Life / Demographics**



Community Quality Of Life / Demographics

- ✓ **Counties should be looking outside of the organizational walls and using their platform of service delivery to improve the “conditions” of living in their communities.**
- ✓ **Housing**
- ✓ **Poverty**
- ✓ **Parks & Recreation and Cultural attractions**
- ✓ **Offerings, events, festivals, etc.**

Strategies



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Strategies

Review compensation

Stay interviews

Exit interviews

Onboarding Improvements

Pre-employee experience

Leadership Development Programs

Culture

Targeted investments

Technology

Recruitment ads

Update job descriptions

Coaching/Mentoring

DEI efforts

Pre-employment programs

Remote work

Work-life balance

Wellness and supports



More Strategies

On-the-Spot Hiring Events

Internal Training Programs

Engagement with High Schools, BOCES

Quickening of the Hiring Process from Start-Finish

Value Proposition,
Public Service Motivation,
“Counties Matter”

Public Engagement, Town Halls
and Resident Forums

Non-Traditional Candidate Pools

Formal Recognition and
Appreciation Events/Programs



Final Thoughts

Value Propositions

Benefit Alignment

Tell Your Story / Start Young

Invest & Train

Rightsizing Pay

Support/Mental Health

Career Paths

Right People / Right Places



Thank you!



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