



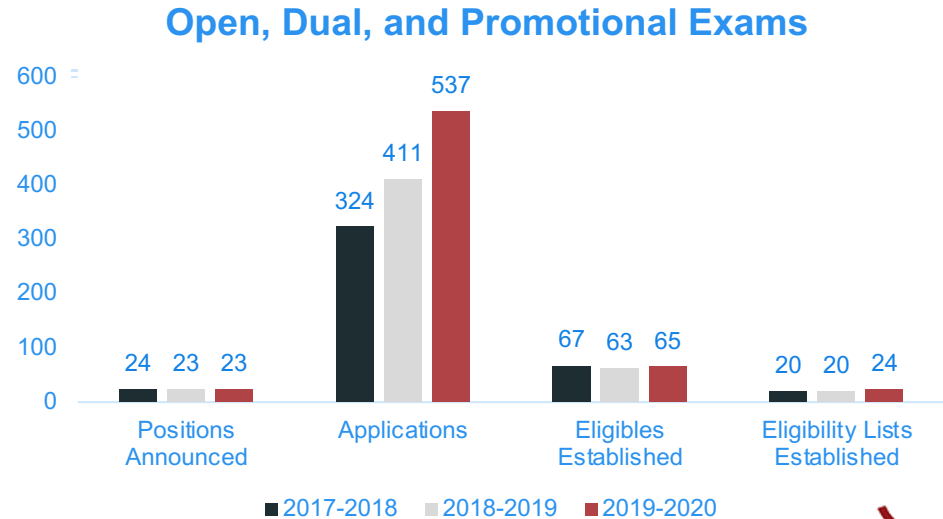
PERSONNEL COMMISSION ANNUAL REPORT, 2019-20

November 19, 2020

Highlights and Outlook

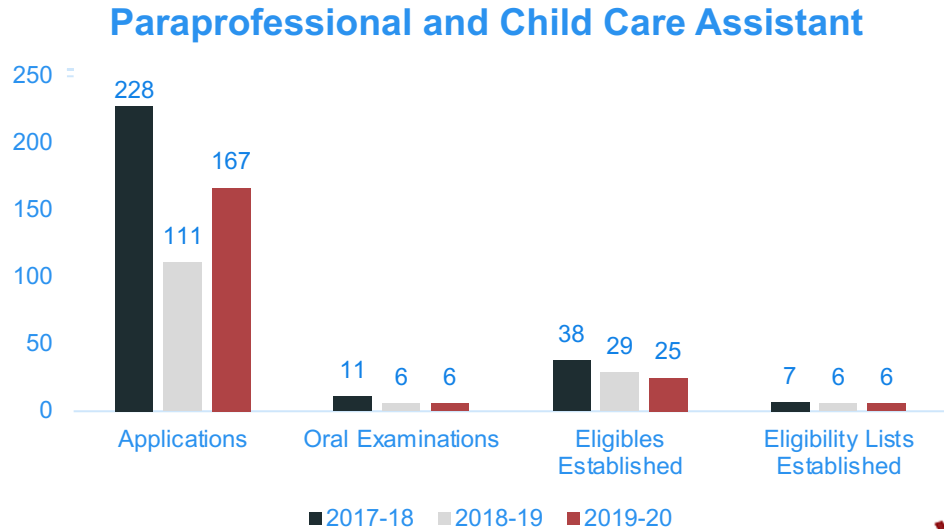
Regular Examinations

- Major upward trend in applications received
- Slight upward tick in eligibles and eligibility lists established, even as number of positions announced has stayed stable



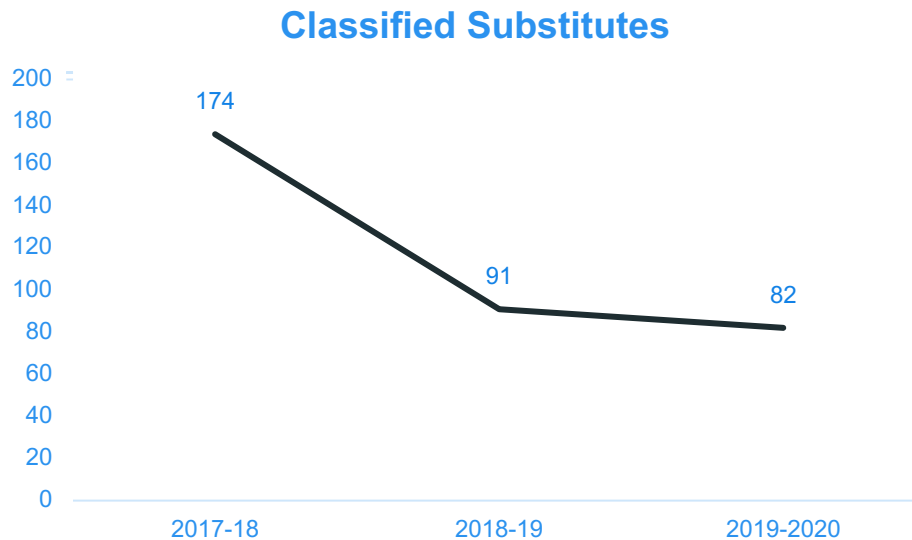
Continuous Examinations

- Number of applications received has ticked up after a steep decline in 2018-19
- Number of eligibility lists established is stable



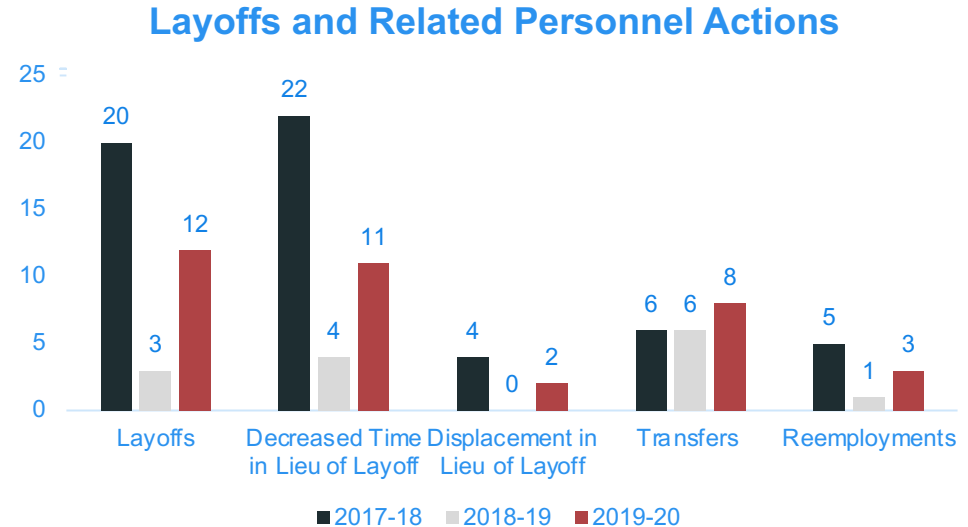
Substitute Recruiting

- Number of available substitutes continues to diminish
- HR improved resources and communication with substitutes



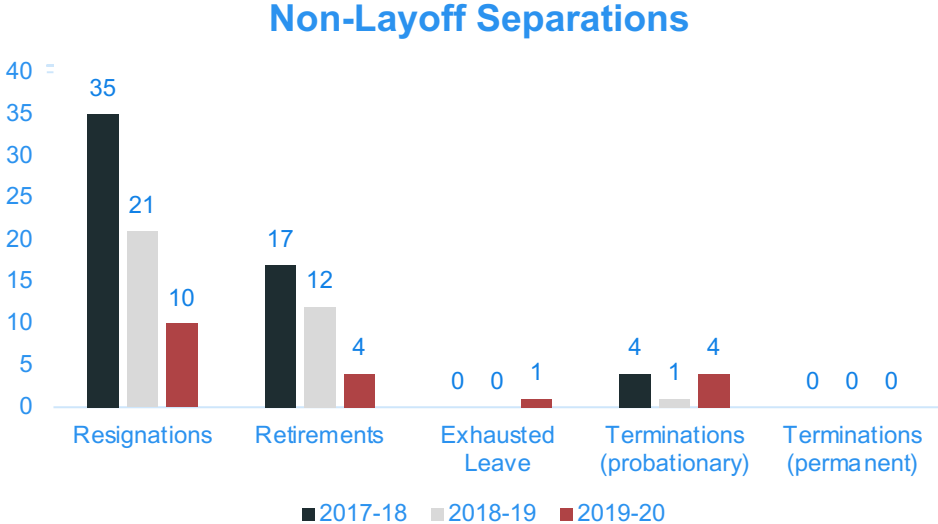
Layoffs

- Layoffs and reductions took effect at start of year, mostly in Special Education
- Several employees were able to exercise transfer and reemployment rights



Other Separations

- Resignations and retirements continue their downward trend



Final Thoughts

- Long-term effects of COVID-19 on workforce
 - HR may need to recruit and test for new skill sets: ability to work independently (remotely), technological skills
 - Some potential candidates may seek occupations compatible with remote work
 - Retirements are predicted, but uneconomic uncertainty may keep employees in the workforce
 - Female workers disproportionately affected