EMPLOYMENT OUTLOOK SURVEY
Public Sector Hiring Trends 2020

WHERE IPMA-HR MEMBERS WORK

<table>
<thead>
<tr>
<th>Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Local/Municipality</td>
<td>74%</td>
</tr>
<tr>
<td>State</td>
<td>10%</td>
</tr>
<tr>
<td>Special Districts</td>
<td>7%</td>
</tr>
<tr>
<td>Federal</td>
<td>3%</td>
</tr>
<tr>
<td>University or College or Public Schools</td>
<td>2%</td>
</tr>
<tr>
<td>Other</td>
<td>4%</td>
</tr>
</tbody>
</table>

HIRING

Do you plan to hire for new positions in 2020?

- Yes: 64%
- No: 22%
- Not Sure: 14%

Of those hiring in 2020,

- 41% plan on hiring less than 1 percent of their current workforce
- 30% plan on hiring between 1-2 percent of their workforce
- 20% plan on hiring more than 2 percent of their workforce

LAYOFFS

Do you plant to have layoffs in 2020?

- Yes: 10%
- No: 77%
- Not Sure: 13%

Of those planning layoffs in 2020,

- 59% plan layoffs for less than 1 percent of their current workforce
- 21% plan layoffs for 1-2 percent of their workforce
- 14% plan layoffs for more than 2 percent of their workforce

CURRENT TRENDS

Has your organization introduced technology/automation that now handles all or part of the activities done by employees?

- Yes: 25%
- No: 65%
- Not Sure: 8%

How has the organization handled technology/automation replacing part or all of the activities done by employees?

- Reassigned staff to other activities: 79%
- Other - includes “do not fill vacant positions” and “reduced overtime”: 27%
- Laid off staff: 6%

EMPLOYMENT ACTIONS

Are there plans for any of the following actions in 2020?

- Furloughs: 1%
- Pay Freezes: 4%
- Hiring Freezes: 5%
- Increased Employee Contributions for Benefits: 22%
- Pay Increases: 80%

With vacant jobs, do you plan to leave some unfilled for budgetary reasons?

- Yes: 20%
- No: 59%
- Not Sure: 21%