

2020 Staffing and Compensation Planning In Response to COVID-19

Pre-Webinar Survey Responses

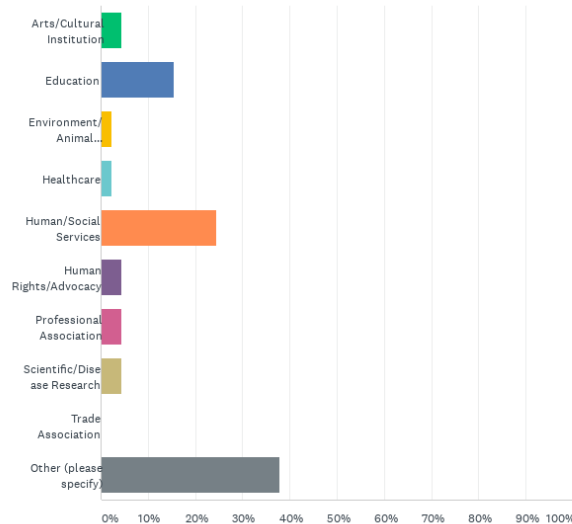


May 13, 2020

Industry Sector

A total of 45 responses were received, with a strong representation of human/social service agencies and educational organizations.

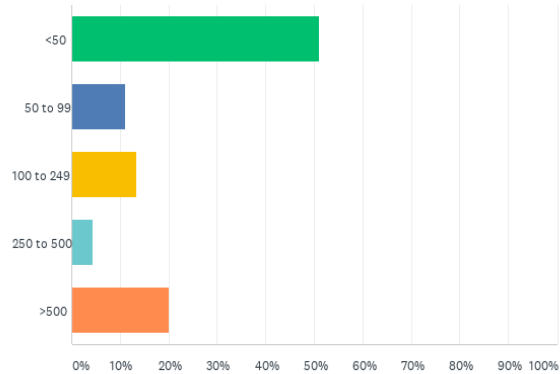
Q8 Please indicate your industry sector



“Other” included a diverse array of industries, including manufacturing, retail, municipal/county government, renewable energy, natural resources, managed IT support services, business to business services, hospitality, building material/construction, consulting, and multi-industry service provider.

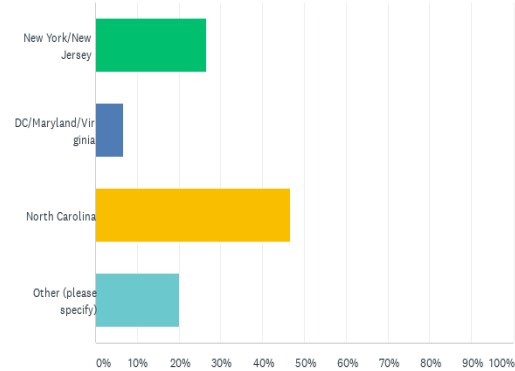
Staff Size and Location

Q9 Please indicate the number of FTE employees in your organization.



The majority of respondents have fewer than 50 full-time equivalent employees

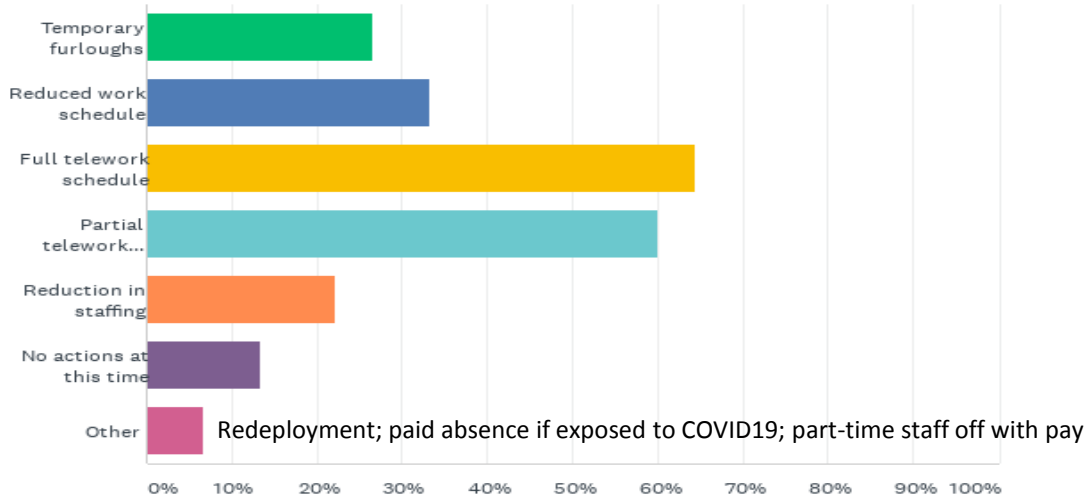
Q10 Geographic Location



“Other” locations included Pennsylvania, Canada, Atlanta, Michigan, the Midwest, Kentucky, Massachusetts, and “Global”.

Planned Staffing Actions

Q1 Planned Staffing Actions



50% of responding companies plan to implement multiple approaches, beyond full or partial telework options, including furloughs, reduced schedules, or reduction in staffing.

Furloughs and Reductions in Work Schedule

Who is affected?

- Temporary, seasonal and non-essential staff
- Those who are unable to work remotely
- Operations, maintenance, security, clerical, customer service representatives
- Executives (for reduction in work schedule only)

How long will staff be furloughed?

- Most expect 2 to 3 months

What is the expected reduction in work schedules?

- Average of 22.3%; most frequent response was 25%
- Responses ranged from 10% to 50%

Reductions in Staffing

Who will be affected?

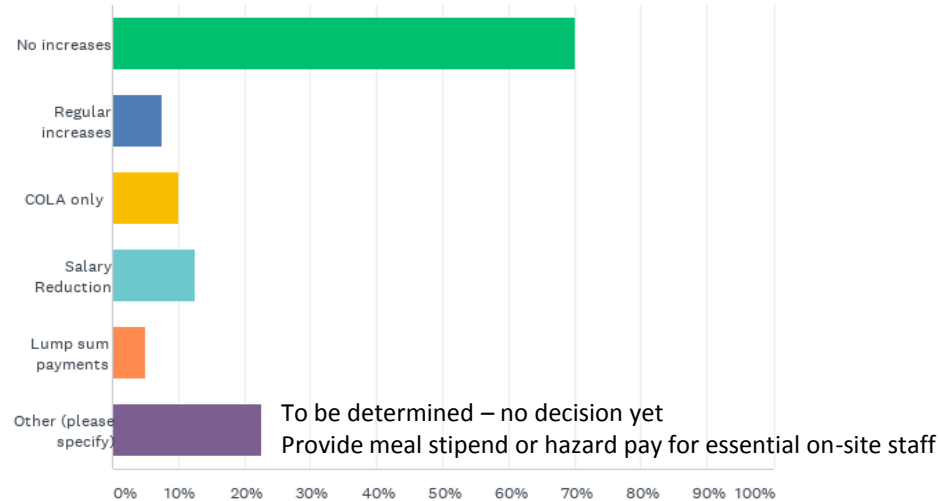
- Part-time and temporary staff
- Operations
- Custodians
- Program
- Office and sales staff

What % of the workforce is targeted?

- Average of 17.6%; most frequent response was 25%
- Responses ranged from 1% to 50%

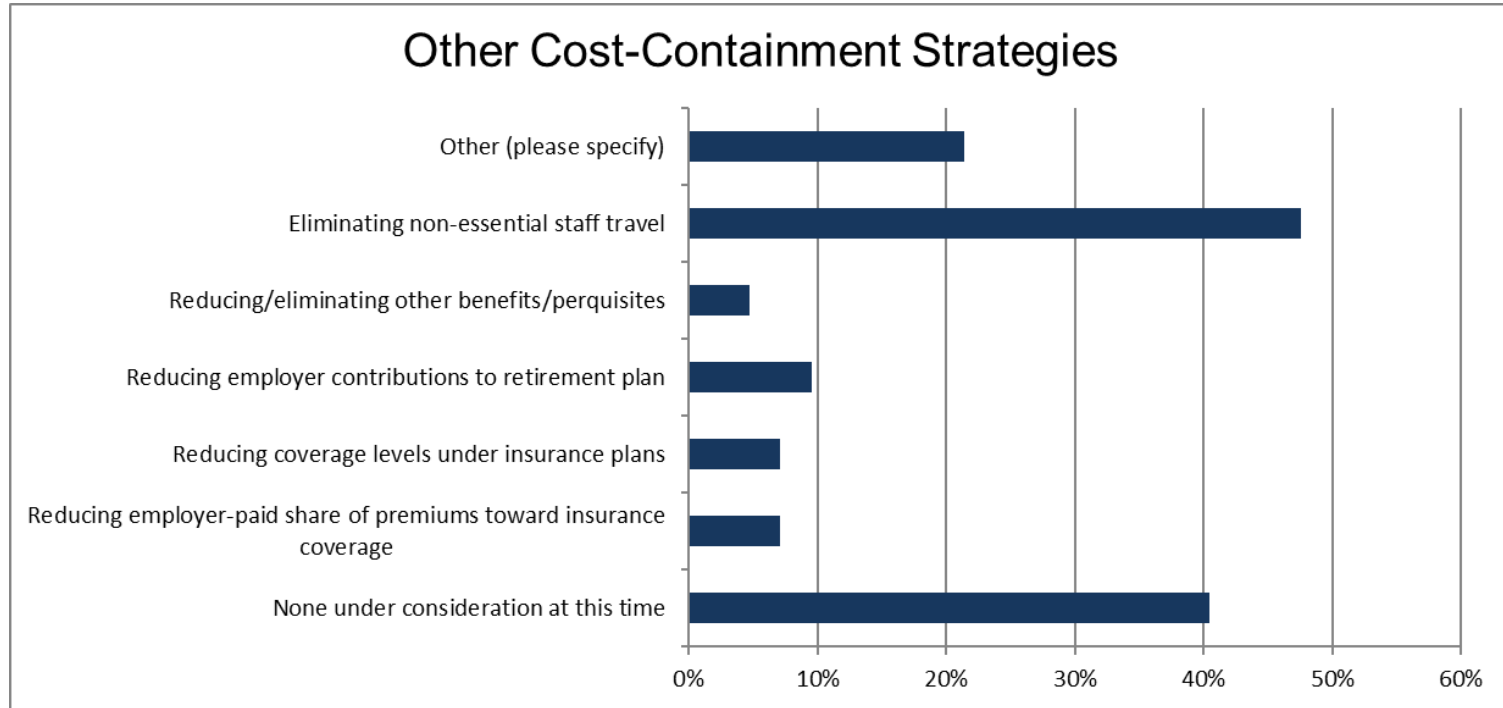
Planned Compensation Actions

Q4 Planned Compensation Actions



- For those planning increases or COLAs, the average is 3% -- ranging from 2% to 5%.
- For those reducing salaries, the average is 20% -- ranging from 5% to 50%.

Other Cost-Containment Strategies



Other Cost-Containment Strategies (continued)

- Reduce departmental budgets by 5%
- Implement zero-based budgeting for coming fiscal year
- Spending freeze – no new commitments
- Reduce supply and copying expenses
- Cancel staff retreat/events
- Hiring freeze
- Pause new programming
- Review office space needs: sublet or renegotiate lease

About JER HR Group LLC

JER HR Group is a full-service human resource consulting firm with nearly 30 years' experience and expertise in meeting the strategic and complex HR needs of organizations across the U.S. We provide customized services with a team of more than 30 experienced professionals in Training, Consulting, Compensation and Executive Recruiting to meet your critical business needs and the unique needs and challenges of our clients.

Our team of HR industry specialists provides expert assistance that is tailored to the individual needs and challenges of each valued client. We have extensive experience working with organizations of all sizes and types in supporting their HR functions including leadership training and development, executive search and recruiting, compensation design, compliance, and HR technology solutions. We work closely with client Human Resources Departments to design programs and strategies that are targeted to their individual organizational needs, easy to implement and built upon leading edge best practices.

As a leading Human Resource outsourcing firm, JER HR Group provides HR services for city governments, non-profit organizations and for-profit companies both large and small, from Fortune 500 companies to family businesses. We provide professional external team support with extended services and expertise. Our HR services include HR Audits, Interim HR Management, Employee Handbooks, Safety and Compliance Consulting, and Organizational Analysis.

