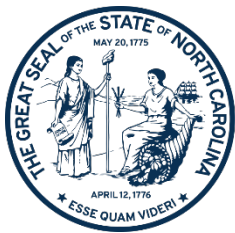


2022 PAID PARENTAL LEAVE REPORT



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 July 1, 2021 through June 30, 2022

AUGUST 31, 2022

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Executive Summary

Governor Roy Cooper signed [Executive Order 95, Providing Paid Parental Leave to Eligible State Employees](#), providing eight weeks of fully paid parental leave to eligible state employees who have given birth to a child and four 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 5,600 state employees have used Paid Parental Leave since the benefit became available. The State's Paid Parental Leave is gender neutral, and employees that are eligible for leave receive regular salaries while on leave. OSHR is committed to providing agencies guidance and training to ensure the leave is used equitably. The total salary cost for Paid Parental Leave since September 2019 is \$29,726,061.33.

Paid Parental Leave is a vital benefit, that is leveraged as a recruitment and retention tool to improve recruitment initiatives across the state and retain State employees who support agencies in meeting their mission to provide programs and services to the people of North Carolina.

“Paid Parental Leave helps us compete with the private sector to attract and keep dedicated workers with growing families,” said State Human Resources Director Barbara Gibson. “We want these employees to grow with us as well, to advance through career pathways to leadership opportunities. With 8 percent of our workforce eligible to retire with full benefits right now, and 25 percent eligible in the next five years, this is a smart investment for the long-term strength of the state government workforce.”

Paid Parental Leave policies promote wellness by providing time parents need to recover from childbirth and bond with a new baby, to attend regular medical checkups and to manage family caregiving responsibilities. Research suggests children whose parents have access to Paid Parental Leave are more likely to attend regular medical checkups and have fewer health problems.

In addition, Paid Parental Leave is good for the economy and fiscally responsible, helping families care for children without risking financial insecurity which can lessen demands on the social safety net by reducing the likelihood that working parents must apply for taxpayer-funded benefits. Private sector employers have found that paid parental leave can improve employee retention, productivity and morale.



Participating Agencies and Universities

The Paid Parental Leave program is offered to state employees of any North Carolina department, agency, board or commission under the Governor's oversight.

Cabinet Agencies	
Administration	Commerce
Cultural and Natural Resources	Environmental Quality
Health and Human Services	Information Technology
Military and Veterans Affairs	Office of Governor
Office of State Budget and Management	Office of State Human Resources
Public Safety	Revenue
State Bureau of Investigation	Transportation

In addition, the following non-Cabinet agencies have voluntarily agreed to provide Paid Parental Leave to eligible employees.

Non-Cabinet Agencies	
Agriculture Consumer Service	Commissioner of Banks
Community College System Office	Education Lottery*
Justice	Labor
Office of Administrative Hearings	Office of the Secretary of State
Office of the State Controller	Public Instruction
Psychology Board	State Auditor
State Board of Elections	Wildlife Resources Commission

*The NC Education Lottery, an independent branch of state government, also offers Paid Parental Leave to eligible employees.

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

All seventeen (17) UNC constituent institutions offer Paid Parental Leave to their employees.

Universities	
Appalachian State University	East Carolina University
Elizabeth City State university	Fayetteville State University
North Carolina A & T State University	North Carolina Central University
North Carolina School of Science and Math	North Carolina State University
UNC Asheville	UNC Chapel Hill
UNC Charlotte	UNC Greensboro
UNC Pembroke	UNC School of the Arts
UNC System Office	UNC Wilmington
Western Carolina University	Winston Salem State University

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. The Office of State Human Resources (OSHR) established a policy to align with the pilot plan that remains in effect. Currently, the Department of Justice and the Psychology Board offer the Paid Parental Leave in accordance with the pilot policy.

The pilot program provides eight (8) weeks of fully Paid Parental Leave to eligible state employees who have given birth to a child and for 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 July 1, 2021 to June 30, 2022.

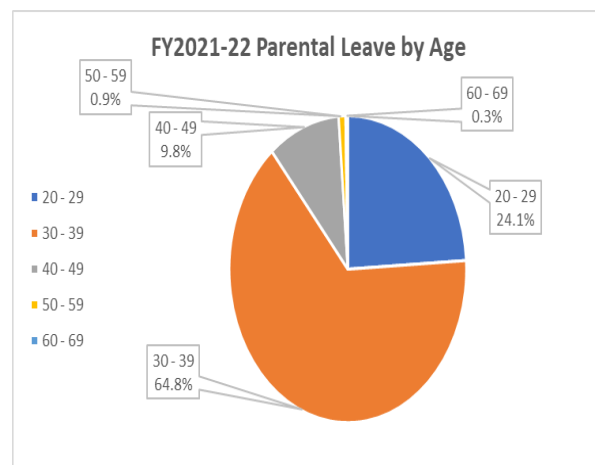
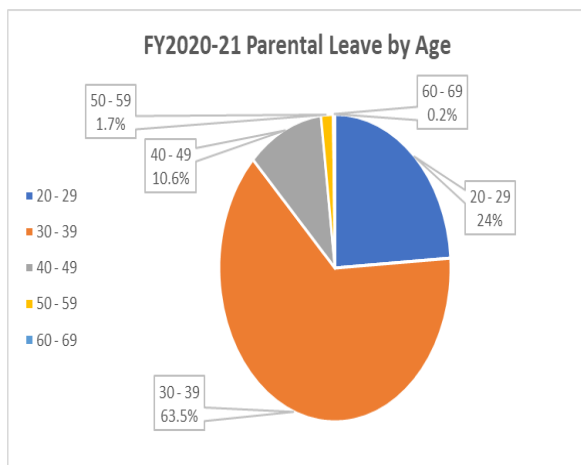
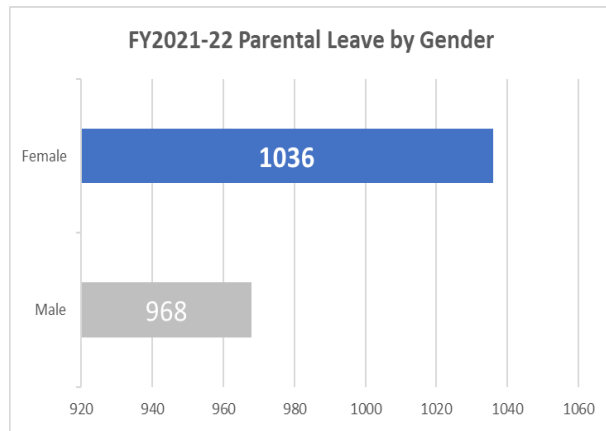
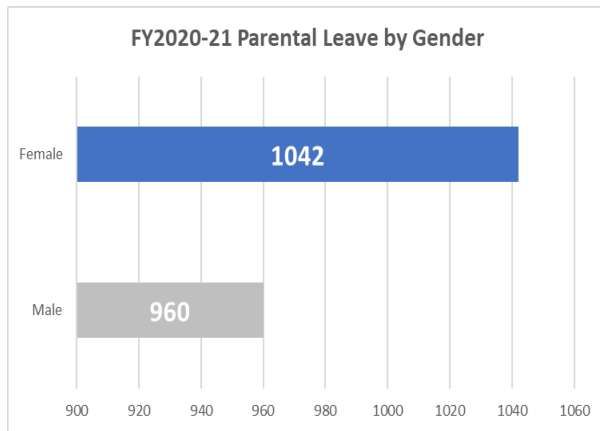
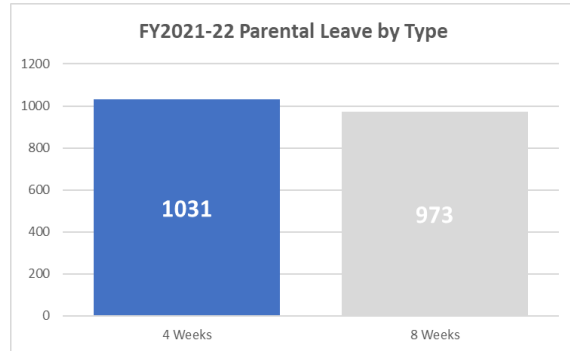
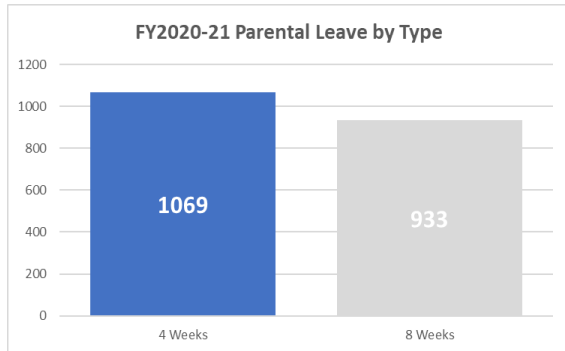
[The previous year's report can be found on the OSHR website by clicking here.](#)

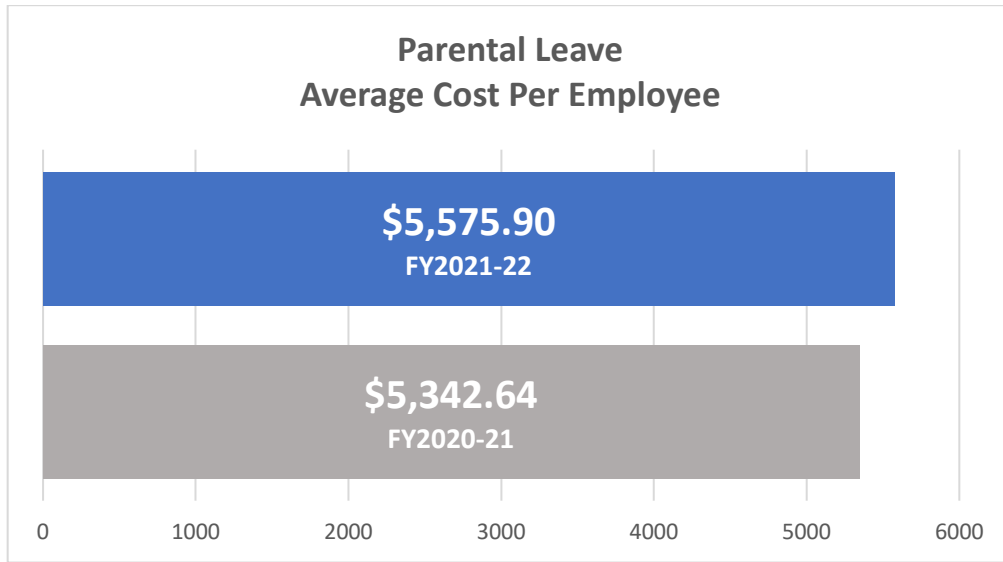
Conclusion

Since the inception of Executive Order 95 more than 5,600 state employees have used Paid Parental Leave. OSHR will continue to market the benefit program proactively as a recruitment and retention tool to help make state government careers more competitive with private sector opportunities. We will continue to work closely with participating agencies to ensure that employees are aware of Paid Parental Leave availability and provide support and advice as needed for maximum program success in submitting requests and accurately recording time. We will also provide training to Human Resources (HR) subject matter experts through its HR curriculum and the upcoming new HR Professional Development training.

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 FY2022 is presented in tables, along with comparisons to FY2021 - represented in charts and graphs.





Employee Usage by Agency			
Agency	Parental Leave (4 Weeks)	Parental Leave (8 Weeks)	Total
Administration	11	3	14
Agriculture Consumer Services	39	15	54
Commerce	4	16	20
Commissioner of Banks	1	1	2
Community College System	3	2	5
Education Lottery	3	3	6
Environmental Quality	22	9	31
Health and Human Services	83	206	289
Information Technology	7	3	10
Justice	0	13	13
Labor	0	1	4
Military and Veterans Affairs	0	0	0
Natural and Cultural Resources	20	15	35
Office of Administrative Hearings	0	2	2
Office of Governor	1	2	3
Office of Secretary of State	2	1	3
Office of State Budget and Management	1	1	2
Office of State Controller	2	0	2
Office of State Human Resources	0	2	2
Psychology Board	0	1	1
Public Instruction	4	8	12
Public Safety	334	166	500
Revenue	8	25	33
State Auditor	3	3	6
State Board of Elections	0	0	0
State Bureau of Investigation	18	10	28
Transportation	124	20	144
Wildlife Resources Commission	23	3	26
Totals	716	531	1247

Agency Totals by Gender		
Gender	# Of Employees	Salary Cost
Female	556	\$3,746,564.73
Male	691	\$2,539,291.06
Totals	1247	\$6,285,855.79

Agency Average Salary Cost per Employee		
# Of Employees	Total Cost	Average Cost
1247	\$6,285,855.79	\$5,040.78

Total Hours by Agency		
Agency	Total Hours Used	Salary Cost
Administration	2358.50	\$72,059.08
Agriculture Consumer Services	8590.25	\$191,310.63
Commerce	5080.00	\$160,258.72
Commissioner of Banks	480.00	\$20,328.00
Community College System	824.00	\$27,973.12
Education Lottery	1440.00	\$40,540.80
Environmental Quality	5230.00	\$141,435.00
Health and Human Services	73609.07	\$1,604,128.74
Information Technology	1866.00	\$77,357.54
Judicial Branch	320.00	\$6,979.20
Justice	3431.00	\$133,743.33
Labor	752.00	\$21,412.32
Natural and Cultural Resources	7509.50	\$147,421.66
Office of Administrative Hearings	568.00	\$21,946.40
Office of Governor	800.00	\$40,424.00
Office of Secretary of State	480.00	\$11,048.96
Office of State Budget and Management	232.00	\$9,274.56
Office of State Controller	128.00	\$3,864.88
Office of State Human Resources	552.00	\$13,559.12
Psychology Board	216.00	\$4205.52
Public Instruction	2980.00	\$77,259.68
Public Safety	97256.42	\$2,251,647.56
Revenue	8335.00	\$218,487.22
State Auditor	1088.00	\$48,168.00
State Bureau of Investigation	5122.50	\$153,008.64
Transportation	23182.75	\$665,987.68
Wildlife Resources Commission	4410.50	\$122,025.45
Totals	256,841.49	\$6,285,855.79

Agency Totals by Age Group		
Age	Count by Age	Salary Cost
20 - 29	358	\$1,562,662.89
30 - 39	751	\$4,038,245.99
40 - 49	119	\$640,679.03
50 - 59	13	\$32,640.99
60 - 69	6	\$11,626.90
Totals	1247	\$6,285,855.79

Agency Employee Usage by Ethnicity			
Agency Ethnicity	Parental Leave (4 Weeks)	Parental Leave (8 Weeks)	Total
American Indian or Alaskan Native	15	7	22
Asian	5	12	17
Black or African American	148	196	344
Hispanic or Latino	15	24	39
Native Hawaiian or Pacific Islander	1	0	1
Not Specified	2	4	6
Two or More Races	9	5	14
White	521	283	804
Totals	716	531	1247

Employee Usage by University			
University	Parental Leave (4 Weeks)	Parental Leave (8 Weeks)	Totals
Appalachian State University	23	22	45
East Carolina University	24	67	91
Elizabeth City State university	0	1	1
Fayetteville State University	2	2	4
North Carolina A & T State University	4	8	12
North Carolina Central University	8	1	9
North Carolina School of Science and Math	2	1	3
North Carolina State University	44	92	136
UNC Asheville	3	2	5
UNC Chapel Hill	116	153	269
UNC Charlotte	27	23	50
UNC Greensboro	17	23	40
UNC Pembroke	4	9	13
UNC School of the Arts	1	3	4
UNC System Office	7	8	15
UNC Wilmington	11	14	25
Western Carolina University	21	12	33
Winston Salem State University	1	1	2
Totals	315	442	757

University Totals by Gender		
University	# Of Employees	Salary Cost
Female	480	\$3,721,322.52
Male	277	\$1,166,924.85
Totals	757	\$4,888,247.37

University Average Salary Cost Per Employee		
# Of Employees	Total Cost	Average Cost
757	\$4,888,247.37	\$6,457.39

Total Hours by University		
University	Total Hours Used	Salary Cost
Appalachian State University	9983	\$232,636.09
East Carolina University	20164	\$522,948.04
Elizabeth City State university	136	\$2,352.80
Fayetteville State University	952	\$17,534.08
North Carolina A & T State University	2645	\$74,200.47
North Carolina Central University	1640	\$40,341.20
North Carolina School of Science and Math	560	\$20,350.00
North Carolina State University	36480	\$1,119,760.00
UNC Asheville	688	\$13,478.92
UNC Chapel Hill	57616.2	\$1,756,752.77
UNC Charlotte	10976	\$335,721.01
UNC Greensboro	7250.75	\$175,593.56
UNC Pembroke	2912	\$71,328.88
UNC School of the Arts	952	\$28,684.03
UNC System Office	3592	\$177,480.08
UNC Wilmington	5836	\$140,862.84
Western Carolina University	6424	\$154,672.80
Winston Salem State University	170	\$3,549.80
Totals	168,976.95	\$4,888,247.37

University Totals by Age Group		
Age	Count by Age	Salary Cost
20 - 29	125	\$650,853.31
30 - 39	548	\$3,725,455.55
40 - 49	78	\$485,107.51
50 - 59	6	\$26,831.00
Totals	757	\$4,888,247.37

University Employee Usage by Ethnicity			
University	Parental Leave (4 Weeks)	Parental Leave (8 Weeks)	Total
American Indian or Alaska Native	6	6	12
Asian or Pacific Islander	12	17	29
Asian/White	0	1	1
Black or African American	54	51	105
Hispanic or Latino	21	24	45
Not Specified	48	94	142
Two or More Races	5	10	15
White	169	239	408
Totals	315	442	757

Cumulative Usage			
Agencies/Universities	Parental Leave (4 Weeks)	Parental Leave (8 Weeks)	Total
Agency	716	531	1247
University	315	442	757
Totals	1031	973	2004

Cumulative Hours Used		
Agency/University	Total Hours Used	Salary Cost
Agency	256,841.49	\$6,285,855.79
University	168,976.95	\$4,888,247.37
Totals	425,818.44	\$11,174,103.16

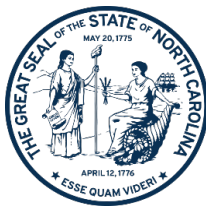
Cumulative Totals by Gender		
Gender	# Of Employees	Total Cost
Female	1036	\$7,467,887.25
Male	968	\$3,706,215.91
Totals	2004	\$11,174,103.16

Cumulative Salary Cost Per Employee		
# Of Employees	Cost	Average Cost
2004	\$11,174,103.16	\$5,575.90

Cumulative Totals by Age Group		
Age	Count by Age	Salary Cost
20 - 29	483	\$2,213,516.19
30 - 39	1299	\$7,763,701.54
40 - 49	197	\$1,125,786.54
50 - 59	19	\$59,471.99
60 - 69	6	\$11,626.90
Totals	2004	\$11,174,103.16

Cumulative Ethnicity by Age Group						
Ethnicity	Ethnicity by Age					# Of Employees by Ethnicity
	20 - 29	30 - 39	40 - 49	50 - 59	60 - 69	Total
American Indian or Alaska Native	12	20	2	0	0	34
Asian or Pacific Islander	4	32	10	0	0	46
Asian/White	1	0	0	0	0	1
Black or African American	130	256	52	8	3	449
Hispanic or Latino	25	50	8	1	0	84
Native Hawaiian or Pacific Islander	0	1	0	0	0	1
Not Specified	27	108	12	1	0	148
Two or More Races	10	17	2	0	0	29
White	274	815	111	9	3	1212
Totals	483	1299	197	19	6	2004

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