

2020 PAID PARENTAL LEAVE REPORT



Report to the Governor's Office

August 2020



NORTH CAROLINA Office of
State Human Resources

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North Carolina Office of State Human Resources

Executive Summary

Executive Order 95, Providing Paid Parental Leave to Eligible State Employees, signed by Governor Roy Cooper on May 23, 2019, provides eight (8) weeks of fully Paid Parental Leave to eligible state employees who have given birth to a child and four (4) weeks of fully Paid Parental Leave to eligible state employees in other circumstances involving the birth of a child to those employees, or the adoptive, foster or other legal placement of a child with an eligible state employee. In accordance with the Executive Order, Paid Parental Leave became effective September 1, 2019.

More than 1,600 state employees used Paid Parental Leave in the first 10 months since the benefit became available.

With the average age of state employees at 46, and 23% of state employees eligible for full retirement benefits within five years, PPL is a critical recruitment and retention tool to bring new employees into the state workforce, said State Human Resources Director Barbara Gibson.

“Offering Paid Parental Leave quickly established itself as a way to help level the playing field between state government and the private sector,” Gibson said. “It is important that we are recognized as a workplace with competitive benefits to recruit and retain top workers with in-demand skills and provide needed support that enable them to see public service as a rewarding career choice.”

Participating Agencies

The Paid Parental Leave program applies to state employees of any North Carolina department, agency, board or commission under the Governor’s oversight. In addition, the following non-Cabinet agencies have voluntarily agreed to provide Paid Parental Leave to eligible employees:

- Department of Agriculture and Consumer Services
- Department of Public Instruction
- North Carolina Community College System Office
- North Carolina Board of Elections
- North Carolina Wildlife Resources Commission
- Office of Administrative Hearings
- Office of the Commissioner of Banks
- Office of the Secretary of State
- Office of the State Auditor
- Office of the State Controller
- University of North Carolina System*

* UNC constituent institutions had the discretion to implement Paid Parental Leave program between January 1, 2020 and April 30, 2020

The NC Education Lottery, an independent branch of state government, also offers Paid Parental Leave to eligible employees. Paid Parental Leave usage for NC Education Lottery employees is listed in the tables on page 5-6.

There are three state agencies, Department of Insurance, Department of Labor and State Treasurer, that do not participate in Paid Parental Leave.

Executive Summary

Pilot Program

General Statute Sec. 126-1 establishes one system of personnel administration under the Governor. Currently, nothing allows separate leave or benefit policies for State Human Resources Act (SHRA) subject employees to be independently established outside of the confines of Chapter 126 by any official except the Governor.

The State Human Resources Commission and the Governor's Office approved a pilot program to provide an alternate option for participating agencies to administer Paid Parental Leave. Office of State Human Resources (OSHR) established a policy to align with the pilot program.

The Department of Justice is the only state agency that elected to participate in the Paid Parental Leave Pilot program.

The pilot program provides eight (8) weeks of fully Paid Parental Leave to eligible state employees who have given birth to a child and eight (8) weeks of fully Paid Parental Leave to eligible state employees in other circumstances involving the birth of a child to those employees, or the adoptive, foster or other legal placement of a child with an eligible state employee.

Reporting Responsibility

Executive Order 95 also charges OSHR to report to the Office of the Governor on the implementation and usage of Paid Parental Leave by September 1, 2020 and each year thereafter. The reporting period of September 1, 2019 to June 30, 2020 was used for the first report. Next year, and each year thereafter, will align with the fiscal year (July 1 through June 30).

Implementation Timeline

Date	Action Taken
July 2019	Developed and disseminated Paid Parental Leave guidelines.
July 2019	Developed a Paid Parental Leave Pilot Program.
July 2019	Collaborated with the Office of the State Controller to make modifications to the Integrated HR Payroll System to include reporting tools.
August 2019	Developed frequently asked questions.
August 2019	Developed a Paid Parental Leave website.
August 2019	Developed Paid Parental Leave training; trained more than 115 agency Human Resources Directors and Time and Leave Specialists.
Sept. 1, 2019	Implementation of Paid Parental Leave Program & Paid Parental Leave Pilot Program.

Employees Using Paid Parental Leave

Caitlin and Drew Gardner (Greenville)

Caitlin Gardner: Mental Health Clinical Pharmacist, Walter B. Jones Center, N.C. Department of Health and Human Services

Drew Gardner: Electrician, East Carolina University

With a difficult pregnancy that required a month of hospitalization prior to delivery on Feb. 1, Caitlin Gardner was deeply grateful to have access to eight weeks of PPL.

“There’s no way I could have gone back to work right away. I wasn’t even allowed to drive,” Gardner said. “Having the Paid Parental Leave, I was able to recover at home and not feel rushed to go back to work when I really wasn’t able.”



Husband Drew Gardner took his four weeks of PPL at the end of her maternity leave, ensuring the family was able to keep their son Tate home during the COVID-19 pandemic. A family member now provides childcare so the couple can report to work.

Gardner describes her baby as “sweet and outgoing.”

“He’s always laughing and smiling, and he’s crawling way too early and already sitting up,” she said.

Genia Newkirk (Raleigh)

DMV Division of School Bus and Traffic Safety, N.C. Department of Transportation

Genia Newkirk knew that her brother had a child with a woman with whom he no longer had a relationship. She had no connection with the child until she discovered that she and several half-siblings had been placed in the foster care system due to an unstable home life.

“I was hesitant in accepting the responsibilities that come with raising a child, but my faith in God provided me the courage and strength to accept this new responsibility,” said Newkirk, who has an adult son.



She arranged to meet the then-5-year-old child at a foster home. The two had an immediate connection and she requested a transfer in foster care. On Sept. 10, 2019, just days after PPL went into effect, Newkirk finalized legal guardianship of the now 7-year-old Nadia Newkirk, who calls her Auntie G.

Being able to use PPL to support Nadia’s adjustment to her new life, including required counseling, home visits and other needs, as well as allow time for Newkirk to adjust to the new routine of parenting an active daughter, has enabled her to manage her time, bills and workload.

“Paid Parental Leave really helped provide the down time we needed to become a family,” Newkirk said, adding with pride that her daughter’s teacher described her as “the most resilient child from the foster system she’s ever had.”

While the journey has not been without challenges, Newkirk said she now can’t imagine her life without Nadia. “She’s just an amazing child, happy and artistic, with 50 million questions from the time she wakes up until she goes to bed.”

Tashamma Smith (Raleigh)

Business Registration Division, Office of the Secretary of State

Since April 2019, Tashamma Smith has been foster mother to an 8-year-old daughter who she is now in the process of adopting. She took her four weeks of PPL all at once, returning to her job in August.

Employees Using Paid Parental Leave

“I thought about taking it intermittently, but this really allowed me to spend time with her to learn her strengths and weaknesses, and how I can help her,” Smith said.

The child, who calls her Mommy, is musically inclined with a beautiful singing voice. She loves gymnastics, swimming and animals.

She also enjoys connecting with siblings who have been adopted from foster care by other families, all of whom live within an hour’s drive. “It’s important to all of the families that they keep in touch,” Smith said.

In addition to bonding, PPL allowed Smith time for actions mandated by the foster system, as well as to prepare for adoption. “So much of your time is filled up doing required things,” Smith said. “Paid Parental Leave allowed me to have more time with my child, so we both didn’t feel burned out at the end of the day.”

Melissa and Daniel Logue (Wilson)
Longleaf Neuro-Medical Center, N.C. Department of Health and Human Services
Both are Licensed Practical Nurses (LPN)



Last Sept. 6, Melissa and Daniel Logue welcomed newborn Roman into their family. About six months later, the paperwork for his adoption became final.

“It’s hard to believe he’s about to have his first birthday,” said Daniel Logue, who described his son as “really intelligent” and “always happy.”

The couple both work as nurses for Longleaf Neuro-Medical Center and both were eligible for four weeks of PPL, which they extended with a few weeks of earned vacation leave.

“It was enormously helpful to have that time to spend with him, and also to address all the

communication necessary with the birth parents, the agency and the attorneys,” Logue said.

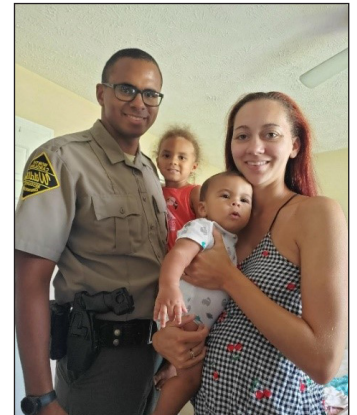
“It also was great knowing that we both had leave available for future needs. We didn’t have to worry about taking time for doctor’s appointments or anything that might come up.”

Logue said a coworker recently asked him about the experience of using PPL as she also is considering adopting a child.

“I told it was great for us and helped so much with getting through the process,” he said. “Those early weeks are so important to spend time with your child. We’re grateful we had Paid Parental Leave to see us through that.”

Miles Sampson (Lumberton)
Senior Officer, Wildlife Resources Commission

In planning for the arrival of his second child, Officer Miles Sampson figured he’d do the same thing as when daughter Riley was born three years ago: dip into his accrued sick leave and take two weeks off to help his wife, Candice, and bond with the baby.



Instead, when son Hunter arrived on Feb. 12, Sampson was able to take four weeks of PPL.

“I had heard about Paid Parental leave and knew it was available to mothers, but I was really excited when I found out it applied to fathers, too,” said Sampson, who lives and works in Robeson County. “I was able to do more to help my wife and it was a real benefit to bond with our son. It was a whole different experience from when our daughter was born.”

Sampson is grateful to still have earned sick leave and vacation leave for future needs. “I know I’ll need it eventually, when the kids or my wife are sick, or when we can take time off as a family,” he said.

Paid Parental Leave Metrics

Employee Usage by Agency

Agency	Parental Leave (8 weeks)	Parental Leave (4 weeks)	Total
Information Technology	0	9	9
Administration	2	1	3
Administrative Hearings	0	0	0
Agriculture & Consumer Sciences	11	23	34
Commissioner of Banks	0	0	0
Commerce	10	2	12
Environmental Quality	8	10	18
Health and Human Services	148	83	231
Justice	19	1	20
Military and Veterans Affairs	0	0	0
Natural and Cultural Resources	11	16	27
Public Instruction	3	1	4
Public Safety	139	331	470
Governor's Office	0	1	1
Community Colleges	0	1	1
NC Education Lottery	1	3	4
State Human Resources	0	1	1
State Budget and Management	3	2	5
NC Board of Elections	1	0	1
Revenue	11	7	18
Transportation	9	126	135
Wildlife Resources Commission	1	11	12
TOTALS	377	629	1006

Agency Totals by Gender

Gender	# of Employees	Cost
Female	414	\$2,284,030.14
Male	592	\$2,112,339.31
TOTALS	1,006	\$4,396,369.45

Agency Average Cost Per Person

# of Employees	Total Cost	Average Cost
1,006	\$4,396,369.45	\$4,370.15

Paid Parental Leave Metrics

Total Hours by Agency

Agency	Total Hours Used	Cost
Information Technology	1291	\$2,783.60
Administration	792	\$23,570.88
Administrative Hearings	0	0
Agriculture and Consumer Sciences	5943	\$124,408.25
Commissioner of Banks	0	0
Commerce	2762.5	\$74,722.03
Environmental Quality	3591	\$100,041.20
Health and Human Services	54699.5	\$1,166,100.93
Justice	5502	\$191,032.48
Military and Veterans Affairs	0	0
Natural and Cultural Resources	4927.25	\$107,322.71
Public Instruction	1120	\$29,798.40
Public Safety	87652.75	\$1,818,933.76
Governor's Office	120	\$5,409.60
Community Colleges	128	\$5,011.20
NC Education Lottery	800	\$25,184.00
State Human Resources	63	\$1,964.97
State Budget and Management	944	\$31,321.00
NC Board of Elections	320	\$14,812.80
Revenue	4250.5	\$106,073.24
Transportation	19499.5	\$519,631.76
Wildlife Resources Commission	1888	\$48,246.64
TOTALS	196,294	\$4,396,369.45

Agency Totals by Age Group

Age	Count by Age	Cost
20 - 29	327	\$1,273,241.60
30 - 39	537	\$2,575,822.19
40 - 49	118	\$481,834.09
50 - 59	19	\$47,379.49
60 - 69	5	\$18,092.08
TOTALS	1,006	\$4,396,369.45

Paid Parental Leave Metrics

Employee Usage by University

Agency	Parental Leave (8 weeks)	Parental Leave (4 weeks)	Total
Appalachian State University	16	16	32
East Carolina University	27	29	56
Elizabeth City State University	0	0	0
Fayetteville State University	2	1	3
NC Central University	3	5	8
NC School of Science and Mathematics	0	3	3
North Carolina A&T State University	2	3	5
North Carolina State University	88	140	228
School of the Arts	1	2	3
UNC Asheville	1	2	3
UNC Chapel Hill	77	49	126
UNC Charlotte	21	29	50
UNC Greensboro	9	9	18
UNC Pembroke	9	7	16
UNC System Office	2	3	5
UNC Wilmington	11	17	28
Western Carolina University	7	14	21
Winston Salem State University	0	3	3
TOTALS	276	332	608

University Totals by Gender

Gender	# of Employees	Cost
Female	387	\$2,551,790.53
Male	221	\$907,824.92
TOTALS	608	\$3,459,615.45

Total Hours for the Universities do not reflect actual hours used as some Universities did not report the actual hours used. Note that this does skew the total costs.

University Average Cost Per Person

# of Employees	Total Cost	Average Cost
608	\$3,459,615.45	\$5,690.16

Paid Parental Leave Metrics

Total Hours by University

Agency	Total Hours Used	Cost
Appalachian State University	6888	\$145,930.98
East Carolina University	11655.75	\$292,241.51
Elizabeth City State University	0	0
Fayetteville State University	724	\$15,756.20
NC Central University	1520	\$36,055.60
NC School of Science and Mathematics	480	\$11,848.00
North Carolina A&T State University	592	\$11,586.44
North Carolina State University	49584	\$1,420,902.83
School of the Arts	544	\$13,026.02
UNC Asheville	640	\$13,724.80
UNC Chapel Hill	24351.05	\$730,482.51
UNC Charlotte	10552	\$275,234.24
UNC Greensboro	3872	\$101,871.35
UNC Pembroke	3560	79053.6
UNC System Office	976	\$28,508.34
UNC Wilmington	5994	\$159,403.70
Western Carolina University	4480	\$115,273.60
Winston Salem State University	480	\$8,715.72
TOTALS	126,892.80	\$3,459,615.45

University Totals by Age Group

Age	Count by Age	Cost
20 - 29	127	\$588,685.42
30 - 39	388	\$2,268,899.36
40 - 49	85	\$576,157.02
50 - 59	6	\$17,228.85
60 - 69	2	\$8,644.80
TOTALS	608	\$3,459,615.45

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Paid Parental Leave Metrics

Cumulative Usage

Agencies/Universities	Parental Leave (8 weeks)	Parental Leave (4 weeks)	Total Employees
Agencies	377	629	1,006
Universities	276	332	608
TOTALS	653	961	1,614

Cumulative Hours Used

Agencies/Universities	Total Hours Used	Cost
Agencies	196,294	\$4,396,369.45
Universities	126,892.80	\$3,459,615.45
TOTALS	323,186.8	\$7,855,984.90

Cumulative Totals by Gender

Gender	# of Employees	Cost
Female	801	\$4,835,820.67
Male	813	\$3,020,164.23
TOTALS	1,614	\$7,855,984.90

Cumulative Cost Per Person

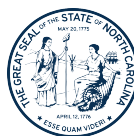
# of Employees	Total Cost	Average Cost
1,614	\$7,855,984.90	\$4,867.40

Cumulative Totals by Age Group

Age	Count by Age	Cost
20 - 29	454	\$1,861,927.02
30 - 39	925	\$4,844,721.55
40 - 49	203	\$1,057,991.11
50 - 59	25	\$64,608.34
60 - 69	7	\$26,736.88
TOTALS	1,614	\$7,855,984.90

Total Hours for the Universities do not reflect actual hours used as some Universities did not report the actual hours used. Note that this does skew the total costs.

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