2021 PAID PARENTAL LEAVE REPORT

NORTH CAROLINA Office of
State Human Resources

Report to the Governor's Office on Executive Order No. 95,
Providing Paid Parental Leave to Eligible State Employees
for the Period of September 1, 2020 through June 30, 2021

AUGUST 31, 2021

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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.

To date, more than 3,600 state employees have used Paid Parental Leave since the benefit became available. This represents a 19% increase in usage of the Paid Parental Leave benefit for employees in state agencies and universities. The total salary cost for Paid Parental Leave since its inception is $18,551,958.

"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 when Paid Parental Leave marked its first anniversary in September 2020. "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 Labor
- Department of Public Instruction
- North Carolina Community College System Office
- 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 pages 7-8.

There are two non-cabinet state agencies, Department of Insurance and State Treasurer, that do not participate in Paid Parental Leave.

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 plan 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 plan. Effective April 1, 2021, the Psychology Board joined the Department of Justice in implementing a Paid Parental Leave pilot program for its employees.

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 for this report is September 2020 to June 30, 2021.

The previous year's report can be found by clicking here.

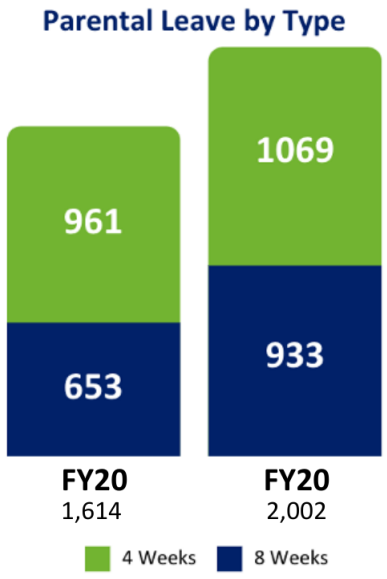
Conclusion

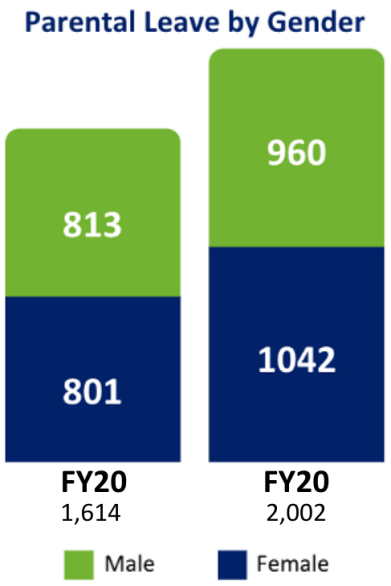
As stated, more than 3,600 state employees have used Paid Parental Leave since the benefit became available. The 19% increase in use from FY2020 to FY2021 also reflects the increase of 10 months of data for the first report and a full year for the second. OSHR will continue to market the benefit program proactively as a recruitment and retention tool that helps to make state government careers more competitive with private sector opportunities. We also will continue to work closely with participating agencies to ensure that employees are aware of PPL's availability and provide support as needed in submitting a request and accurately recording time.

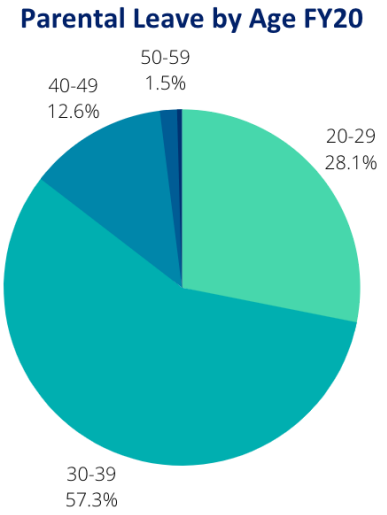
Data and Metrics

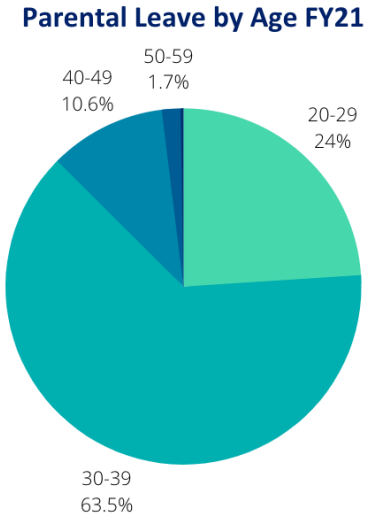
The data and metrics listed below summarize Paid Parental Leave by usage by employees in participating state agencies and universities. All data for FY2021 is presented in tables, with comparisons to FY2020 represented in charts and graphs.

* denotes new data available for FY2021









Employee Usage by Agency			
Agency	**Parental Leave (4 weeks)**	**Parental Leave (8 weeks)**	**Total**
Administration	2	2	4
Agriculture and Consumer Services	15	12	27
Commerce	1	4	5
Commissioner of Banks	1	1	2
Community College System	0	2	2
Education Lottery	1	5	6
Environmental Quality	13	8	21
Health and Human Services	108	189	297
Information Technology	3	1	4
Justice	0	17	17
Labor	3	0	3
Military and Veterans Affairs	0	0	0
Natural and Cultural Resources	19	19	38
Office of Administrative Hearings	0	3	3
Office of Governor	0	1	1
Office of Secretary of State	2	1	3
Office of State Budget and Management	1	0	1
Office of State Controller	0	1	1
Office of State Human Resources	3	0	3
Psychology Board	0	1	1
Public Instruction	1	3	4
Public Safety	314	160	474
Revenue	9	16	25
State Auditor	1	1	2
State Board of Elections	2	0	2
State Bureau of Investigation	2	1	3
Transportation	150	23	173
Wildlife Resources Commission	25	7	32
Totals	**676**	**478**	**1154**

Agency Average Cost Per Person		
# of Employees	**Total Cost**	**Average Cost**
1154	$5,530,155.27	$4,792.16

Total Hours by Agency		
Agency	**Total Hours Used**	**Cost**
Administration	1112	$27,237.12
Agriculture and Consumer Services	5739	$118,515.77
Commerce	1433	$41,552.82
Commissioner of Banks	480	$21,139.20
Community College System	528	$15,818.40
Education Lottery	1368	$32,505.68
Environmental Quality	4081	$108,082.35
Health and Human Services	70660.98	$1,555,756.49
Information Technology	677.5	$25,679.78
Justice	4418.75	$137,216.77
Labor	368	$11,090.24
Military and Veterans Affairs	0	$0.00
Natural and Cultural Resources	8238	$173,148.98
Office of Administrative Hearings	680	$13,189.44
Office of Governor	320	$21,104.00
Office of Secretary of State	640	$11,291.20
Office of State Budget and Management	88	$3,801.60
Office of State Controller	320	$13,712.00
Office of State Human Resources	408	$14,325.20
Psychology Board	136	$2,582.64
Public Instruction	1120	$31,716.80
Public Safety	95002.25	$2,033,586.27
Revenue	5405.92	$128,100.07
State Auditor	474.5	$19,957.33
State Board of Elections	320	$11,099.20
State Bureau of Investigation	504	$13,810.56
Transportation	27433.25	$796,261.45
Wildlife Resources Commission	5928	$147,873.92
Totals	**237,884.2**	**$5,530,155.27**

Agency Totals by Age Group		
Age	**Count by Age**	**Cost**
20 - 29	341	$1,410,566.59
30 - 39	667	$3,412,048.36
40 - 49	119	$619,981.50
50 - 59	24	$80,973.33
60 - 69	3	$6,585.50
Totals	**1154**	**$5,530,155.27**

Employee Usage by Ethnicity at Agencies*			
Agency Ethnicity	**Parental Leave (4 weeks)**	**Parental Leave (8 weeks)**	**Total**
American Indian or Alaskan Native	17	5	22
Asian or Pacific Islander	12	8	20
Black or African American	149	183	332
Hispanic/Latino	18	20	38
Not Specified	2	3	5
Two or More Races	6	7	13
White	472	252	724
Totals	**676**	**478**	**1154**

Agency Total Hours Used by Ethnicity*		
Ethnicity	**Total Hours Used**	**Cost**
American Indian or Alaskan Native	22	$97,189.24
Asian or Pacific Islander	20	$123,266.24
Black or African American	332	$1,525,032.54
Hispanic/Latino	38	$184,456.57
Not Specified	5	$19,055.76
Two or More Races	13	$70,035.68
White	724	$3,511,119.24
Totals	**1154**	**$5,530,155.27**

Agency Average Cost Per Person by Ethnicity*		
Ethnicity	**Total Cost**	**Average Cost**
American Indian or Alaskan Native	$97,189.24	$4,417.69
Asian or Pacific Islander	$123,266.24	$6,163.31
Black or African American	$1,525,032.54	$4,593.47
Hispanic/Latino	$184,456.57	$4,854.12
Not Specified	$19,055.76	$3,811.15
Two or More Races	$70,035.68	$5,387.36
White	$3,511,119.24	$4,849.61
Totals	**$5,530,155.27**	**$4,792.16**

Employee Usage by University			
University	**Parental Leave (4 weeks)**	**Parental Leave (8 weeks)**	**Totals**
Appalachian State University	15	13	28
East Carolina University	45	59	104
Elizabeth City State University	0	1	1
Fayetteville State University	1	3	4
North Carolina A & T State University	8	9	17
North Carolina Central University	5	9	14
North Carolina School of Science & Math	1	3	4
North Carolina State University	92	104	196
UNC Asheville	2	5	7
UNC Chapel Hill	135	146	281
UNC Charlotte	11	24	35
UNC Greensboro	22	19	41
UNC Pembroke	7	7	14
UNC School of the Arts	3	3	6
UNC System Office	6	7	13
UNC Wilmington	19	24	43
Western Carolina University	15	13	28
Winston Salem State University	6	6	12
Totals	**393**	**455**	**848**

University Totals by Gender		
Gender	**# of Employees**	**Cost**
Female	536	$3,825,848.64
Male	312	$1,339,969.36
Totals	**848**	**$5,165,818.00**

University Average Cost Per Person		
# of Employees	**Total Cost**	**Average Cost**
848	$5,165,818.00	$6,091.77

Total Hours by University		
University	**Total Hours Used**	**Cost**
Appalachian State University	6416	$142,609.16
East Carolina University	23459.3	$552,584.78
Elizabeth City State University	168	$4,764.48
Fayetteville State University	640	$14,493.47
North Carolina A & T State University	3864	$93,052.96
North Carolina Central University	3120	$72,000.00
North Carolina School of Science & Math	960	$27,649.60
North Carolina State University	47840	$1,350,651.20
UNC Asheville	1920	$49,907.20
UNC Chapel Hill	58687.57	$1,799,701.90
UNC Charlotte	8015.5	$212,369.48
UNC Greensboro	6456.25	$154,726.23
UNC Pembroke	3410.67	$84,382.31
UNC School of the Arts	1440	$28,846.32
UNC System Office	2750	$100,666.45
UNC Wilmington	9327	$251,409.26
Western Carolina University	6440	$142,366.40
Winston Salem State University	2464	$83,636.80
Totals	**187,378.29**	**$5,165,818.00**

University Totals by Age Group		
Age	**Count by Age**	**Cost**
20 - 29	139	$695,726.54
30 - 39	604	$3,745,029.73
40 - 49	93	$661,589.57
50 - 59	10	$54,948.96
60 - 69	2	$8,523.20
Totals	**848**	**$5,165,818.00**

University Employee Usage by Ethnicity*			
Ethnicity	**Parental Leave (4 weeks)**	**Parental Leave (8 weeks)**	**Total**
American Indian or Alaskan Native	6	3	9
Asian or Pacific Islander	9	26	35
Black or African American	52	74	126
Hispanic or Latino	20	21	41
Not Hispanic or Latino	53	70	123
Not Specified	6	5	11
Two or More Races	3	3	6
White	240	247	487
White/Asian	1	0	1
White/Black	1	0	1
White/Hispanic	2	6	8
Totals	**393**	**455**	**848**

University Hours Used by Ethnicity*		
Ethnicity	**Total Hours Used**	**Cost**
American Indian or Alaskan Native	1962.67	$45,417.52
Asian or Pacific Islander	9256	$261,822.44
Black or African American	27764.5	$753,946.48
Hispanic or Latino	8799.2	$228,598.66
Not Hispanic or Latino	28131.3	$666,709.42
Not Specified	2286.5	$47,257.42
Two or More Races	1024	$24,007.51
White	105594.12	$3,059,178.55
White/Asian	160	$3,731.20
White/Black	160	$3,000.00
White/Hispanic	2240	$72,148.80
Totals	**187,378.29**	**$5,165,818.00**

University Average Cost Per Person by Ethnicity*		
Ethnicity	**Total Cost**	**Average Cost**
American Indian or Alaskan Native	$45,417.52	$5,046.39
Asian or Pacific Islander	$261,822.44	$7,480.64
Black or African American	$753,946.48	$5,983.70
Hispanic or Latino	$228,598.66	$5,575.58
Not Hispanic or Latino	$666,709.42	$5,420.40
Not Specified	$47,257.42	$4,296.13
Two or More Races	$24,007.51	$4,001.25
White	$3,059,178.55	$6,281.68
White/Asian	$3,731.20	$3,731.20
White/Black	$3,000.00	$3,000.00
White/Hispanic	$72,148.80	$9,018.60
Totals	**$5,165,818.00**	**$6,091.77**

Cumulative Usage			
Agencies/Universities	**Parental Leave (4 weeks)**	**Parental Leave (8 weeks)**	**Total**
Agency	676	478	1154
University	393	455	848
Totals	**1069**	**933**	**2002**

Cumulative Hours Used		
Agencies/Universities	**Total Hours Used**	**Cost**
Agency	236,451.15	$5,530,155.27
University	187,378.29	$5,165,818.00
Totals	**423,829.4**	**$10,695,973.27**

Cumulative Totals by Gender		
Gender	**# of Employees**	**Cost**
Female	1042	$7,040,156.27
Male	960	$3,655,817.00
Totals	**2002**	**$10,695,973.27**

Cumulative Cost Per Person		
# of Employees	**Cost**	**Average Cost**
2002	$10,695,973.27	$5,342.64

Cumulative Totals by Age Group		
Age	**Count by Age**	**Cost**
20 - 29	480	$2,106,293.12
30 - 39	1271	$7,157,078.10
40 - 49	212	$1,281,571.06
50 - 59	34	$135,922.29
60 - 69	5	$15,108.70
Totals	**2002**	**$10,695,973.27**

Cumulative Totals by Ethnicity*		
Ethnicity	**Total Cost**	**Average Cost**
American Indian or Alaskan Native	$142,606.75	$4,600.22
Asian or Pacific Islander	$385,088.68	$7,001.61
Black or African American	$2,278,979.03	$4,975.94
Hispanic or Latino	$413,055.23	$5,228.55
Not assigned	$60,793.18	$4,052.88
Not Hispanic or Latino	$666,709.42	$5,420.40
Not Specified	$5,520.00	$5,520.00
Two or More Races	$94,043.19	$4,949.64
White	$6,570,297.79	$5,425.51
White/Asian	$3,731.20	$3,731.20
White/Black	$3,000.00	$3,000.00
White/Hispanic	$72,148.80	$9,018.60
Totals	**$10,695,973.27**	**$5,342.64**

Cumulative Total Gender by Ethnicity*				
Ethnicity	**# of Female Employees**	**# of Male Employees**	**Total # of Employees**	**Cost**
American Indian or Alaskan Native	10	21	31	$142,606.75
Asian or Pacific Islander	35	20	55	$385,088.68
Black or African American	285	173	458	$2,278,979.03
Hispanic or Latino	49	30	79	$413,055.23
Not assigned	9	6	15	$60,793.18
Not Hispanic or Latino	88	35	123	$666,709.42
Not Specified	0	1	1	$5,520.00
Two or More Races	11	8	19	$94,043.19
White	548	663	1211	$6,570,297.79
White/Asian	0	1	1	$3,731.20
White/Black	0	1	1	$3,000.00
White/Hispanic	7	1	8	72148.8
Totals	**1042**	**960**	**2002**	**$10,695,973.27**

Cumulative Cost Per Person by Ethnicity*			
Ethnicity	**# of Employees**	**Cost**	**Average Cost**
American Indian or Alaskan Native	31	$142,606.75	$4,600.22
Asian or Pacific Islander	55	$385,088.68	$7,001.61
Black or African American	458	$2,278,979.03	$4,975.94
Hispanic or Latino	79	$413,055.23	$5,228.55
Not assigned	15	$60,793.18	$4,052.88
Not Hispanic or Latino	123	$666,709.42	$5,420.40
Not Specified	1	$5,520.00	$5,520.00
Two or More Races	19	$94,043.19	$4,949.64
White	1211	$6,570,297.79	$5,425.51
White/Asian	1	$3,731.20	$3,731.20
White/Black	1	$3,000.00	$3,000.00
White/Hispanic	8	$72,148.80	$9,018.60
Totals	**2002**	**$10,695,973.27**	**$5,342.64**

Cumulative Ethnicity by Age Group*						
Ethnicity	**Ethnicity Count by Age**					**# of Employees by Ethnicity**
	20 - 29	**30 - 39**	**40 - 49**	**50 - 59**	**60 - 69**	
American Indian or Alaskan Native	11	14	5	1	0	31
Asian or Pacific Islander	6	43	6	0	0	55
Black or African American	125	255	61	15	2	458
Hispanic or Latino	28	46	5	0	0	79
Not assigned	5	9	1	0	0	15
Not Hispanic or Latino	26	81	15	1	0	123
Not Specified	0	1	0	0	0	1
Two or More Races	7	11	1	0	0	19
White	270	804	117	17	3	1211
White/Asian	1	0	0	0	0	1
White/Black	0	1	0	0	0	1
White/Hispanic	1	6	1	0	0	8
Totals	**480**	**1271**	**212**	**34**	**5**	**2002**

Cumulative Hours Used by Ethnicity*		
Ethnicity	**Total Hours Used**	**Cost**
American Indian or Alaskan Native	5,945.17	$142,606.75
Asian or Pacific Islander	13,152.00	$385,088.68
Black or African American	103,193.97	$2,278,979.03
Hispanic or Latino	17,008.45	$413,055.23
Not assigned	2,966.50	$60,793.18
Not Hispanic or Latino	28,131.30	$666,709.42
Not Specified	160.00	$5,520.00
Two or More Races	3,536.00	$94,043.19
White	247,176.05	$6,570,297.79
White/Asian	160.00	$3,731.20
White/Black	160.00	$3,000.00
White/Hispanic	2,240.0	$72,148.80
Totals	**423,829.4**	**$10,695,973.27**

Cumulative Ethnicity by Gender*				
Ethnicity	**# of Female Employees**	**# of Male Employees**	**Total # of Employees**	**Cost**
American Indian or Alaskan Native	10	21	31	$142,606.75
Asian or Pacific Islander	35	20	55	$385,088.68
Black or African American	285	173	458	$2,278,979.03
Hispanic or Latino	49	30	79	$413,055.23
Not assigned	9	6	15	$60,793.18
Not Hispanic or Latino	88	35	123	$666,709.42
Not Specified	0	1	1	$5,520.00
Two or More Races	11	8	19	$94,043.19
White	548	663	1211	$6,570,297.79
White/Asian	0	1	1	$3,731.20
White/Black	0	1	1	$3,000.00
White/Hispanic	7	1	8	72148.8
Totals	**1042**	**960**	**2002**	**$10,695,973.27**

Employee Testimonials

OSHR asked employees from across state government and the UNC System to share how the Paid Parental Leave benefit impacted them.

"Our son was born in April. It was particularly helpful to have Paid Parental Leave right away because my wife had some complications where she needed to keep her feet up and not pick up any substantial weight.

"The PPL made this process a lot less stressful. With this support from my employer, I could focus on what mattered the most instead of worrying about losing my earned time off or paying the bills for the month. I was very grateful and appreciative that I could utilize the PPL and that my career supported me in expanding my family!"

-Jerry Gibbs, Division of Adult Correction and Juvenile Justice, NC Department of Public Safety

"Paid Parental Leave has been the best benefit I've experienced in my 18 years as a state employee. Instead of taking four weeks at once to bond with my teenage foster child, I decided to spread it out. I took Wednesdays off so I could take her to appointments and do some special things, just the two of us. It helped to reassure her to she's in a safe place and can talk to me about anything. I was really thankful to have that time to bond with her, and for her to know that she could count on me to be there for her."

-Beverly Townsend, NC Office of State Human Resources

"The provision of Paid Parental Leave is an integrally important benefit to provide to faculty and staff who are starting or expanding families. When my first child was born in July 2019, we were not offered PPL. When my second child was born in May 2021, it was a delight to experience PPL during such an important bonding time in life. I loved the options to have your recuperation leave and bonding leave at separate times. The flexibility to take your bonding leave throughout the year is beneficial for spouses coordinating complex schedules.

"I also think it is tremendous that the University provides PPL to the non-birth parent. This benefit surely has contributed to my overall well-being and happiness in my position at NC State University."

-Rachel Vann, Assistant Professor, Crop and Soil Sciences, NC State University

"I knew about Paid Parental Leave, but it was our administrative secretary who made sure I had all the information and got my paperwork submitted months before our baby was born this spring. They let me take two weeks right away, then I took the other two weeks as needed for doctor's appointments. Being able to take it intermittently was a huge help for my family, and I got the help I needed to make sure my time was entered correctly."

-Jordan Johnson, Cherry Research Farm, NC Department of Agriculture and Consumer Services

"This was my second pregnancy while working at DPS but the first time I was able to use Paid Parental Leave. I experienced quite a few complications resulting in more frequent doctor visits and had to go on bedrest about five weeks before my due date. I have saved enough time but knowing that the eight weeks of PPL was there gave me one less thing to worry about.

"I've also seen looks of appreciation when I've explained this benefit to fathers who are out for the births of their children. It seems to give them a sense of relief to know that they are entitled to four weeks to bond with their child and spend time creating a routine that works for their family."

-Kristi Eddins, Human Resources, Albemarle Correctional Institution, NC Department of Public Safety

"Having eight weeks of Paid Parental Leave reduced my anxiety about having enough sick leave and vacation time to cover my post-partum leave. I hope that the new leave benefit is one of many incentives that North Carolina will offer to help keep women in the workforce."

- Xuan-Lise Coulombe-Quach, Data and Analytics, UNC System Office

"I started Paid Parental Leave in August 2020, when I had my second child. I was working for Alcohol Law Enforcement (ALE) for about a year when I had my 4-year-old, before PPL was offered, and I completely exhausted all my earned leave to take time off. This time, I was able to use PPL for bonding with our new baby, which was especially important with the challenges of COVID-19 pandemic restrictions. It made such a big difference for our family.

"I also want to say how great my boss and coworkers were. I worked a few hours throughout the time to stay in the loop. They were terrific about keeping me informed and covering tasks, so I wasn't overwhelmed when I returned."

-Amber Singleton, Alcohol Law Enforcement, NC Department of Public Safety

"The ability to have Paid Parental Leave after the birth of my child was incredible and relieved so much stress. Going into maternity leave, I could focus on my recovery and bonding with my child. I didn't have to worry about how much sick leave I would need to utilize while out nor did I have to worry about family finances as I had a steady income during all 12 weeks.

"It was nice not having to use all my sick time either as I know the first year, I will need to take some time off to care for my son. Having this benefit is a huge asset to all State of North Carolina organizations."

-Sara Tanea, Human Resources, Fayetteville State University

"I was so thrilled to have Paid Parental Leave for the first time. It was such a blessing, especially with this being our fourth child. My wife really needed the extra hands, and it was great to not have to burn all my leave.

"I used the benefit intermittently. He was born in November and I just used the last of my allotment in July. It allowed me to spend time with him for bonding, and to take care of him when my wife needed to take the other children to appointments. We didn't have to break the little man out of his routine, which has been great."

-Matthew Hilderbran, Materials and Tests Unit, NC Department of Transportation

2021 PAID PARENTAL LEAVE REPORT

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