



# Out of the Box Committee

TEAGHAN BERKEY - PARKS AND RECREATION  
BRITTNEY HUSCHKA - THE MONUMENT  
HEATHER JASNOCH - THE MONUMENT  
DEIRDRE KNELL - THE LIBRARY  
KRISTIN GARVIN - COMMUNITY DEVELOPMENT  
KATY MCPHERSON - HUMAN RESOURCES



# Overview

**445 full-time benefited employees answered our survey**

Recruitment and retention have held a continuous place in the headlines both locally and nationally. Our departments struggle to find and keep qualified applicants for longer than 5 years. Due to this, City leadership has formed a committee of front-line workers to help resolve this issue by looking into the relationship between benefits and recruitment /retention.

445 full-time benefited employees completed the survey and extensive research was done on benefits and their connection to motivation in the workplace. Through this survey and research process, four benefit categories were identified as high motivators in the recruitment and retention of frontline employees

- Student Loan Assistance
- Parental Leave
- Paid Time Off
- Childcare Assistance

# SURVEY OVERVIEW

## BASED ON FILTERED DEMOGRAPHICS

- AGE RANGE OF 18-44
- EMPLOYED WITH THE CITY FOR LESS THAN 5 YEARS
- NOT CURRENTLY IN A SUPERVISORY OR MANAGEMENT ROLE



55%

Employees stated their family unit includes children



53%

Employees state they are unhappy with the leave accrual rates



78%

Stated they would use City subsidized or City ran childcare if it was available



59%

Stated they have or plan to incur student loan debt, and 83% of those individuals stated tuition assistance would be an incentive to continue employment with the City

# Tuition Payment

## Statistics

- The average U.S household with student loan debt owes an estimated \$57,520
- Younger employees are looking for immediate financial support for education-based debt
- 9 in 10 graduates are seeking jobs with employers who offer repayment and many of those individuals would consider switching organizations to receive this benefit

## City of Rapid City Survey Results

- Student Loan Debt
  - 18% - over \$50,000
  - 10% - \$30,000 - \$50,000
  - 30% - \$10,000 - \$30,000
  - 42% - \$0 - \$10,000

## Tuition Repayment

- For City of Rapid City Employees during their tenure
- Lessen the burden of education debt of employees'
- Immediate financial support designed to minimize the debt professionals already have

# Paid Family Leave

## Statistics

- Nearly 30 % of women drop out of the workforce within a year after giving birth and 20% of those women will not return to work for over a decade
- 1 in 4 women go back to work within 10 days of giving birth
- Only 20% of employees nationwide receive paid family leave for the birth of a child

## City of Rapid City Survey Results

- Having paid parental leave through work is important to me.
  - 95% either - strongly agreed or agreed with this statement

The City of Rapid City does not currently offer Paid Family Leave for employees.

- Exception: Sworn Female Officers with the Fraternal Order of Police are given 6 weeks of paid leave.

# Leave Accrual Rates

## Statistics

- Work-life balance is becoming increasingly important to younger workers
  - Taking time off decreases the likelihood of job-related stress by 56%
  - Vacation/Paid time off is valued 37% more than pay raises
  - Paid sick days are valued 32% more than pay raises

## City of Rapid City Survey Results

- Question: I am satisfied with the current vacation leave accrual amount I receive.
  - 53% of employees who answered stated they were not happy with their leave accrual rate and would like to see an increase

## Competitor Numbers

- An average of 93% more sick leave than the City
- An average of 25% more vacation days than the City

# Childcare

## Statistics

- Studies have shown that providing childcare services improves employee recruitment and reduced turnover
- According to Elevate Rapid City, unreliable and insufficient childcare results in lost revenue and increased hiring costs. This costs South Dakota an estimated \$146 million annually

## Elevate Statistics

- Access - 43% of South Dakotans live in a childcare "desert". Availability is limited for families who have infants and toddlers, and work evening and night shifts
- Affordability - The average cost of infant care in a center in SD is \$6,500 yearly, compared to the average public college tuition of \$8,700
- Quality - Just 28% of SD childcare providers are licensed or registered with the state, so the quality of care received by many children is unknown

## City of Rapid City Survey Results

- Employees pay an average of \$217 a week for childcare, \$11,284 per year
- 78% use or plan to use Daycare
- 63% would use City based childcare benefits

## On-site Child Care Provided by Employer

- Provide an onsite childcare facility for employees
- Monthly/Weekly costs for employees
- Fixed weekly rate or hourly weekly rates
- Taken out of employee pay check directly



# Retention & Recruitment

**We believe that our research can help lower the attrition rate and together we can ensure that the City of Rapid City will remain a top tier employer within the growing region.**