

Family-Friendly Workplace Policies Available to Local Government Employees in NC

Survey Results June 2021

The survey was conducted and results compiled in June of 2021 for MomsRising and the North Carolina Early Childhood Foundation's Family Forward NC initiative. It was conducted by the MAPS group in cooperation with the NC Association of County Commissioners and the NC League of Municipalities. Counties and municipalities (with more than 20 employees) received the survey. In total, 130, or 42.5 percent, participated.



Family-Friendly Workplace Policies Survey of Local Government Employees in NC

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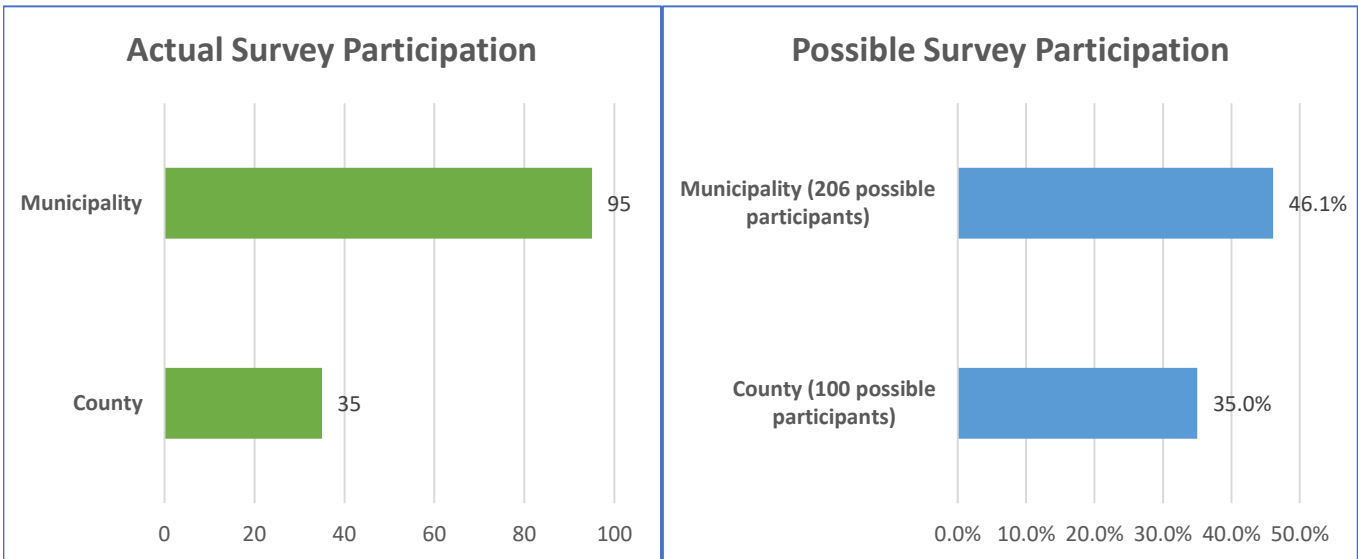
Overall Results for All Participants

2021 Family-Friendly Benefits Survey North Carolina Local Government

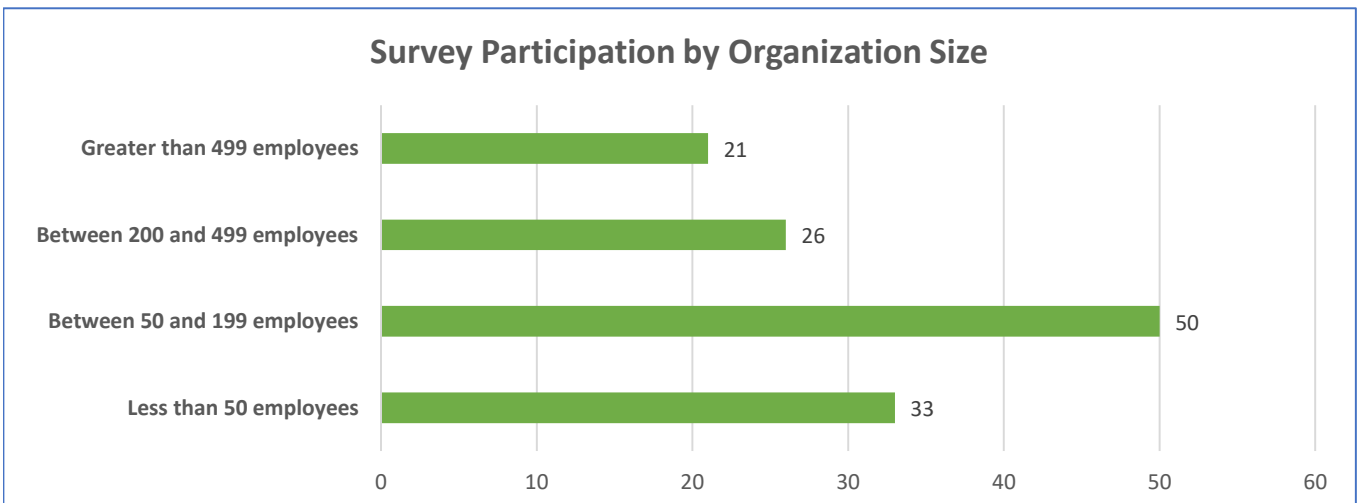
Demographics

Overall 130 local governmental organizations participated in this survey. There were a possible 100 County participants and a possible 206 Municipal participants.

Governmental Type - Total Survey Participation		Count	Percentage
County		35	26.9%
Municipality		95	73.1%
Governmental Type - Possible Survey Participation			
County (100 possible participants)		35	35.0%
Municipality (206 possible participants)		95	46.1%



Organization Size	Count	Percentage
Less than 50 employees	33	25.4%
Between 50 and 199 employees	50	38.5%
Between 200 and 499 employees	26	20.0%
Greater than 499 employees	21	16.2%



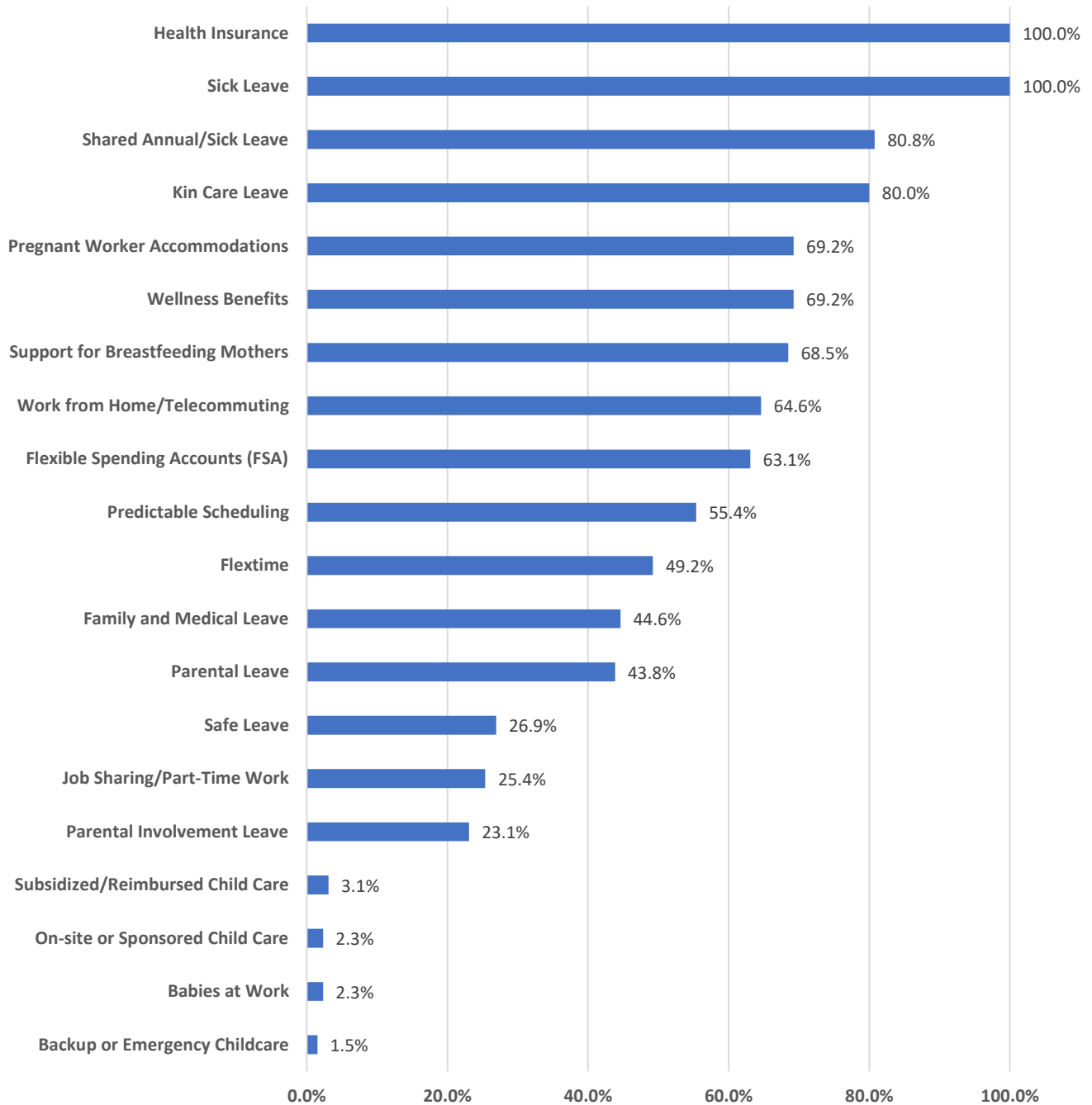
Family-Friendly Benefits Provided - All Organizations

All Organizations (N=130)	Pre-COVID-19	New in Response to COVID-19	Enhanced in Response to COVID-19	Not Provided or No Response
Paid Leave				
Parental Leave	40.0% (52)	3.8% (5)	3.8% (5)	56.2% (73)
Sick Leave	93.1% (121)	6.9% (9)	18.5% (24)	0.0% (0)
Kin Care Leave	77.7% (101)	2.3% (3)	6.9% (9)	20.0% (26)
Safe Leave	24.6% (32)	2.3% (3)	1.5% (2)	73.1% (95)
Family and Medical Leave	39.2% (51)	5.4% (7)	11.5% (15)	55.4% (72)
Parental Involvement Leave	21.5% (28)	1.5% (2)	2.3% (3)	76.9% (100)
Shared Annual/Sick Leave	76.9% (100)	3.8% (5)	3.1% (4)	19.2% (25)
Flexible Work and Scheduling				
Work from Home/Telecommuting	28.5% (37)	36.9% (48)	23.8% (31)	34.6% (45)
Flextime	40.8% (53)	8.5% (11)	14.6% (19)	50.8% (66)
Job Sharing/Part-Time Work	24.6% (32)	0.8% (1)	3.1% (4)	74.6% (97)
Predictable Scheduling	54.6% (71)	0.8% (1)	2.3% (3)	44.6% (58)
Health Benefits				
Health Insurance	99.2% (129)	0.8% (1)	3.8% (5)	0.0% (0)
Wellness Benefits	69.2% (90)	0.0% (0)	3.8% (5)	30.8% (40)
Flexible Spending Accounts (FSA)	63.1% (82)	0.0% (0)	6.9% (9)	36.9% (48)
Accommodations and Support				
Support for Breastfeeding Mothers	65.4% (85)	3.1% (4)	0.0% (0)	31.5% (41)
Pregnant Worker Accommodations	69.2% (90)	0.0% (0)	0.0% (0)	30.8% (40)
Babies at Work	2.3% (3)	0.0% (0)	0.0% (0)	97.7% (127)
Child Care				
Backup or Emergency Childcare	0.0% (0)	2.3% (3)	1.5% (2)	97.7% (127)
On-site or Sponsored Child Care	0.8% (1)	1.5% (2)	0.8% (1)	97.7% (127)
Subsidized/Reimbursed Child Care	3.1% (4)	0.0% (0)	0.0% (0)	96.9% (126)

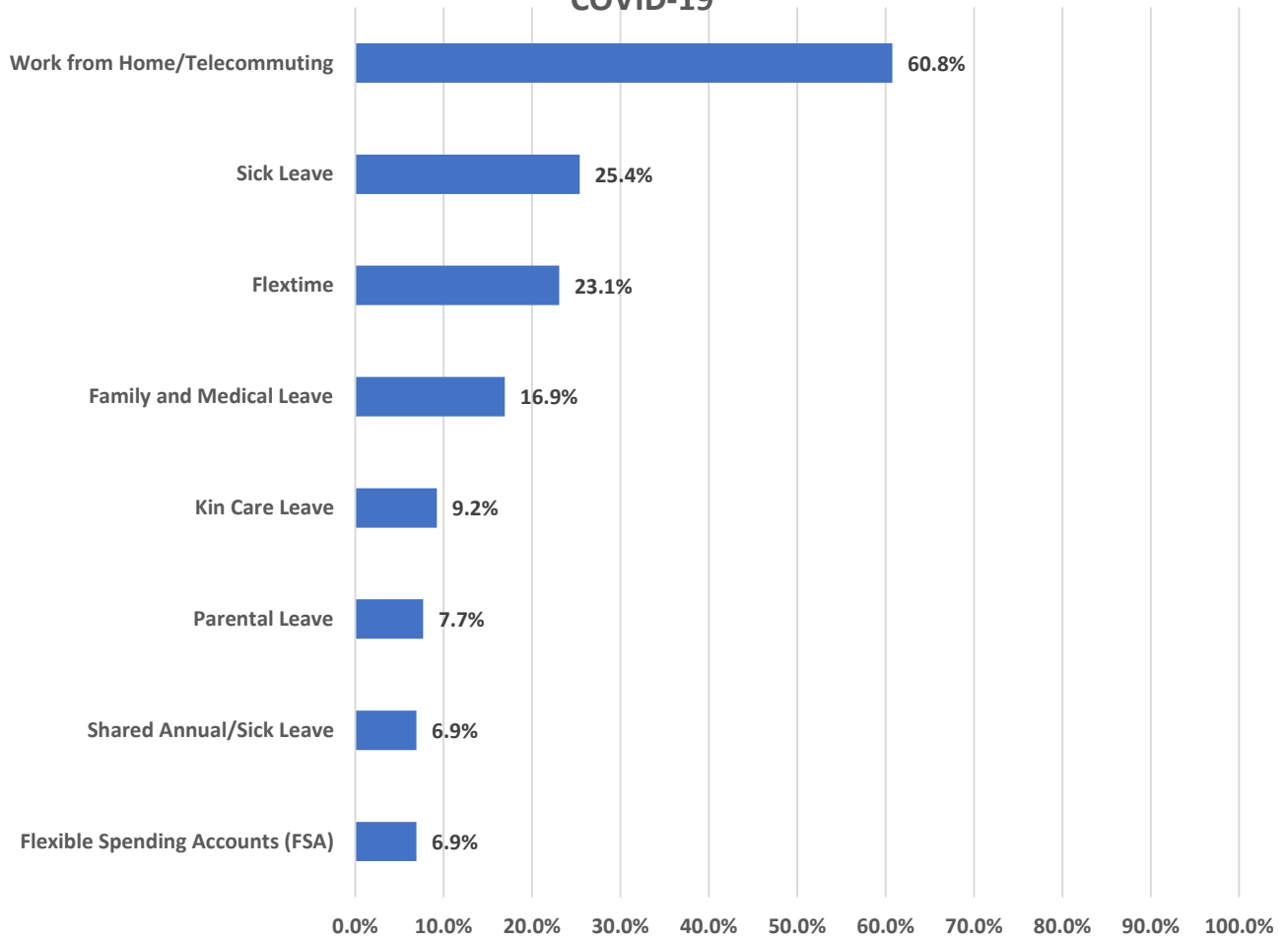
Amount of Paid Time if Parental Leave is Provided			
	Birth Parent	Non-Birth Parent	Adoptive Parents
Less than One Week	3	3	3
Two to Six Weeks	15	14	16
Eight to Twelve Weeks	27	25	27
Greater than 12 Weeks	0	0	0

For all three Parent Groups, the most common paid time by far was 12 weeks

Overall Family-Friendly Policies, Programs, Benefits Provided (130)



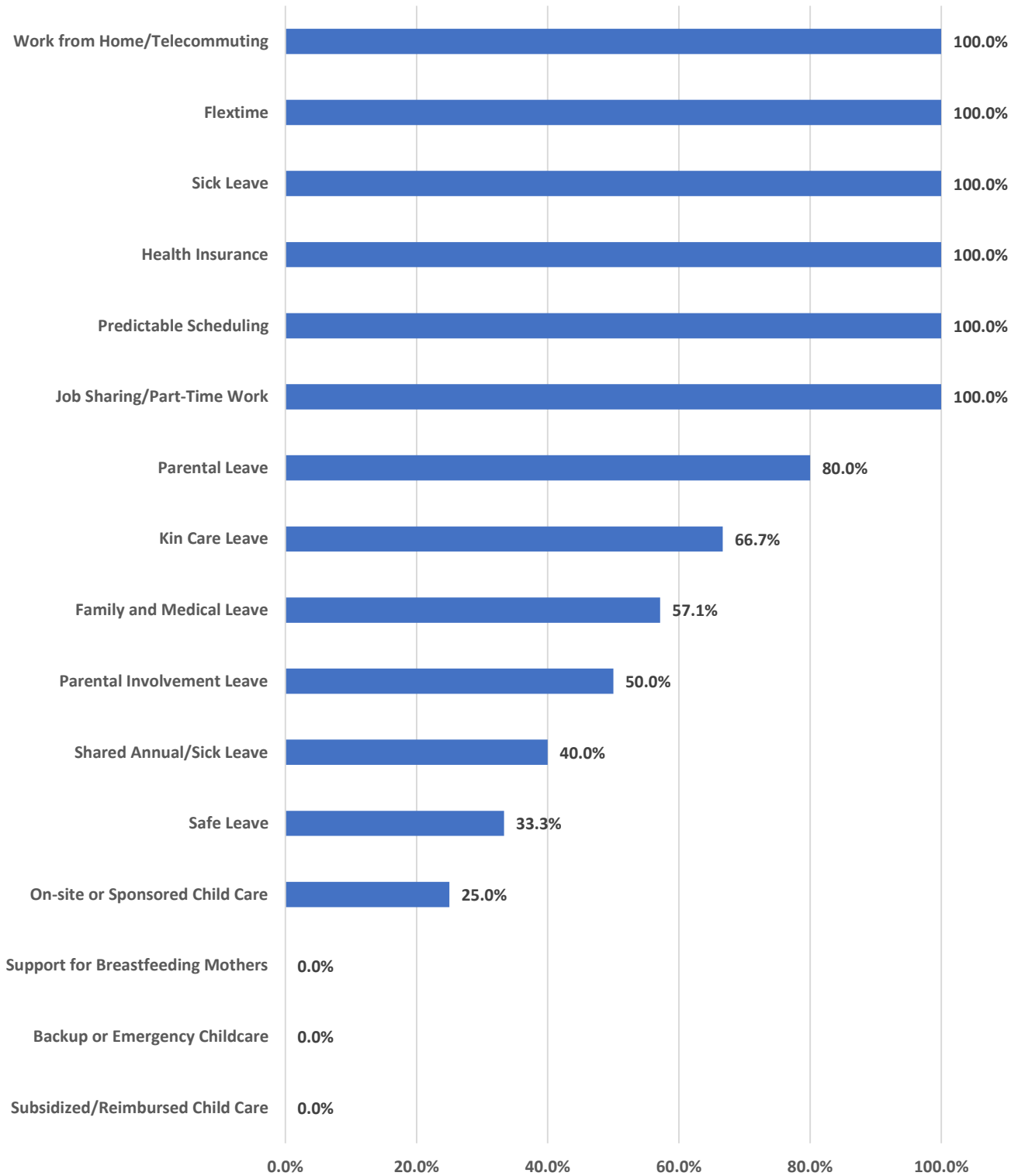
**% Significantly Adding or Enhancing Family-Friendly
Policies, Programs, Benefits Fully or in Part Due to
COVID-19**



Family-Friendly Benefits Likely to Continue after COVID-19

All Organizations (N=130)	New in Response to COVID-19	Likely to Continue	Percent Continuing after COVID-19
Paid Leave			
Parental Leave	5	4	80.0%
Sick Leave	9	9	100.0%
Kin Care Leave	3	2	66.7%
Safe Leave	3	1	33.3%
Family and Medical Leave	7	4	57.1%
Parental Involvement Leave	2	1	50.0%
Shared Annual/Sick Leave	5	2	40.0%
Flexible Work and Scheduling			
Work from Home/Telecommuting	48	48	100.0%
Flextime	11	11	100.0%
Job Sharing/Part-Time Work	1	1	100.0%
Predictable Scheduling	1	1	100.0%
Health Benefits			
Health Insurance	1	1	100.0%
Wellness Benefits	0	0	N/A
Flexible Spending Accounts (FSA)	0	0	N/A
Accommodations and Support			
Support for Breastfeeding Mothers	4	0	N/A
Pregnant Worker Accommodations	0	0	N/A
Babies at Work	0	0	N/A
Child Care			
Backup or Emergency Childcare	3	0	0.0%
On-site or Sponsored Child Care	2	1	50.0%
Subsidized/Reimbursed Child Care	0	0	N/A

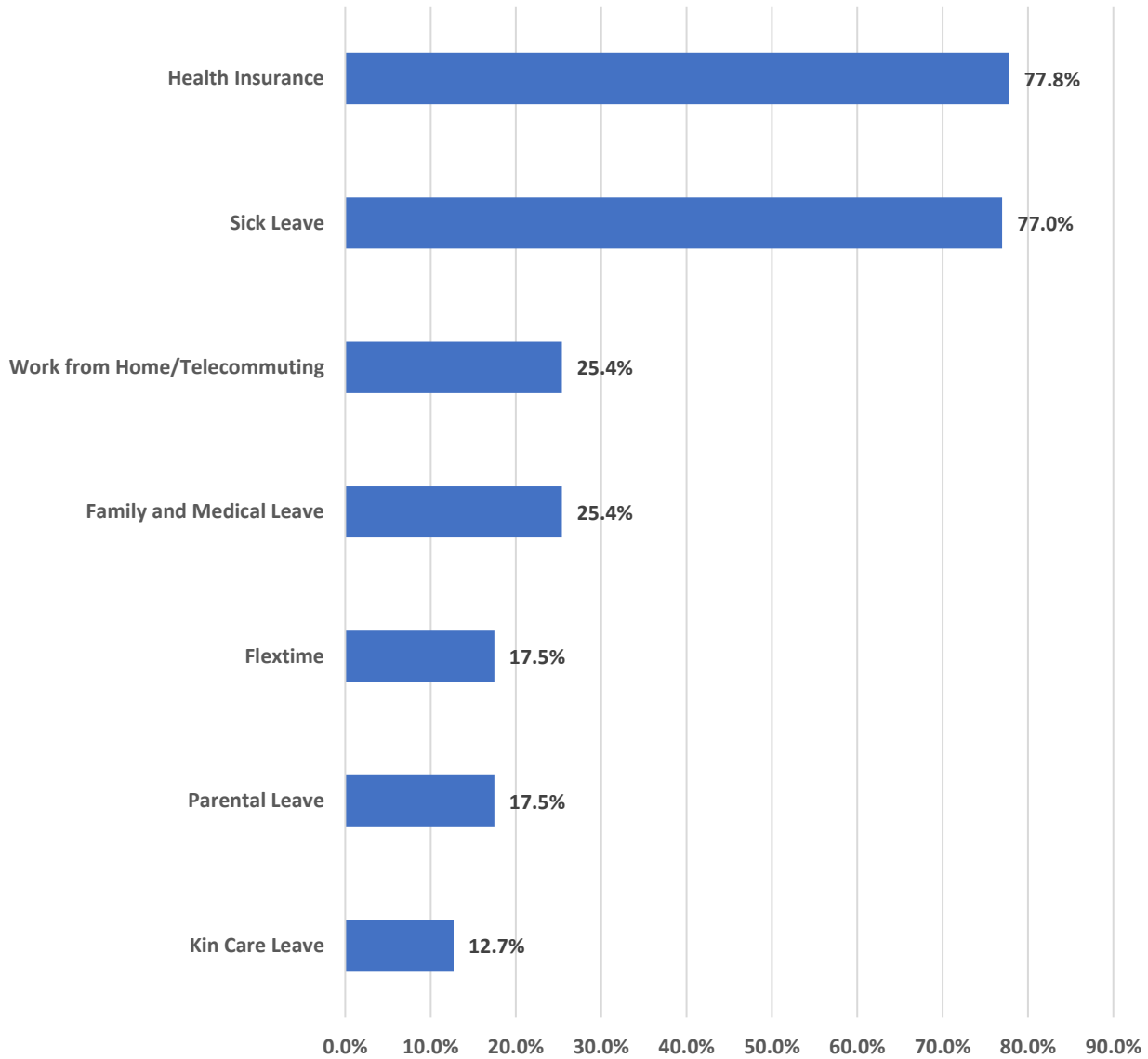
Overall % of Added or Enhanced Family-Friendly Policies, Programs, Benefits Fully or in Part Due to COVID-19 that are Likely to Continue



Rank Order of the Importance of Selected Family-Friendly Benefits

	Ranked #1	Ranked #2	Ranked #3	Overall Importance
Paid Leave				
Parental Leave	4.0% (5)	4.0% (5)	9.5% (12)	17.5%
Sick Leave	28.6% (36)	39.7% (50)	8.7% (11)	77.0%
Kin Care Leave	0.0% (0)	4.0% (5)	8.7% (11)	12.7%
Safe Leave	0.0% (0)	0.8% (1)	1.6% (2)	2.4%
Family and Medical Leave	4.0% (5)	9.5% (12)	11.9% (15)	25.4%
Parental Involvement Leave	0.0% (0)	0.8% (1)	0.0% (0)	0.8%
Shared Annual/Sick Leave	0.0% (0)	1.6% (2)	7.9% (10)	9.5%
Flexible Work and Scheduling				
Work from Home/Telecommuting	7.1% (9)	7.1% (9)	11.1% (14)	25.4%
Flextime	1.6% (2)	5.6% (7)	10.3% (13)	17.5%
Job Sharing/Part-Time Work	0.0% (0)	0.0% (0)	0.0% (0)	0.0%
Predictable Scheduling	1.6% (2)	4.0% (5)	3.2% (4)	8.7%
Health Benefits				
Health Insurance	52.4% (66)	15.9% (20)	9.5% (12)	77.8%
Wellness Benefits	0.8% (1)	6.3% (8)	2.4% (3)	9.5%
Flexible Spending Accounts (FSA)	0.0% (0)	0.8% (1)	8.7% (11)	9.5%
Accommodations and Support				
Support for Breastfeeding Mothers	0.0% (0)	0.0% (0)	1.6% (2)	1.6%
Pregnant Worker Accommodations	0.0% (0)	0.0% (0)	0.0% (0)	0.0%
Babies at Work	0.0% (0)	0.0% (0)	0.0% (0)	0.0%
Child Care				
Backup or Emergency Childcare	0.0% (0)	0.0% (0)	2.4% (3)	2.4%
On-site or Sponsored Child Care	0.0% (0)	0.0% (0)	1.6% (2)	1.6%
Subsidized/Reimbursed Child Care	0.0% (0)	0.0% (0)	0.8% (1)	0.8%

Top 7 Family-Friendly Policies, Programs and Benefits (those ranked over 10%)

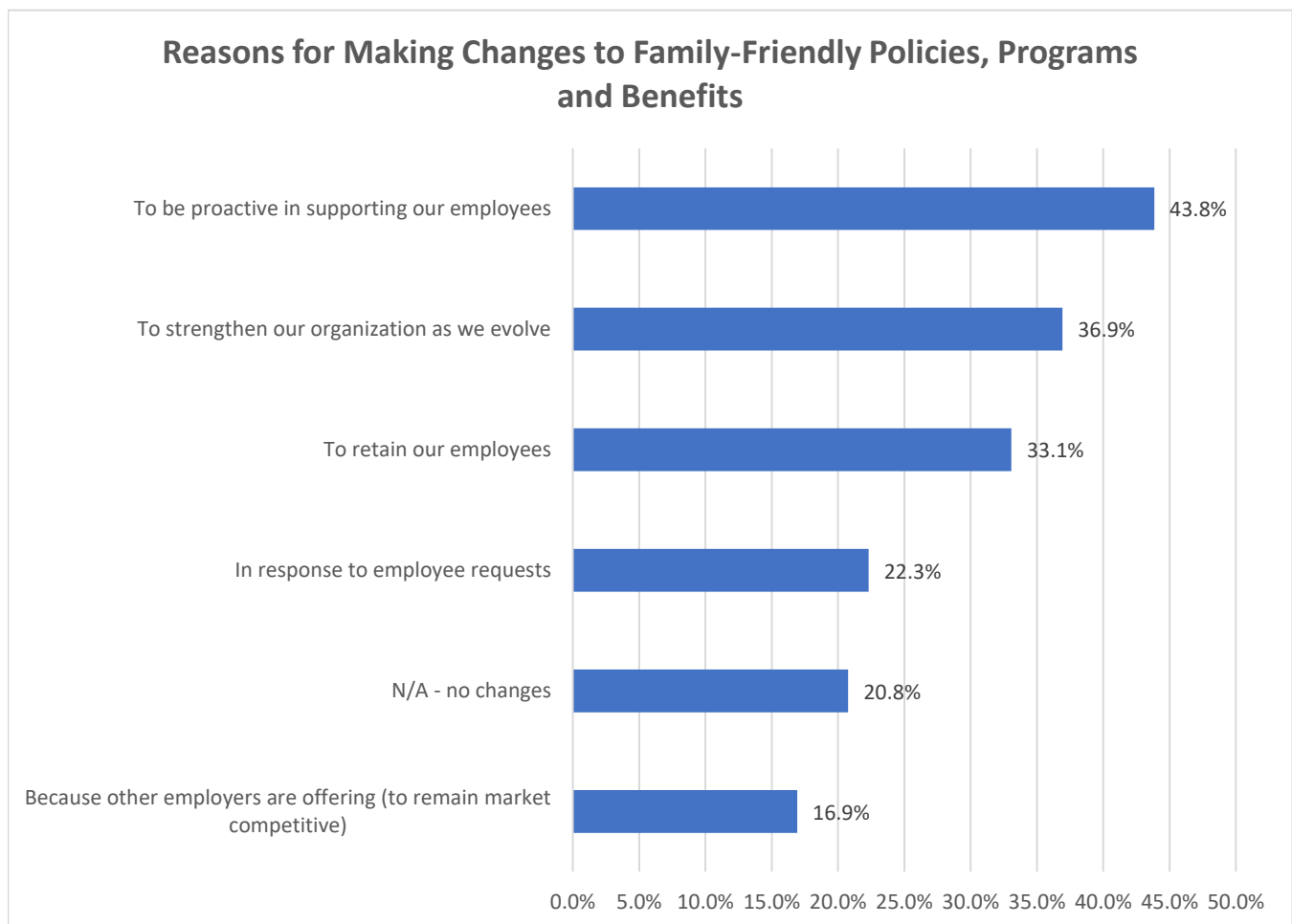


Key Reason(s) for Adding or Enhancing Family-Friendly Benefits

All Organizations (N=130)	Count	% of Total
To be proactive in supporting our employees	57	43.8%
To strengthen our organization as we evolve	48	36.9%
In response to employee requests	29	22.3%
Because other employers are offering (to remain market competitive)	22	16.9%
To retain our employees	43	33.1%
N/A - no changes	27	20.8%

Notes: Total percentage is greater than 100% due to potential of multiple responses.

"N/A - no changes" was an exclusive response.



Other Comments Regarding Family-Friendly Benefits and/or COVID Impact

Other COVID Related Changes or Perceived Benefits
16 hours of personel leave per full time non-exempt employee
Civic Leave (5)
Dental Insurance
Employees were provided 5 weeks of Covid Time to care for themselves and family.
Funeral/Bereavement Leave (2)
The ability to use "Sick Pay" for not only the employees'
Vaccination Incentive - Added
Extension of E-Sick
Pick up children from school, or bringing our children to the office for brief periods when needed.
Use of Sick Leave for Dependents (2)
Many of the leave types listed in the survey would be covered under annual leave.
On-site wellness clinic for employees and dependents 2 years of age +
Paid Birthday Leave

Other COVID Related Changes even if not Specifically Addressed in the Survey
Comply with the Families First Coronarvius Reponse Act (FFRCA) which included the new Emergency Family and Medical Leave Expansion and the Emergency Paid Sick Leave Act which ended on December 31, 2020. (3 responses)
Extended the Emergency Paid Leave Act until March 31, 2021 in an effort to be proactive in supporting our employees.
Allowed employees to borrow Sick Leave then pay it back if out due to COVID issues.
We supported our employees due to financial concerns related to COVID.

Other Comments Regarding Family-Friendly Benefits and/or COVID Impact

Miscellaneous Comments Related to Family-Friendly Benefits
If an employees' current childcare was unavailable upon approval from Town Manger or supervisor, children could be brought to work and taken care of by parent while working. As long as it did not interrupt work.
Regarding Paid FMLA leave- we do allow for employees to be paid using sick and/or vacation, but there is not a specific separate paid time for this leave.
Telecommuting and flex time
Telecommuting was added during COVID-19 if someone had been exposed to a person who tested positive and they were awaiting their test results before returning to work. This
The Family First Acts that were institutes were the catalyst behind the paid leave.
We accomodate parents that work in the office that have to bring their child or children to work.
We did allow telework during the pandemic, and more flexible schedules, or reduced work, but this stopped effective 12/31.20.
We extended the Covid-19 Leave to 4/30/21.
We strive to offer competitive benefits and family-friendly policies to maintain employee engagement and satisfaction and to attract and retain employees.

Compiled Results Categorized by County and Municipal Governments

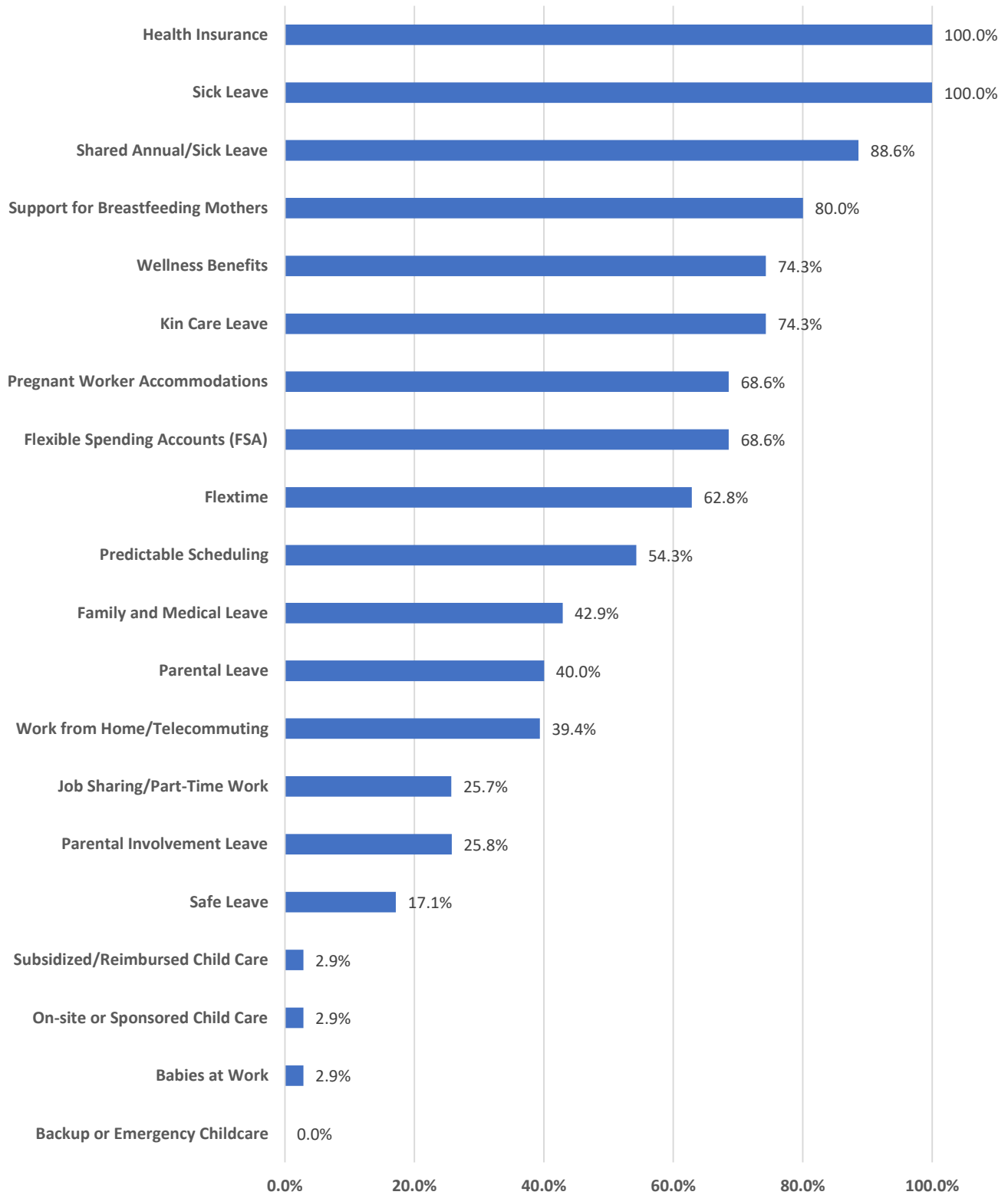
Family-Friendly Benefits Provided by Counties

All Counties (N=35)	Pre-COVID-19	New in Response to COVID-19	Enhanced in Response to COVID-19	Not Provided or No Response
Paid Leave				
Parental Leave	37.1% (13)	5.7% (2)	5.7% (2)	57.1% (20)
Sick Leave	94.3% (33)	5.7% (2)	17.1% (6)	0.0% (0)
Kin Care Leave	74.3% (26)	0.0% (0)	5.7% (2)	25.7% (9)
Safe Leave	17.1% (6)	0.0% (0)	2.9% (1)	82.9% (29)
Family and Medical Leave	40.0% (14)	2.9% (1)	11.4% (4)	57.1% (20)
Parental Involvement Leave	22.9% (8)	2.9% (1)	2.9% (1)	74.3% (26)
Shared Annual/Sick Leave	85.7% (30)	2.9% (1)	5.7% (2)	11.4% (4)
Flexible Work and Scheduling				
Work from Home/Telecommuting	28.6% (10)	40.0% (14)	28.6% (10)	31.4% (11)
Flextime	57.1% (20)	5.7% (2)	11.4% (4)	37.1% (13)
Job Sharing/Part-Time Work	25.7% (9)	0.0% (0)	2.9% (1)	74.3% (26)
Predictable Scheduling	54.3% (19)	0.0% (0)	0.0% (0)	45.7% (16)
Health Benefits				
Health Insurance	100.0% (35)	0.0% (0)	2.9% (1)	0.0% (0)
Wellness Benefits	74.3% (26)	0.0% (0)	0.0% (0)	25.7% (9)
Flexible Spending Accounts (FSA)	68.6% (24)	0.0% (0)	8.6% (3)	31.4% (11)
Accommodations and Support				
Support for Breastfeeding Mothers	77.1% (27)	2.9% (1)	0.0% (0)	20.0% (7)
Pregnant Worker Accommodations	68.6% (24)	0.0% (0)	0.0% (0)	31.4% (11)
Babies at Work	2.9% (1)	0.0% (0)	0.0% (0)	97.1% (34)
Child Care				
Backup or Emergency Childcare	0.0% (0)	0.0% (0)	2.9% (1)	97.1% (34)
On-site or Sponsored Child Care	2.9% (1)	0.0% (0)	0.0% (0)	97.1% (34)
Subsidized/Reimbursed Child Care	2.9% (1)	0.0% (0)	0.0% (0)	97.1% (34)

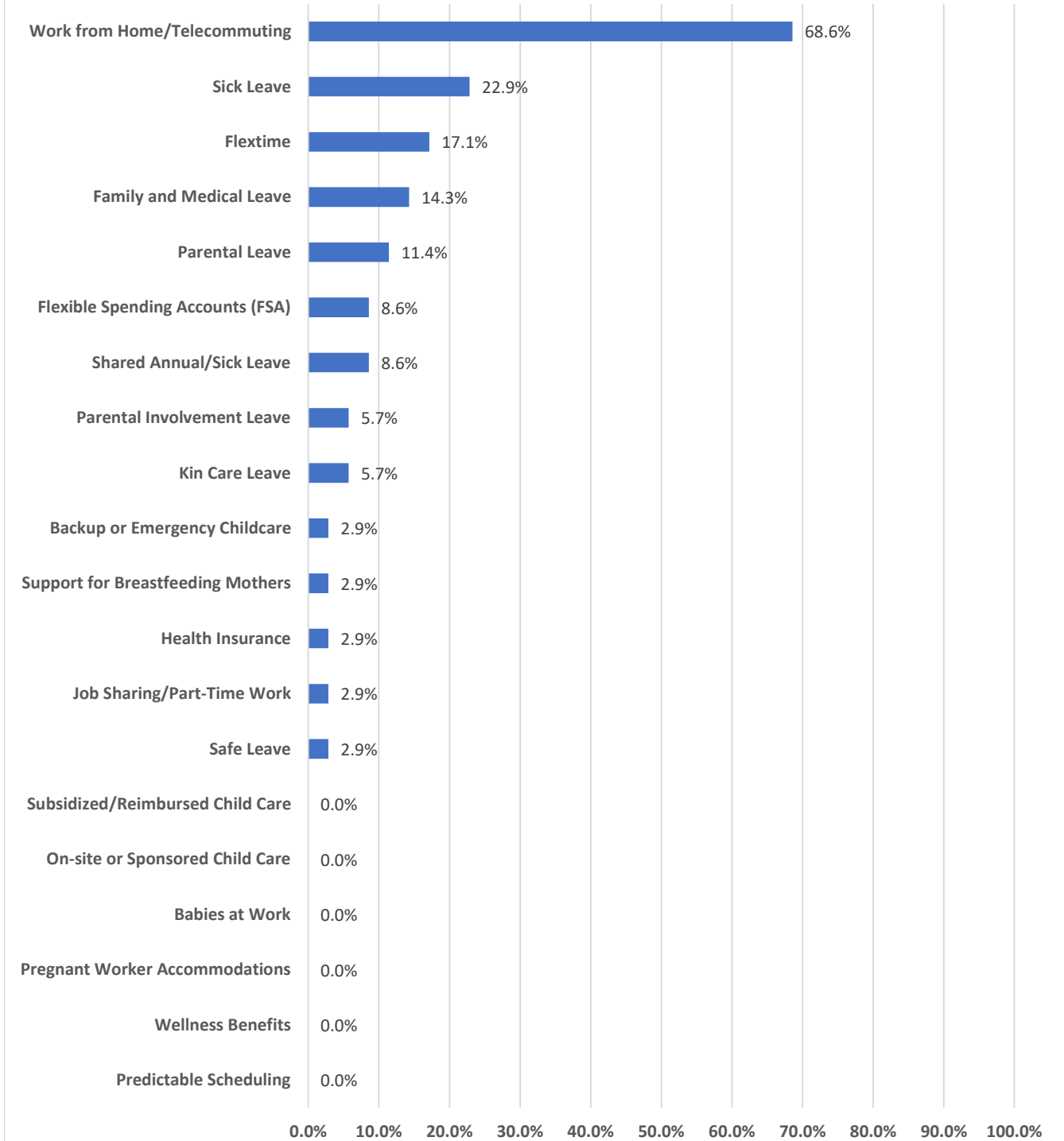
Amount of Paid Time if Parental Leave is Provided			
	Birth Parent	Non-Birth Parent	Adoptive Parents
Less than One Week	0	0	0
Two to Six Weeks	4	3	4
Eight to Twelve Weeks	4	6	6
Greater than 12 Weeks	0	0	0

For all three parent groups, the most common paid time by far was 12 weeks.

Family-Friendly Policies, Programs, Benefits Provided by Counties (35)



% Counties Adding or Enhancing Family-Friendly Policies, Programs, Benefits Fully or in Part Due to COVID-19 (35)



Family-Friendly Benefits Likely to Continue after COVID-19

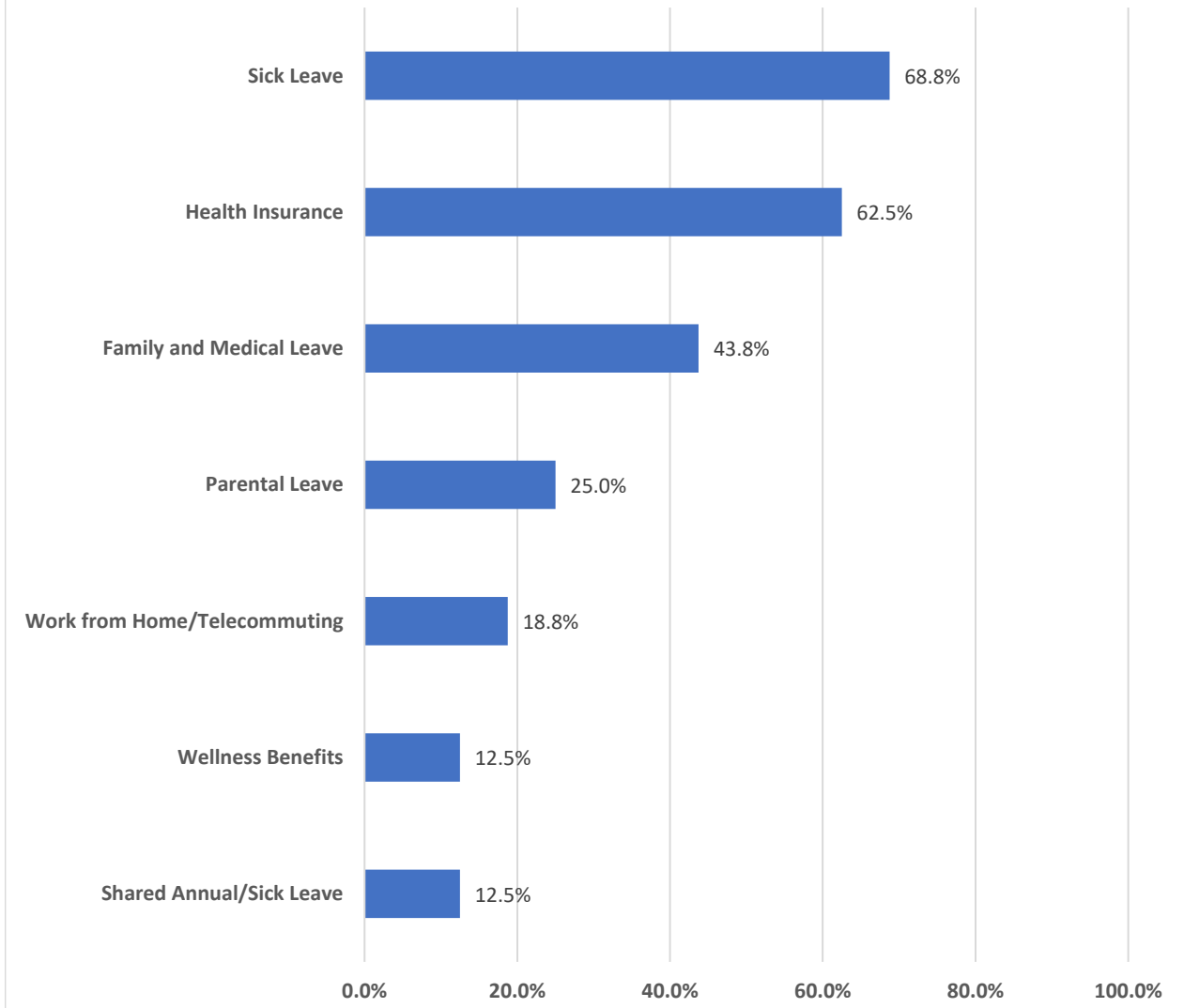
Counties (N=35)	New in Response to COVID-19	Likely to Continue	Percent Continuing after COVID-19
Paid Leave			
Parental Leave	2	1	50.0%
Sick Leave	2	2	100.0%
Kin Care Leave	0	0	N/A
Safe Leave	0	0	N/A
Family and Medical Leave	1	0	0.0%
Parental Involvement Leave	1	0	0.0%
Shared Annual/Sick Leave	1	0	0.0%
Flexible Work and Scheduling			
Work from Home/Telecommuting	14	12	85.7%
Flextime	2	2	100.0%
Job Sharing/Part-Time Work	0	0	N/A
Predictable Scheduling	0	0	N/A
Health Benefits			
Health Insurance	0	0	N/A
Wellness Benefits	0	0	N/A
Flexible Spending Accounts (FSA)	0	0	N/A
Accommodations and Support			
Support for Breastfeeding Mothers	0	0	N/A
Pregnant Worker Accommodations	0	0	N/A
Babies at Work	0	0	N/A
Child Care			
Backup or Emergency Childcare	0	0	N/A
On-site or Sponsored Child Care	0	0	N/A
Subsidized/Reimbursed Child Care	0	0	N/A

NOTE: No graph of this data is provided due to insufficient data

Rank Order of the Importance of Selected Family-Friendly Benefits

Counties (N=32 Responding)	Ranked #1	Ranked #2	Ranked #3	Overall Importance
Paid Leave				
Parental Leave	6.3% (2)	3.1% (1)	15.6% (5)	25.0%
Sick Leave	37.5% (12)	25.0% (8)	6.3% (2)	68.8%
Kin Care Leave	0.0% (0)	3.1% (1)	3.1% (1)	6.3%
Safe Leave	0.0% (0)	0.0% (0)	3.1% (1)	3.1%
Family and Medical Leave	9.4% (3)	21.9% (7)	12.5% (4)	43.8%
Parental Involvement Leave	0.0% (0)	3.1% (1)	0.0% (0)	3.1%
Shared Annual/Sick Leave	0.0% (0)	3.1% (1)	9.4% (3)	12.5%
Flexible Work and Scheduling				
Work from Home/Telecommuting	9.4% (3)	9.4% (3)	0.0% (2)	18.8%
Flextime	0.0% (0)	3.1% (1)	0.0% (5)	3.1%
Job Sharing/Part-Time Work	0.0% (0)	0.0% (0)	0.0% (0)	0.0%
Predictable Scheduling	0.0% (0)	0.0% (0)	0.0% (0)	0.0%
Health Benefits				
Health Insurance	34.4% (11)	18.8% (6)	9.4% (3)	62.5%
Wellness Benefits	3.1% (1)	9.4% (3)	0.0% (0)	12.5%
Flexible Spending Accounts (FSA)	0.0% (0)	0.0% (0)	9.4% (3)	9.4%
Accommodations and Support				
Support for Breastfeeding Mothers	0.0% (0)	0.0% (0)	0.0% (0)	0.0%
Pregnant Worker Accommodations	0.0% (0)	0.0% (0)	0.0% (0)	0.0%
Babies at Work	0.0% (0)	0.0% (0)	0.0% (0)	0.0%
Child Care				
Backup or Emergency Childcare	0.0% (0)	0.0% (0)	6.3% (2)	6.3%
On-site or Sponsored Child Care	0.0% (0)	0.0% (0)	3.1% (1)	3.1%
Subsidized/Reimbursed Child Care	0.0% (0)	0.0% (0)	0.0% (0)	0.0%

Top 7 Family-Friendly Policies, Programs and Benefits by Counties (those over 10%)

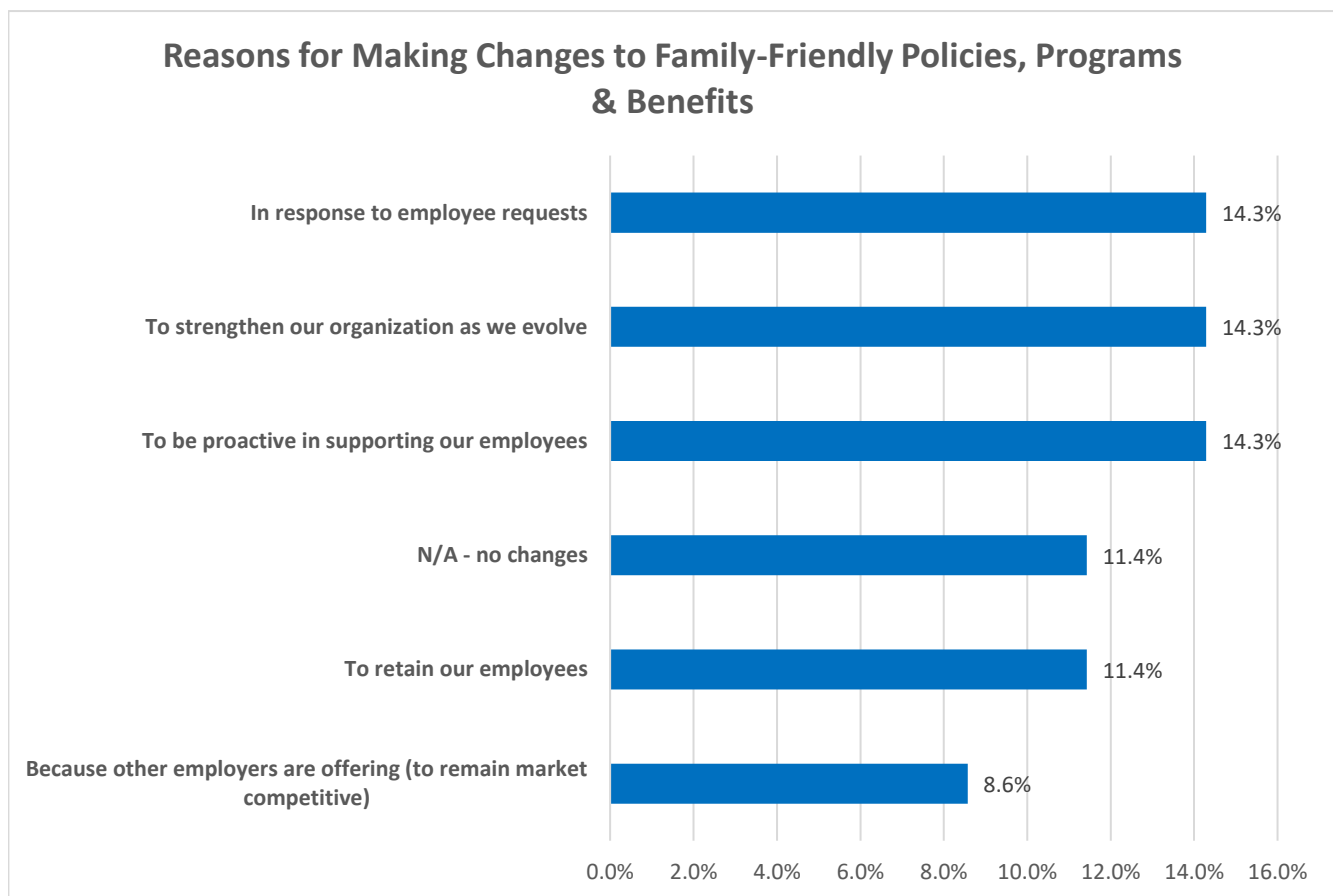


Key Reason(s) for Adding or Enhancing Family-Friendly Benefits

Counties (N=35)	Count	% of Total
To be proactive in supporting our employees	5	14.3%
To strengthen our organization as we evolve	5	14.3%
In response to employee requests	5	14.3%
Because other employers are offering (to remain market competitive)	3	8.6%
To retain our employees	4	11.4%
N/A - no changes	4	11.4%

Notes: Total percentage is greater than 100% due to potential of multiple responses.

"N/A - no changes" was an exclusive response.



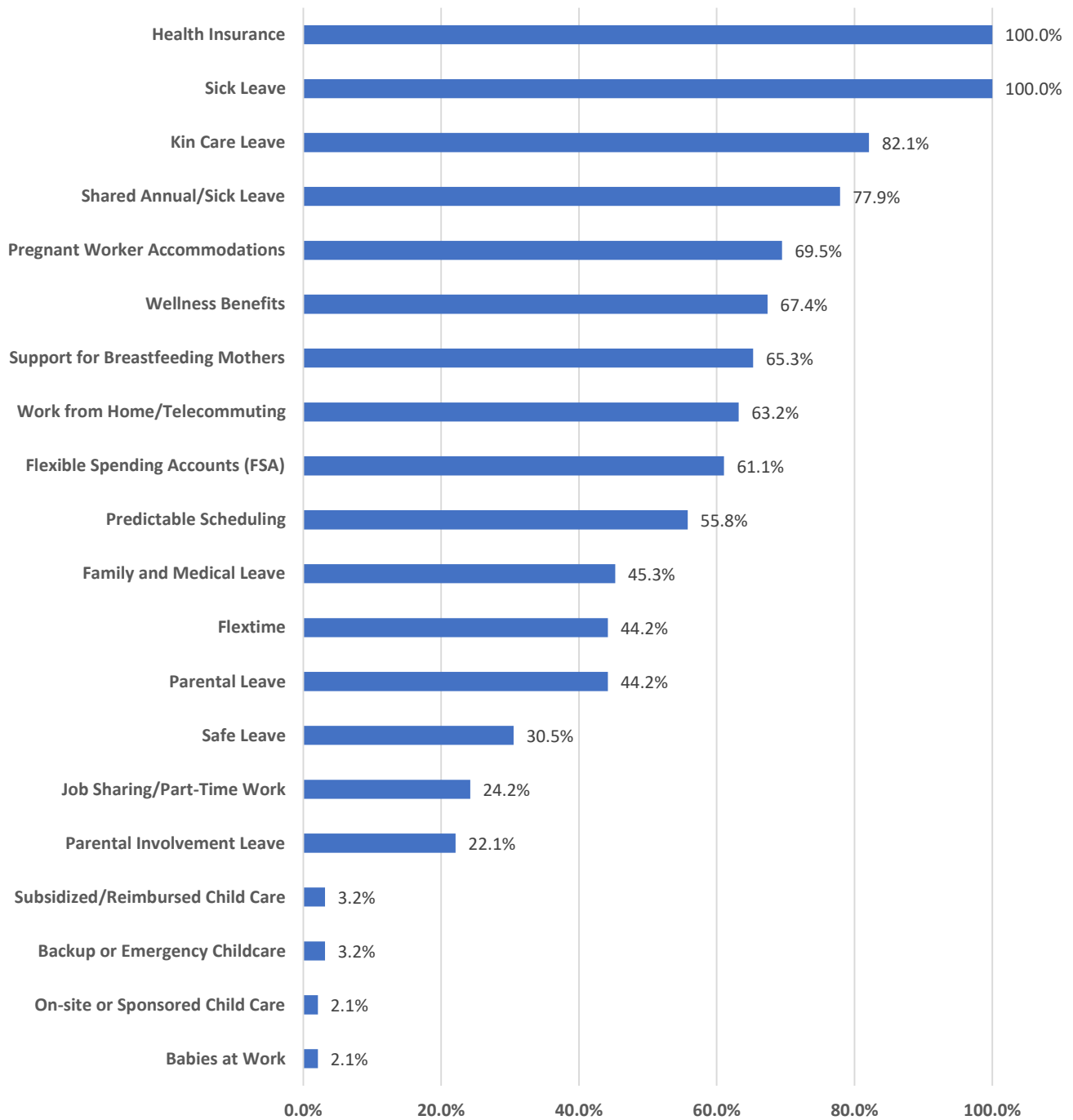
Family-Friendly Benefits Provided by Municipalities

All Municipalities (N=95)	Pre-COVID-19	New in Response to COVID-19	Enhanced in Response to COVID-19	Not Provided or No Response
Paid Leave				
Parental Leave	41.1% (39)	3.2% (3)	3.2% (3)	55.8% (53)
Sick Leave	92.6% (88)	7.4% (7)	18.9% (18)	0.0% (0)
Kin Care Leave	78.9% (75)	3.2% (3)	7.4% (7)	17.9% (17)
Safe Leave	27.4% (26)	3.2% (3)	1.1% (1)	69.5% (66)
Family and Medical Leave	38.9% (37)	6.3% (6)	11.6% (11)	54.7% (52)
Parental Involvement Leave	21.1% (20)	1.1% (1)	2.1% (2)	77.9% (74)
Shared Annual/Sick Leave	73.7% (70)	4.2% (4)	2.1% (2)	22.1% (21)
Flexible Work and Scheduling				
Work from Home/Telecommuting	28.4% (27)	35.8% (34)	22.1% (21)	35.8% (34)
Flextime	34.7% (33)	9.5% (9)	15.8% (15)	55.8% (53)
Job Sharing/Part-Time Work	24.2% (23)	0.0% (0)	3.2% (3)	75.8% (72)
Predictable Scheduling	55.8% (53)	0.0% (0)	3.2% (3)	44.2% (42)
Health Benefits				
Health Insurance	98.9% (94)	1.1% (1)	4.2% (4)	0.0% (0)
Wellness Benefits	67.4% (64)	0.0% (0)	5.3% (5)	0.0% (0)
Flexible Spending Accounts (FSA)	61.1% (58)	0.0% (0)	6.3% (6)	0.0% (0)
Accommodations and Support				
Support for Breastfeeding Mothers	61.1% (58)	4.2% (4)	5.3% (5)	34.7% (33)
Pregnant Worker Accommodations	69.5% (66)	0.0% (0)	5.3% (5)	30.5% (29)
Babies at Work	2.1% (2)	0.0% (0)	9.5% (9)	97.9% (93)
Child Care				
Backup or Emergency Childcare	0.0% (0)	3.2% (3)	1.1% (1)	96.8% (92)
On-site or Sponsored Child Care	0.0% (0)	2.1% (2)	1.1% (1)	97.9% (93)
Subsidized/Reimbursed Child Care	3.2% (3)	0.0% (0)	0.0% (0)	96.8% (92)

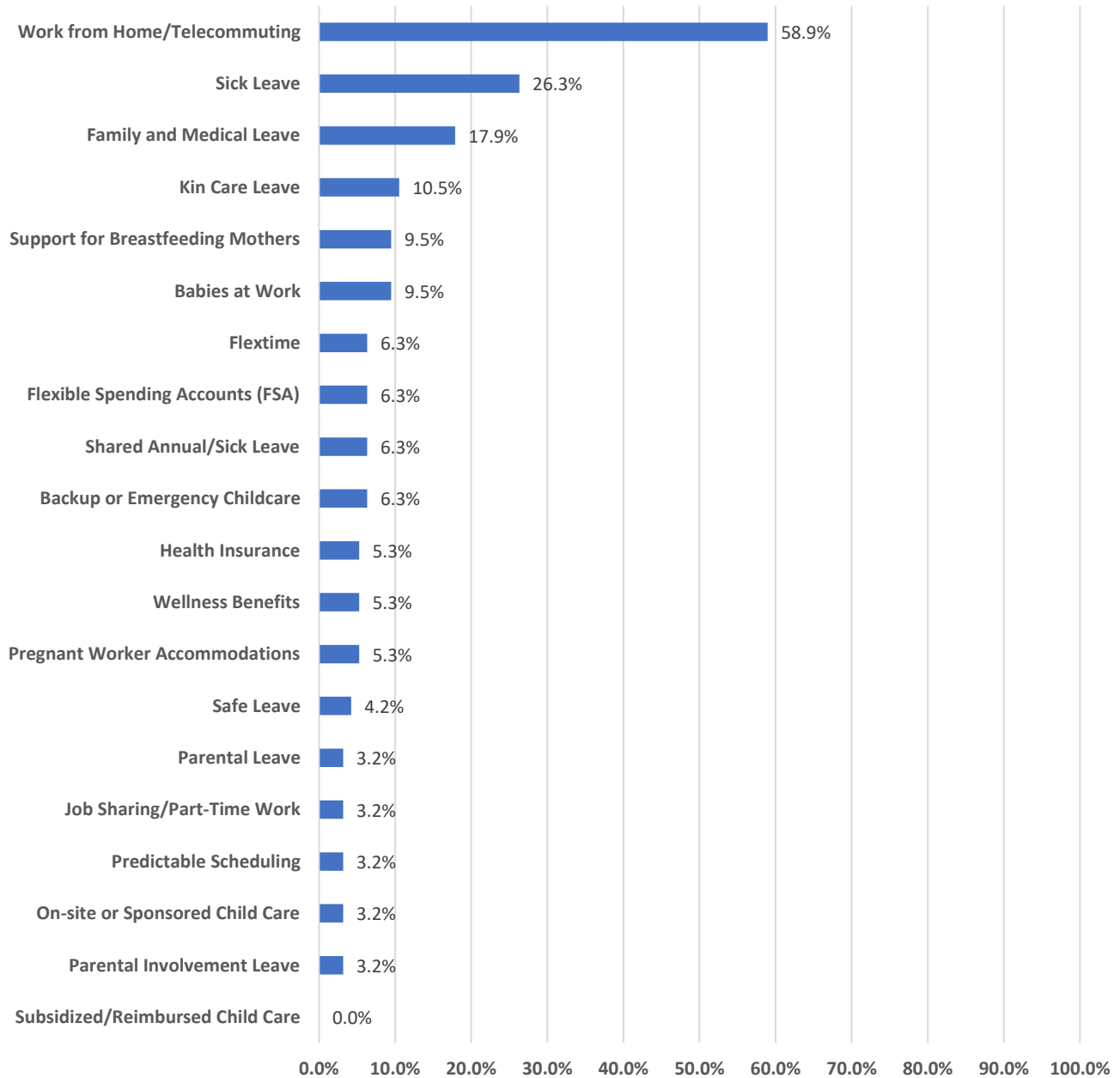
Amount of Paid Time if Parental Leave is Provided			
	Birth Parent	Non-Birth Parent	Adoptive Parents
Less than One Week	3	3	3
Two to Six Weeks	11	11	12
Eight to Twelve Weeks	21	19	21
Greater than 12 Weeks	0	0	0

For all three parent groups, the most common paid time by far was 12 weeks.

Family-Friendly Policies, Programs, Benefits Provided by Municipalities



% Municipalities Adding or Enhancing Family-Friendly Policies, Programs, Benefits Fully or in Part Due to COVID-19



Family-Friendly Benefits Likely to Continue after COVID-19

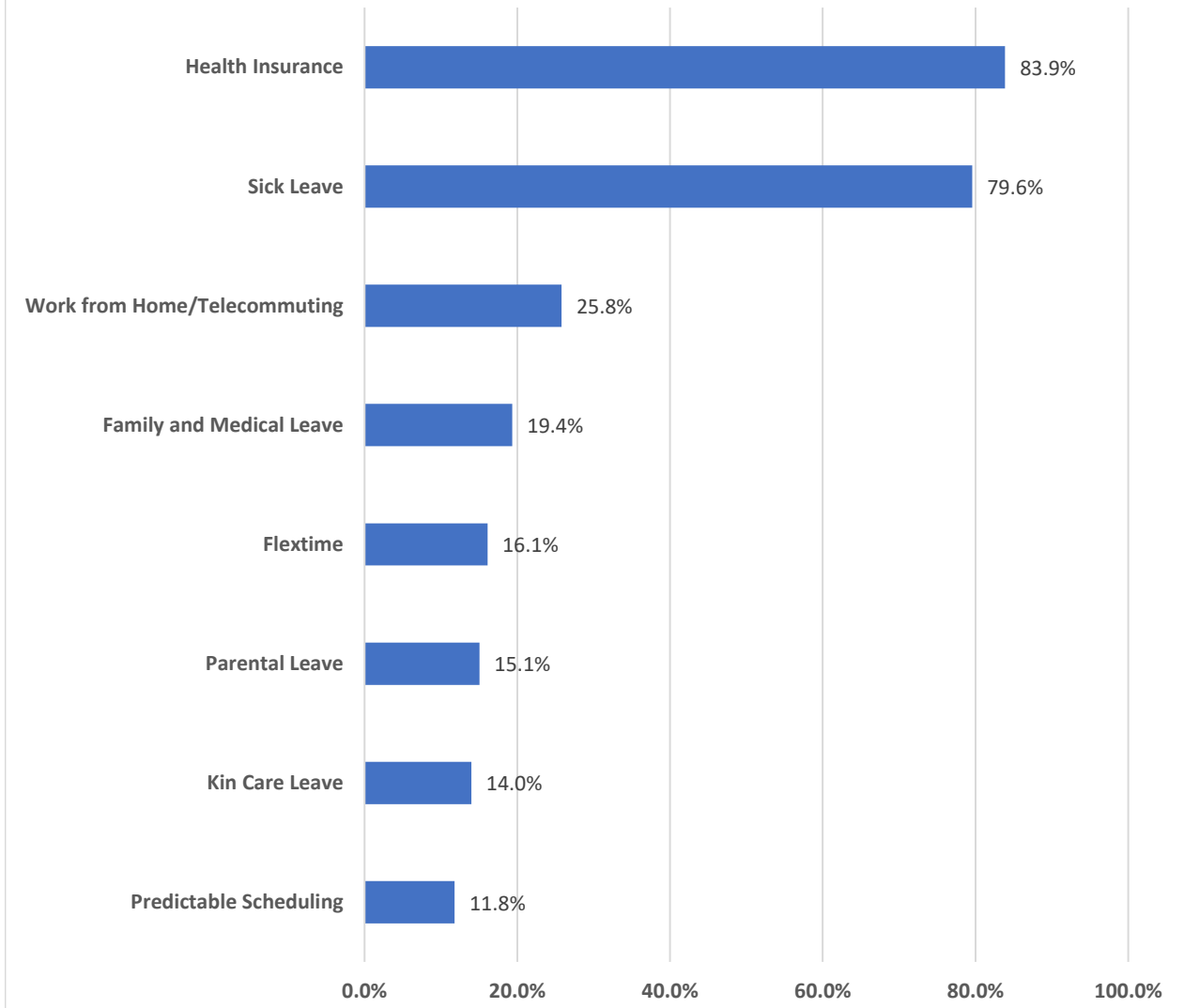
Municipalities (N=95)	New in Response to COVID-19	Likely to Continue	Percent Continuing after COVID-19
Paid Leave			
Parental Leave	3	3	100.0%
Sick Leave	7	1	14.3%
Kin Care Leave	3	0	0.0%
Safe Leave	3	1	33.3%
Family and Medical Leave	6	2	33.3%
Parental Involvement Leave	1	1	100.0%
Shared Annual/Sick Leave	4	1	25.0%
Flexible Work and Scheduling			
Work from Home/Telecommuting	35	35	100.0%
Flextime	9	9	100.0%
Job Sharing/Part-Time Work	1	0	0.0%
Predictable Scheduling	1	1	100.0%
Health Benefits			
Health Insurance	1	1	100.0%
Wellness Benefits	0	0	N/A
Flexible Spending Accounts (FSA)	0	0	N/A
Accommodations and Support			
Support for Breastfeeding Mothers	4	0	0.0%
Pregnant Worker Accommodations	0	0	N/A
Babies at Work	0	0	N/A
Child Care			
Backup or Emergency Childcare	3	0	0.0%
On-site or Sponsored Child Care	2	1	50.0%
Subsidized/Reimbursed Child Care	0	0	N/A

NOTE: No graph of this data is provided due to insufficient data

Rank Order of the Importance of Selected Family-Friendly Benefits

Municipalities (N=93 Responding)	Ranked #1	Ranked #2	Ranked #3	Overall Importance
Paid Leave				
Parental Leave	3.2% (3)	4.3% (4)	7.5% (7)	15.1%
Sick Leave	24.7% (23)	45.2% (42)	9.7% (9)	79.6%
Kin Care Leave	0.0% (0)	3.2% (3)	10.8% (10)	14.0%
Safe Leave	0.0% (0)	1.1% (1)	1.1% (1)	2.2%
Family and Medical Leave	2.2% (2)	5.4% (5)	11.8% (11)	19.4%
Parental Involvement Leave	0.0% (0)	0.0% (0)	0.0% (0)	0.0%
Shared Annual/Sick Leave	0.0% (0)	1.1% (1)	7.5% (7)	8.6%
Flexible Work and Scheduling				
Work from Home/Telecommuting	6.5% (6)	6.5% (6)	12.9% (12)	25.8%
Flextime	2.2% (2)	6.5% (6)	7.5% (7)	16.1%
Job Sharing/Part-Time Work	0.0% (0)	0.0% (0)	0.0% (0)	0.0%
Predictable Scheduling	2.2% (2)	5.4% (5)	4.3% (4)	11.8%
Health Benefits				
Health Insurance	59.1% (55)	15.1% (14)	9.7% (9)	83.9%
Wellness Benefits	0.0% (0)	5.4% (5)	3.2% (3)	8.6%
Flexible Spending Accounts (FSA)	0.0% (0)	1.1% (1)	8.6% (8)	9.7%
Accommodations and Support				
Support for Breastfeeding Mothers	0.0% (0)	0.0% (0)	2.2% (2)	2.2%
Pregnant Worker Accommodations	0.0% (0)	0.0% (0)	0.0% (0)	0.0%
Babies at Work	0.0% (0)	0.0% (0)	0.0% (0)	0.0%
Child Care				
Backup or Emergency Childcare	0.0% (0)	0.0% (0)	1.1% (1)	1.1%
On-site or Sponsored Child Care	0.0% (0)	0.0% (0)	1.1% (1)	1.1%
Subsidized/Reimbursed Child Care	0.0% (0)	0.0% (0)	1.1% (1)	1.1%

Top 8 Family-Friendly Policies, Programs and Benefits by Municipalities (those over 10%)

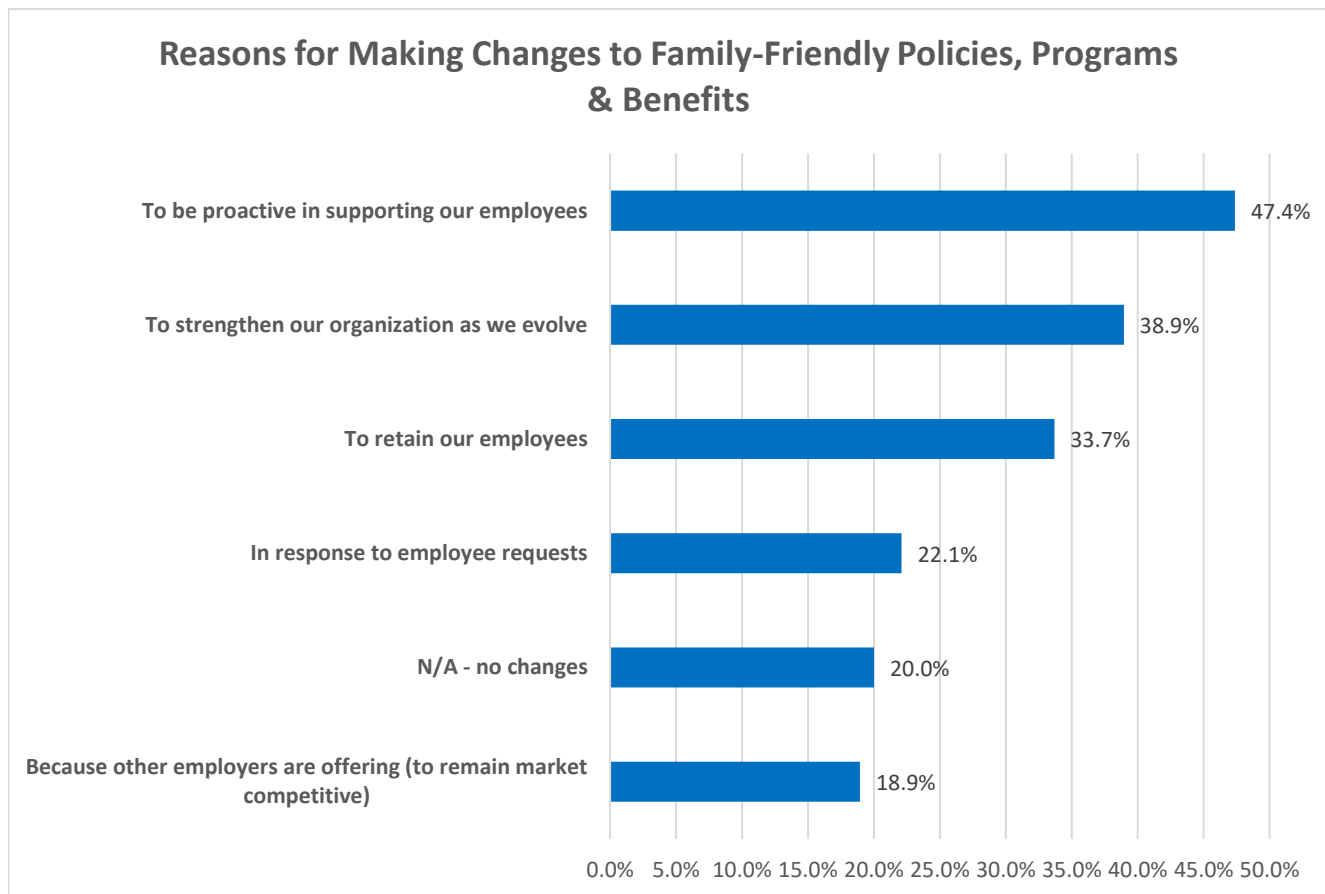


Key Reason(s) for Adding or Enhancing Family-Friendly Benefits

Municipalities (N=95)	Count	% of Total
To be proactive in supporting our employees	45	47.4%
To strengthen our organization as we evolve	37	38.9%
In response to employee requests	21	22.1%
Because other employers are offering (to remain market competitive)	18	18.9%
To retain our employees	32	33.7%
N/A - no changes	19	20.0%

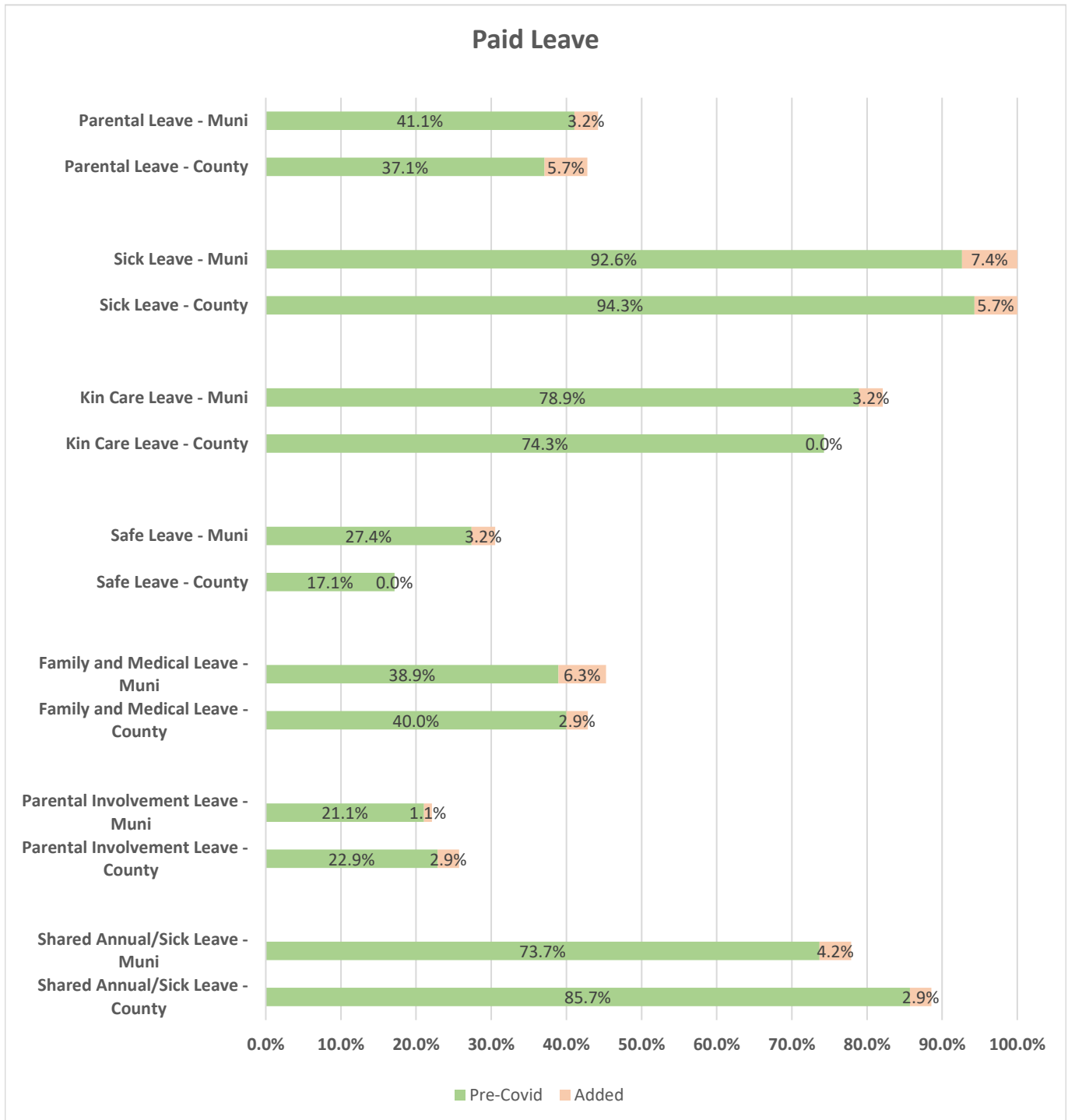
Notes: Total percentage is greater than 100% due to potential of multiple responses

"N/A - no changes" was an exclusive response

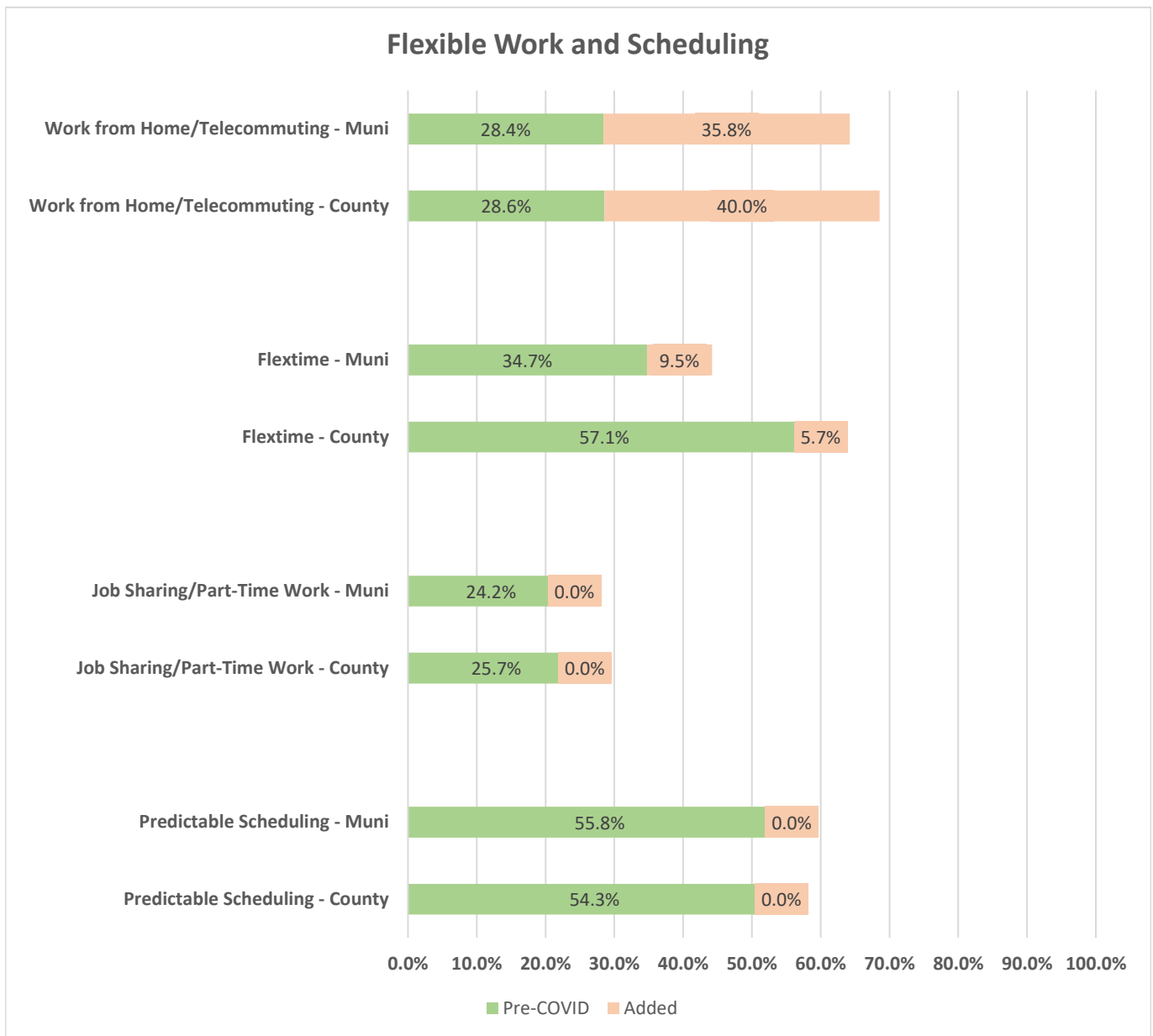


Family-Friendly Benefits Provided County versus Municipalities

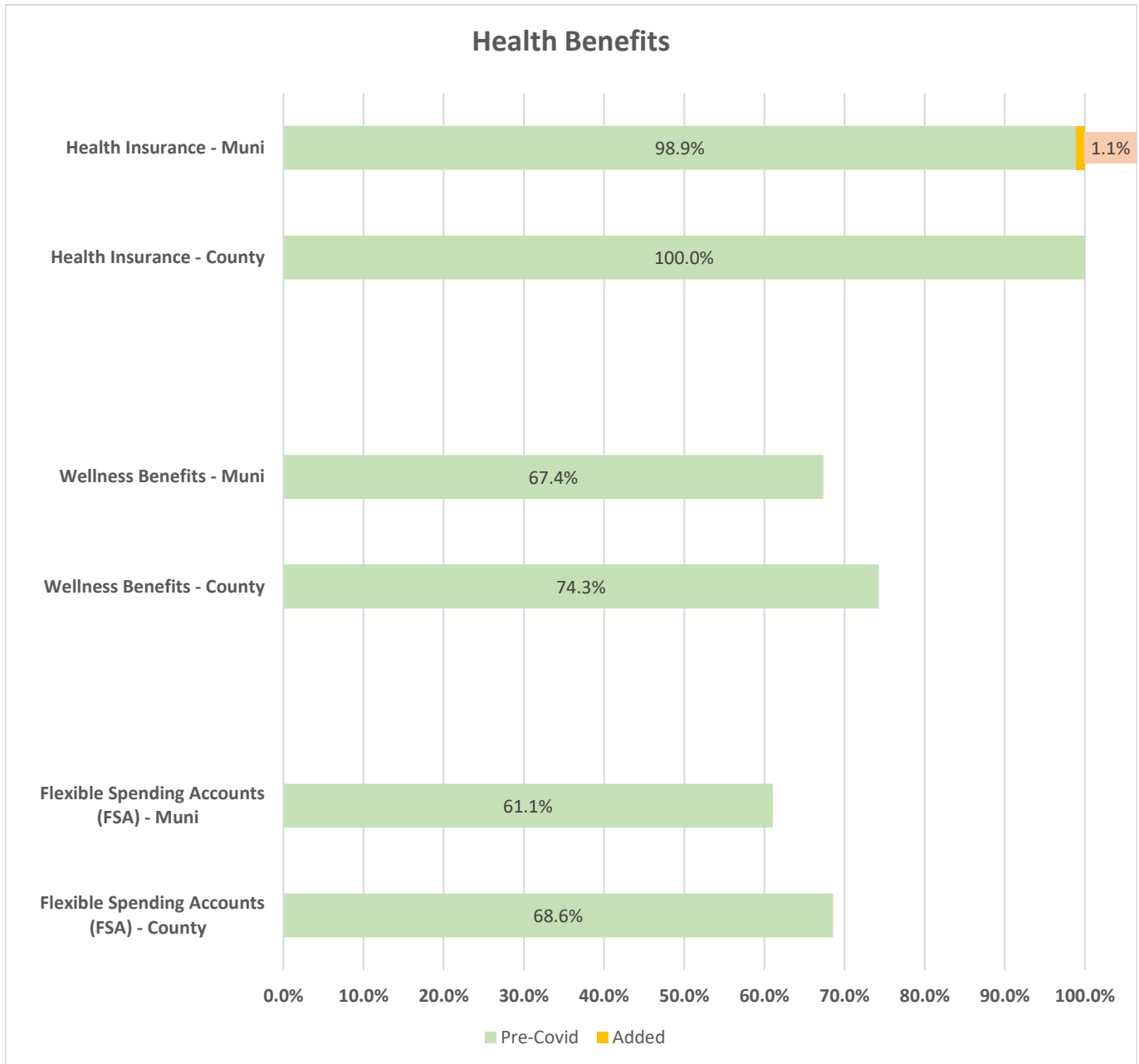
The following charts illustrate the degree to which North Carolina county governments and North Carolina municipal governments provide the family-friendly benefits covered in the survey to their employees. Data includes the percentage of each benefit provided prior to COVID-19 and the percentage of each (if any) added during COVID-19.



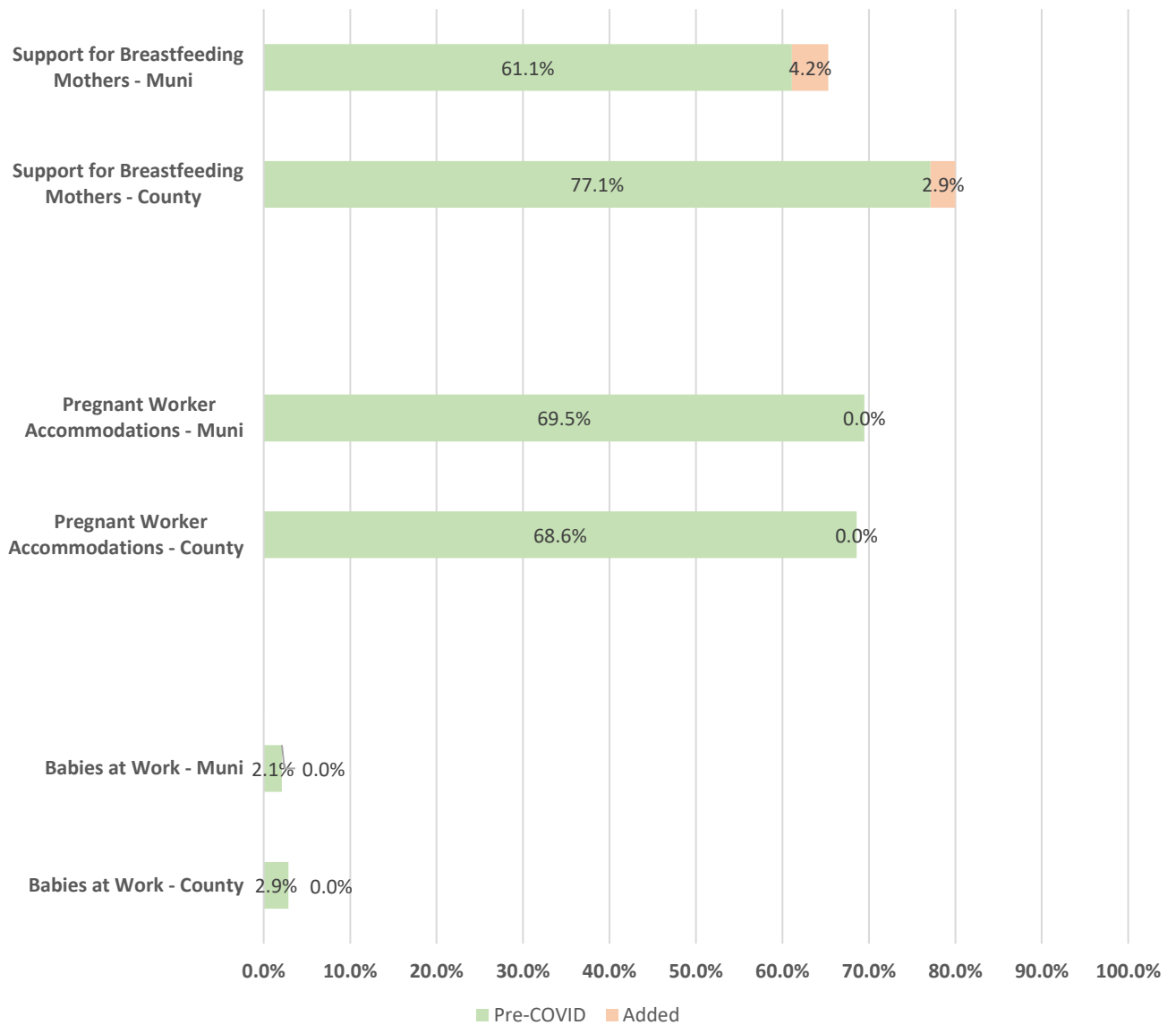
Family-Friendly Benefits Provided County versus Municipality



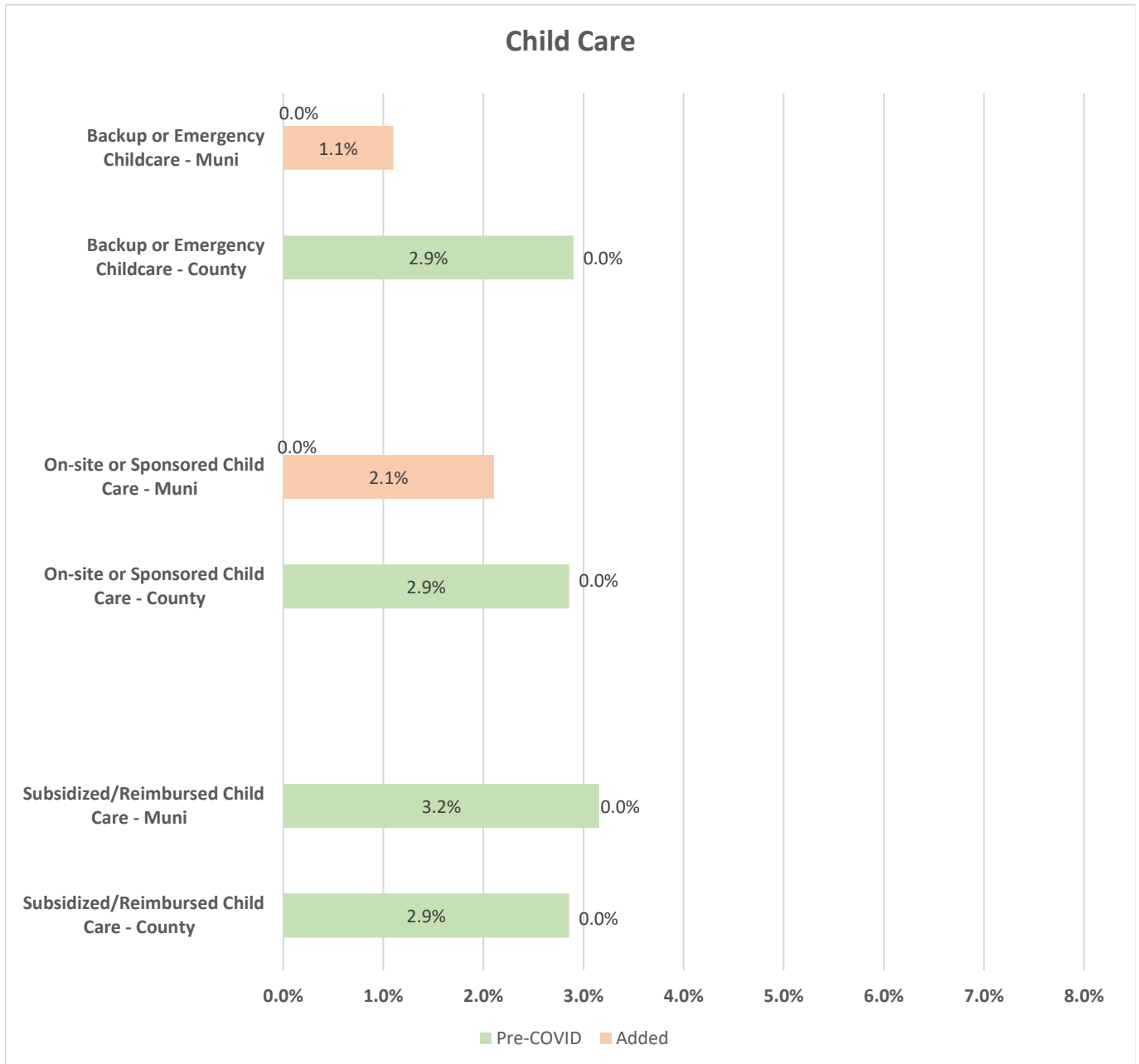
Family-Friendly Benefits Provided County versus Municipality



Accommodations and Support



Family-Friendly Benefits Provided County versus Municipality



Compiled Results Categorized by Size (Full Time Employment) of the Organization

Family-Friendly Benefits Provided by Employment Size

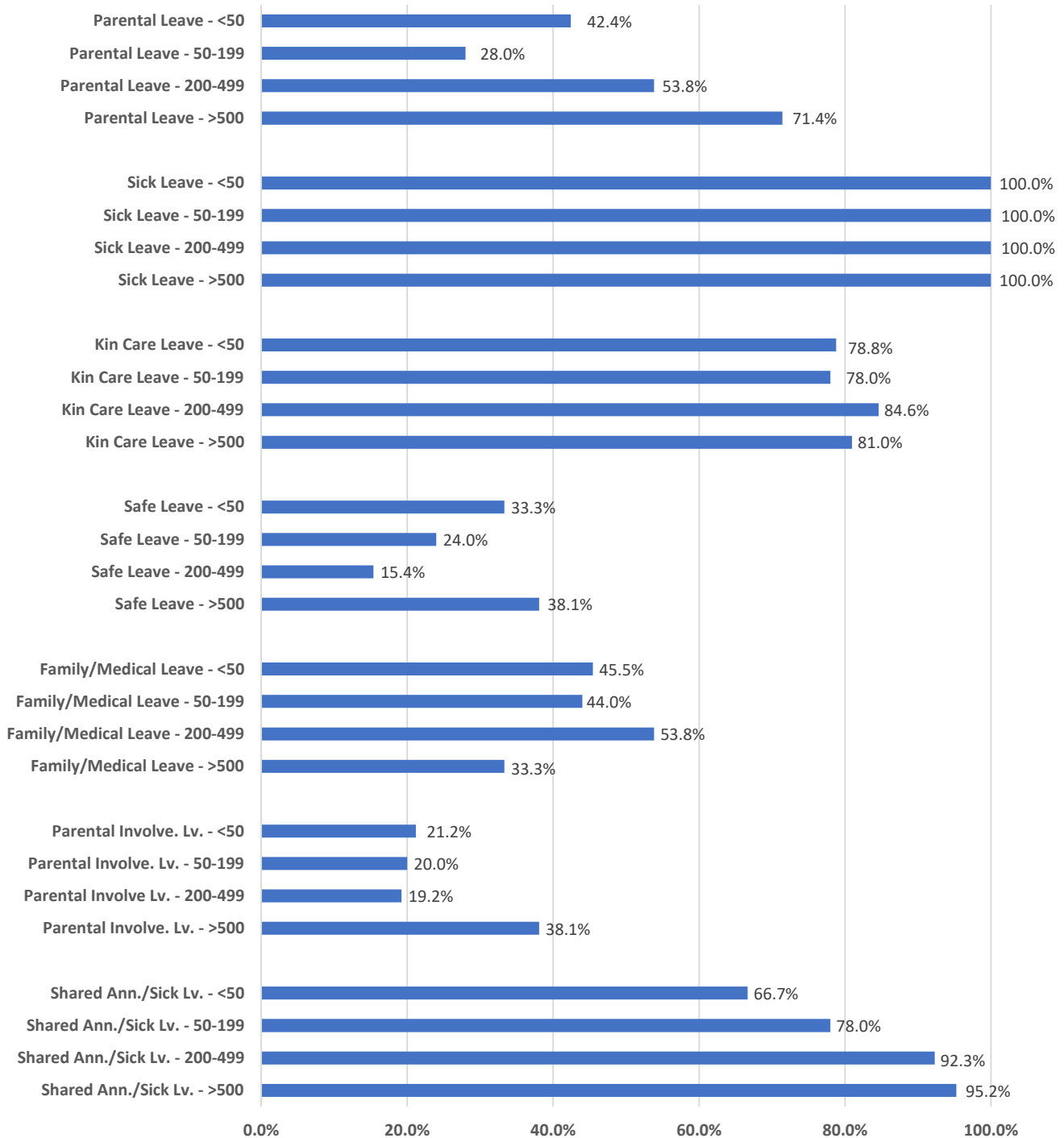
All Organizations (N=130)	Less than 50 (33)	50 to 199 (50)	200 to 499 (26)	500 or more (21)
Paid Leave				
Parental Leave	42.4% (14)	28.0% (14)	53.8% (14)	71.4% (15)
Sick Leave	100.0% (33)	100.0% (50)	100.0% (26)	100.0% (21)
Kin Care Leave	78.8% (26)	78.0% (39)	84.6% (22)	81.0% (17)
Safe Leave	33.3% (11)	24.0% (12)	15.4% (4)	38.1% (8)
Family and Medical Leave	45.5% (15)	44.0% (22)	53.8% (14)	33.3% (7)
Parental Involvement Leave	21.2% (7)	20.0% (10)	19.2% (5)	38.1% (8)
Shared Annual/Sick Leave	66.7% (22)	78.0% (39)	92.3% (24)	95.2% (20)
Flexible Work and Scheduling				
Work from Home/Telecommuting	54.5% (18)	60.0% (30)	65.4% (17)	95.2% (20)
Flextime	42.4% (14)	34.0% (17)	61.5% (16)	81.0% (17)
Job Sharing/Part-Time Work	21.2% (7)	20.0% (10)	30.8% (8)	38.1% (8)
Predictable Scheduling	63.6% (21)	46.0% (23)	53.8% (14)	66.7% (14)
Health Benefits				
Health Insurance	100.0% (33)	100.0% (50)	100.0% (26)	100.0% (21)
Wellness Benefits	51.5% (17)	62.0% (31)	84.6% (22)	95.2% (20)
Flexible Spending Accounts (FSA)	27.3% (9)	64.0% (32)	80.8% (21)	95.2% (20)
Accommodations and Support				
Support for Breastfeeding Mothers	66.7% (22)	62.0% (31)	69.2% (18)	85.7% (18)
Pregnant Worker Accommodations	60.6% (20)	68.0% (34)	76.9% (20)	76.2% (16)
Babies at Work	6.1% (2)	0.0% (0)	3.8% (1)	0.0% (0)
Child Care				
Backup or Emergency Childcare	0.0% (0)	2.0% (1)	3.8% (1)	4.8% (1)
On-site or Sponsored Child Care	0.0% (0)	0.0% (0)	7.7% (2)	4.8% (1)
Subsidized/Reimbursed Child Care	3.0% (1)	0.0% (0)	3.8% (1)	9.5% (2)

Amount of Paid Time if Parental Leave is Provided				
	Less than 50 (33)	50 to 199 (50)	200 to 499 (26)	500 or more (21)
Less than One Week	2 - 2 - 2	1 - 1 - 1	0 - 0 - 0	0 - 0 - 0
Two to Six Weeks	3 - 3 - 3	3 - 3 - 3	3 - 3 - 3	6 - 5 - 6
Eight to Twelve Weeks	6 - 5 - 6	6 - 6 - 6	7 - 6 - 7	8 - 8 - 8
Greater than 12 Weeks	0 - 0 - 0	0 - 0 - 0	0 - 0 - 0	0 - 0 - 0

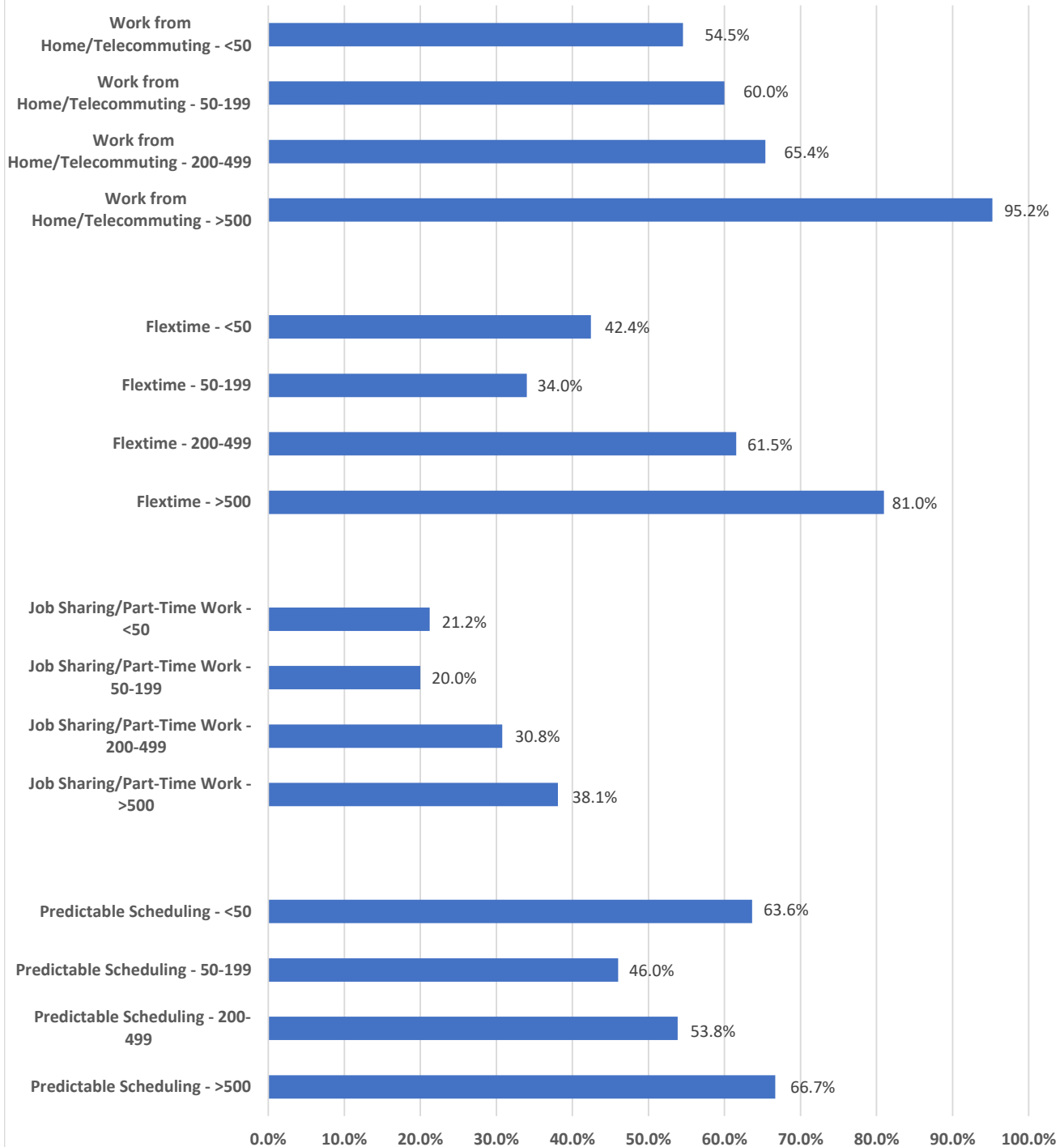
For all three parent groups, the most common paid time by far was 12 weeks.

This Data is presented as: Birth Parent - Non-Birth Parent - Adoptive Parents

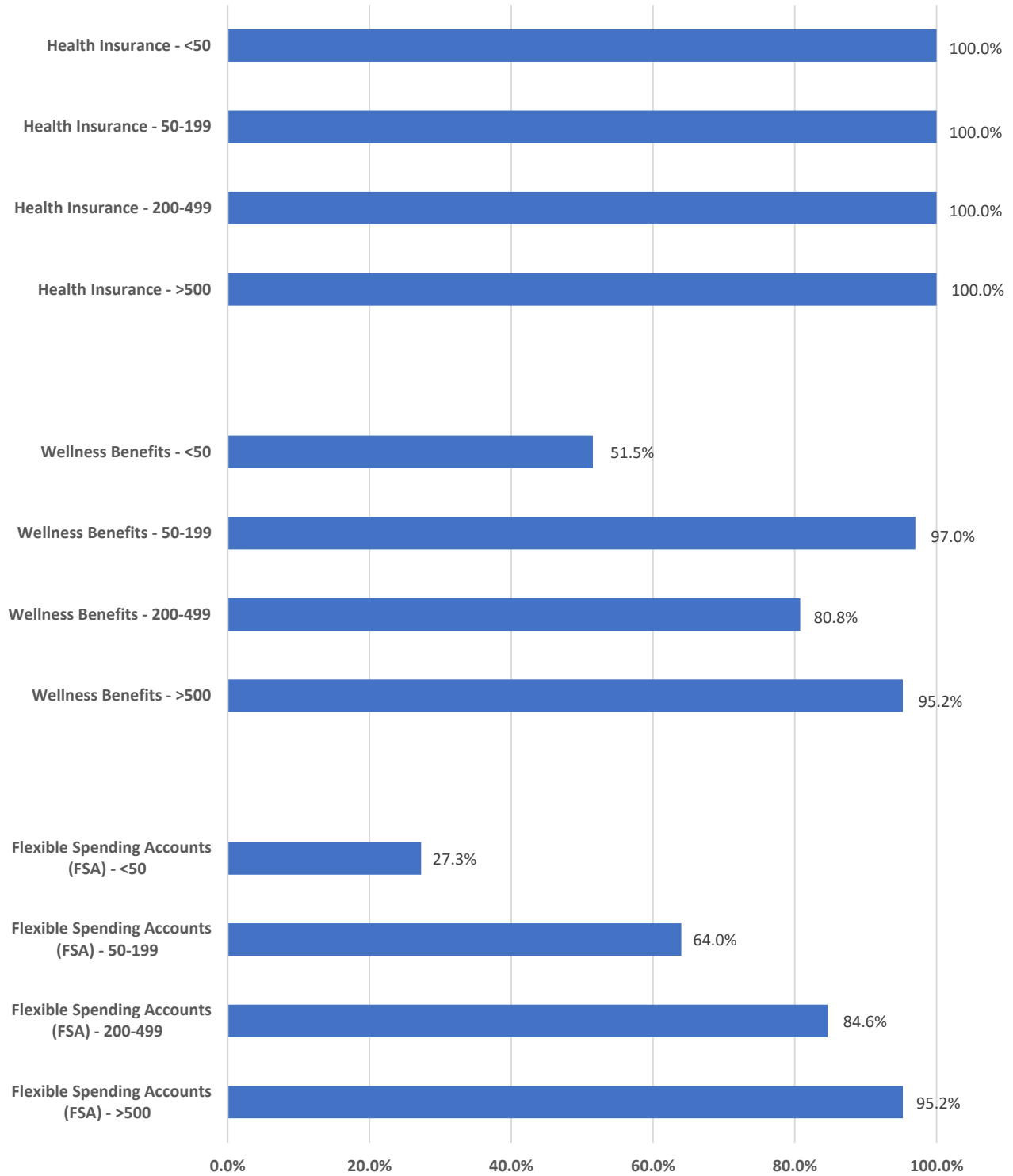
Paid Leave Time Provided by Employment Size



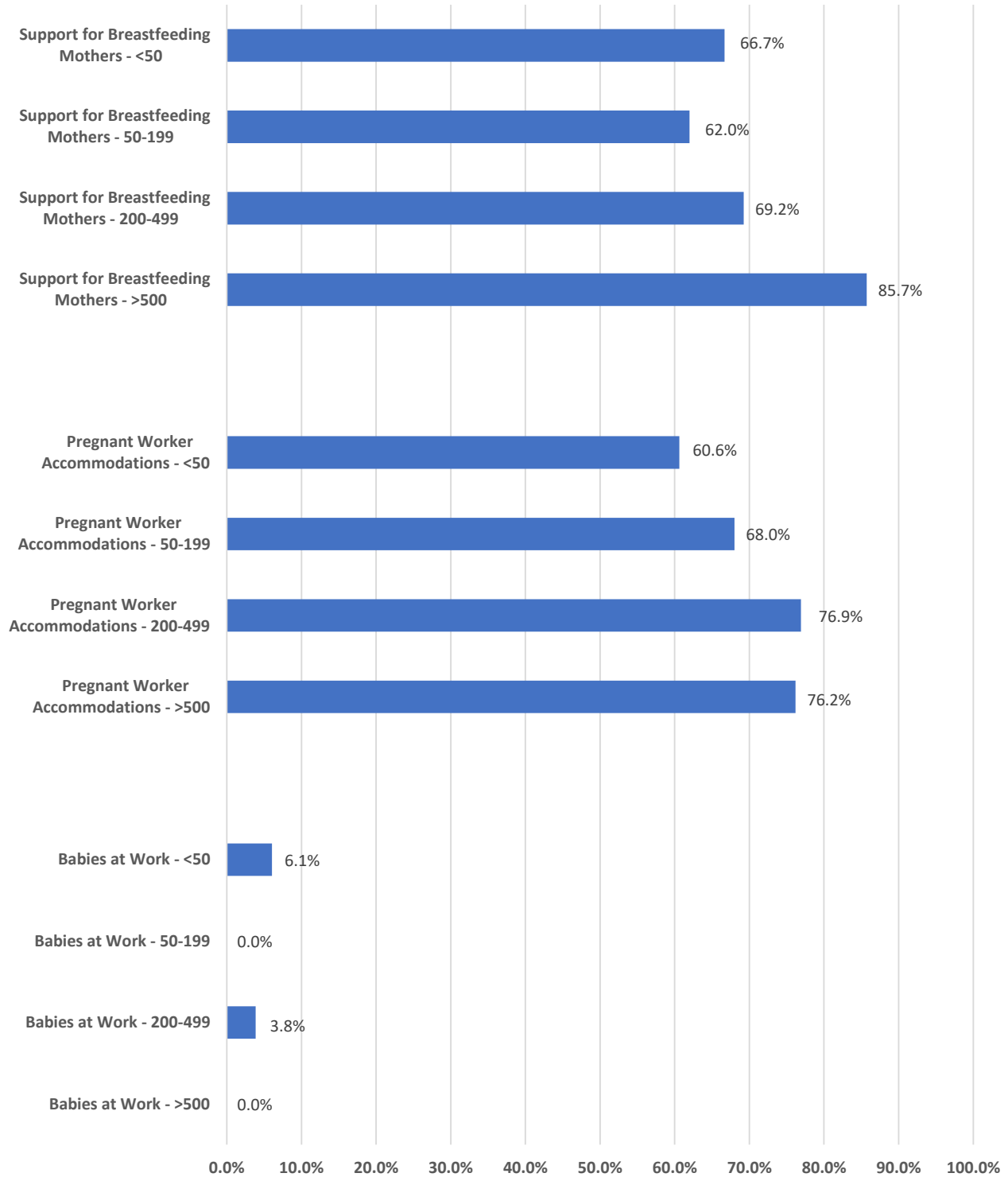
Flexible Work and Scheduling Provided by Employment Size



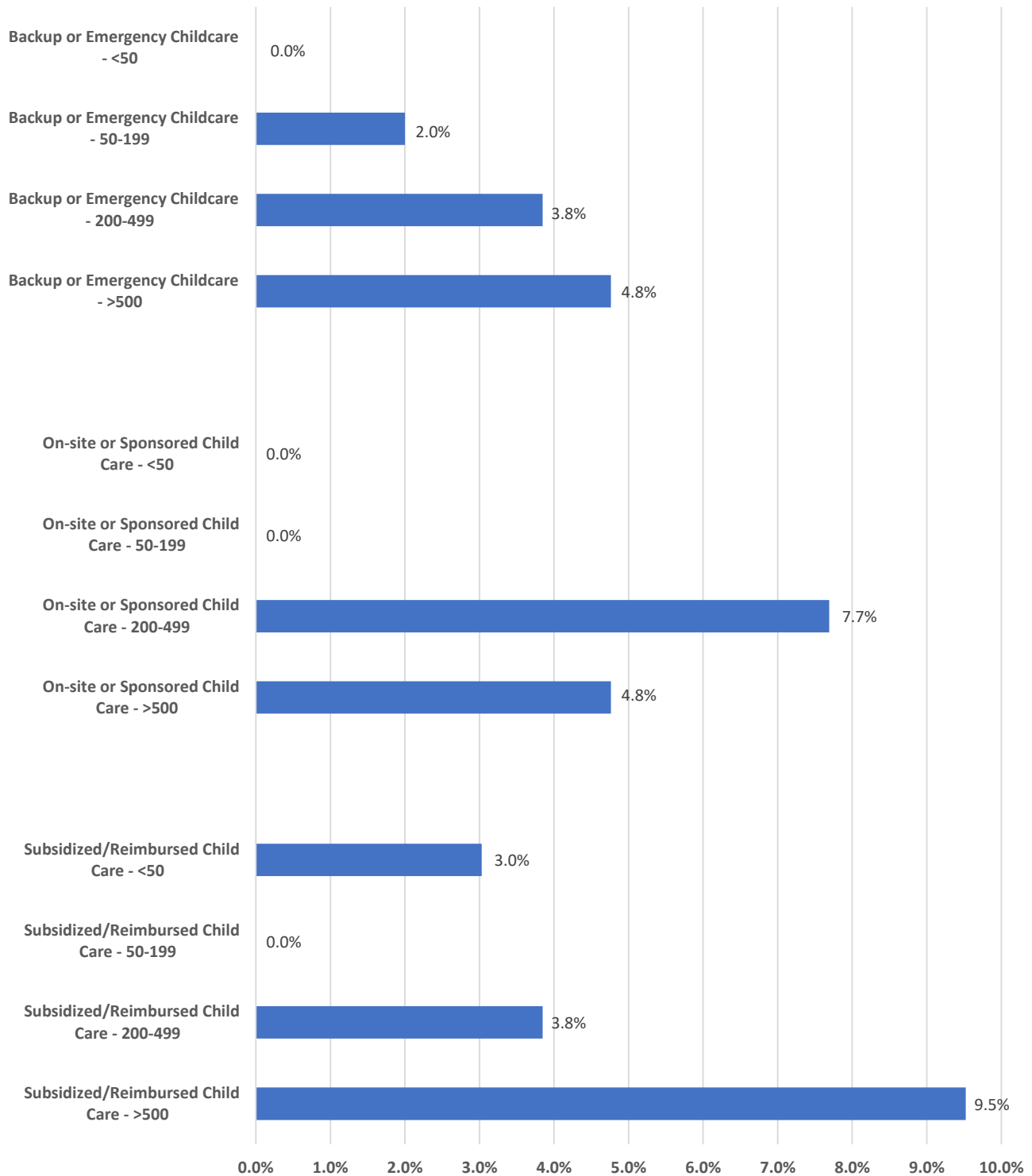
Health Benefits Provided by Employment Size



Accommodations and Support Provided by Employment Size



Child Care Benefits Provided by Employment Size



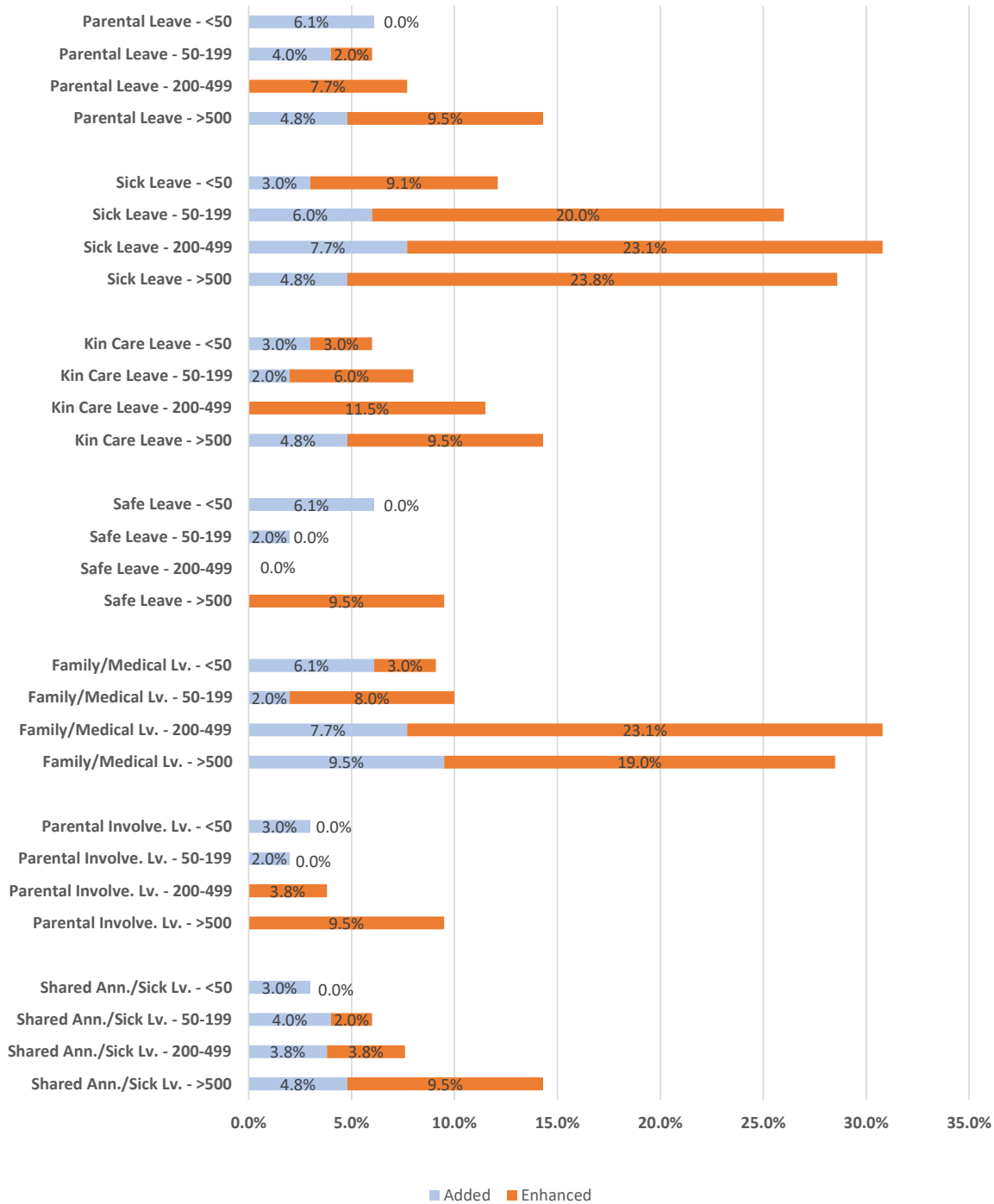
**Family-Friendly Benefits Added Fully or Partially Due to COVID-19
by Employment Size**

All Organizations (N=130)	Less than 50 (33)	50 to 199 (50)	200 to 499 (26)	500 or more (21)
Paid Leave				
Parental Leave	6.1% (2)	4.0% (2)	0.0% (0)	4.8% (1)
Sick Leave	9.1% (3)	6.0% (3)	7.7% (2)	4.8% (1)
Kin Care Leave	3.0% (1)	2.0% (1)	0.0% (0)	4.8% (1)
Safe Leave	6.1% (2)	2.0% (1)	0.0% (0)	0.0% (0)
Family and Medical Leave	6.1% (2)	2.0% (1)	7.7% (2)	9.5% (2)
Parental Involvement Leave	3.0% (1)	2.0% (1)	0.0% (0)	0.0% (0)
Shared Annual/Sick Leave	3.0% (1)	4.0% (2)	3.8% (1)	4.8% (1)
Flexible Work and Scheduling				
Work from Home/Telecommuting	33.3% (11)	30.0% (15)	50.0% (13)	42.9% (9)
Flextime	9.1% (3)	2.0% (1)	19.2% (5)	9.5% (2)
Job Sharing/Part-Time Work	3.0% (1)	0.0% (0)	0.0% (0)	0.0% (0)
Predictable Scheduling	0.0% (0)	0.0% (0)	3.8% (1)	0.0% (0)
Health Benefits				
Health Insurance	0.0% (0)	0.0% (0)	3.8% (1)	0.0% (0)
Wellness Benefits	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Flexible Spending Accounts (FSA)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Accommodations and Support				
Support for Breastfeeding Mothers	6.1% (2)	2.0% (1)	3.8% (1)	0.0% (0)
Pregnant Worker Accommodations	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Babies at Work	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Child Care				
Backup or Emergency Childcare	0.0% (0)	4.0% (2)	0.0% (0)	4.8% (1)
On-site or Sponsored Child Care	0.0% (0)	2.0% (1)	3.8% (1)	9.5% (2)
Subsidized/Reimbursed Child Care	0.0% (0)	0.0% (0)	0.0% (0)	4.8% (1)

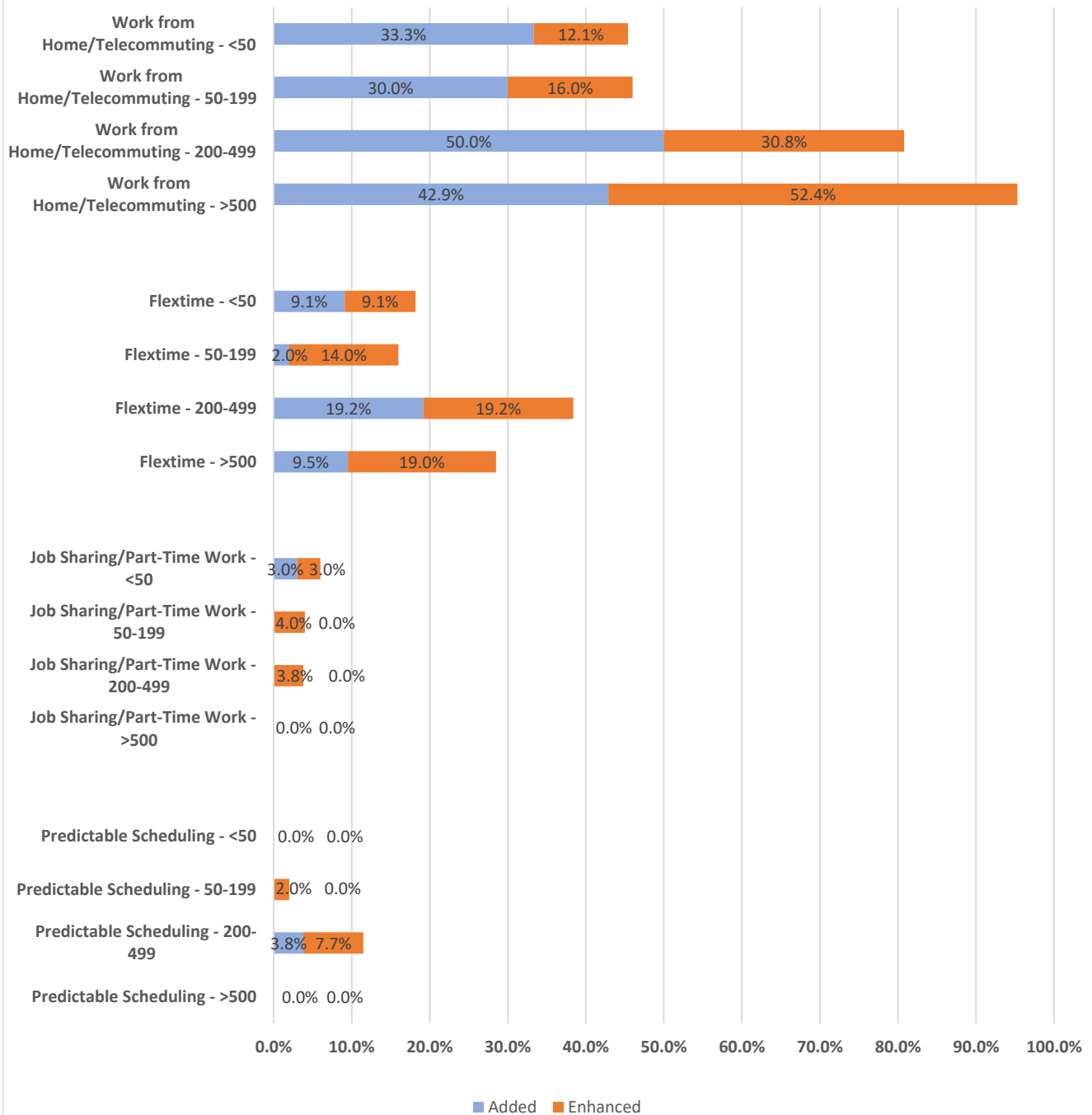
**Family-Friendly Benefits Enhanced Due Fully or Partially to
COVID-19 by Employment Size**

All Organizations (N=130)	Less than 50 (33)	50 to 199 (50)	200 to 499 (26)	500 or more (21)
Paid Leave				
Parental Leave	0.0% (0)	2.0% (1)	7.7% (2)	9.5% (2)
Sick Leave	9.1% (3)	20.0% (10)	23.1% (6)	23.8% (5)
Kin Care Leave	3.0% (1)	6.0% (3)	11.5% (3)	9.5% (2)
Safe Leave	0.0% (0)	0.0% (0)	0.0% (0)	9.5% (2)
Family and Medical Leave	3.0% (1)	8.0% (4)	23.1% (6)	19.0% (4)
Parental Involvement Leave	0.0% (0)	0.0% (0)	3.8% (1)	9.5% (2)
Shared Annual/Sick Leave	0.0% (0)	2.0% (1)	3.8% (1)	9.5% (2)
Flexible Work and Scheduling				
Work from Home/Telecommuting	12.1% (4)	16.0% (8)	30.8% (8)	52.4% (11)
Flextime	9.1% (3)	14.0% (7)	19.2% (5)	19.0% (4)
Job Sharing/Part-Time Work	3.0% (1)	4.0% (2)	3.8% (1)	0.0% (0)
Predictable Scheduling	0.0% (0)	2.0% (1)	7.7% (2)	0.0% (0)
Health Benefits				
Health Insurance	3.0% (1)	4.0% (2)	2.0% (1)	4.8% (1)
Wellness Benefits	3.0% (1)	4.0% (2)	3.8% (1)	4.8% (1)
Flexible Spending Accounts (FSA)	0.0% (0)	6.0% (3)	7.7% (2)	19.0% (4)
Accommodations and Support				
Support for Breastfeeding Mothers	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Pregnant Worker Accommodations	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Babies at Work	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Child Care				
Backup or Emergency Childcare	0.0% (0)	0.0% (0)	7.7% (2)	0.0% (0)
On-site or Sponsored Child Care	0.0% (0)	0.0% (0)	3.8% (1)	0.0% (0)
Subsidized/Reimbursed Child Care	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)

Paid Leave Added or Enhanced by Employment Size



Flexible Work and Scheduling Benefits Added or Enhanced by Employment Size



There is insufficient data in Added and Enhanced Benefits in the Health Benefits, Accommodations and Support categories to effectively present in graphs.

**Added Family-Friendly Benefits Likely to Continue after COVID-19,
by Employment Size**

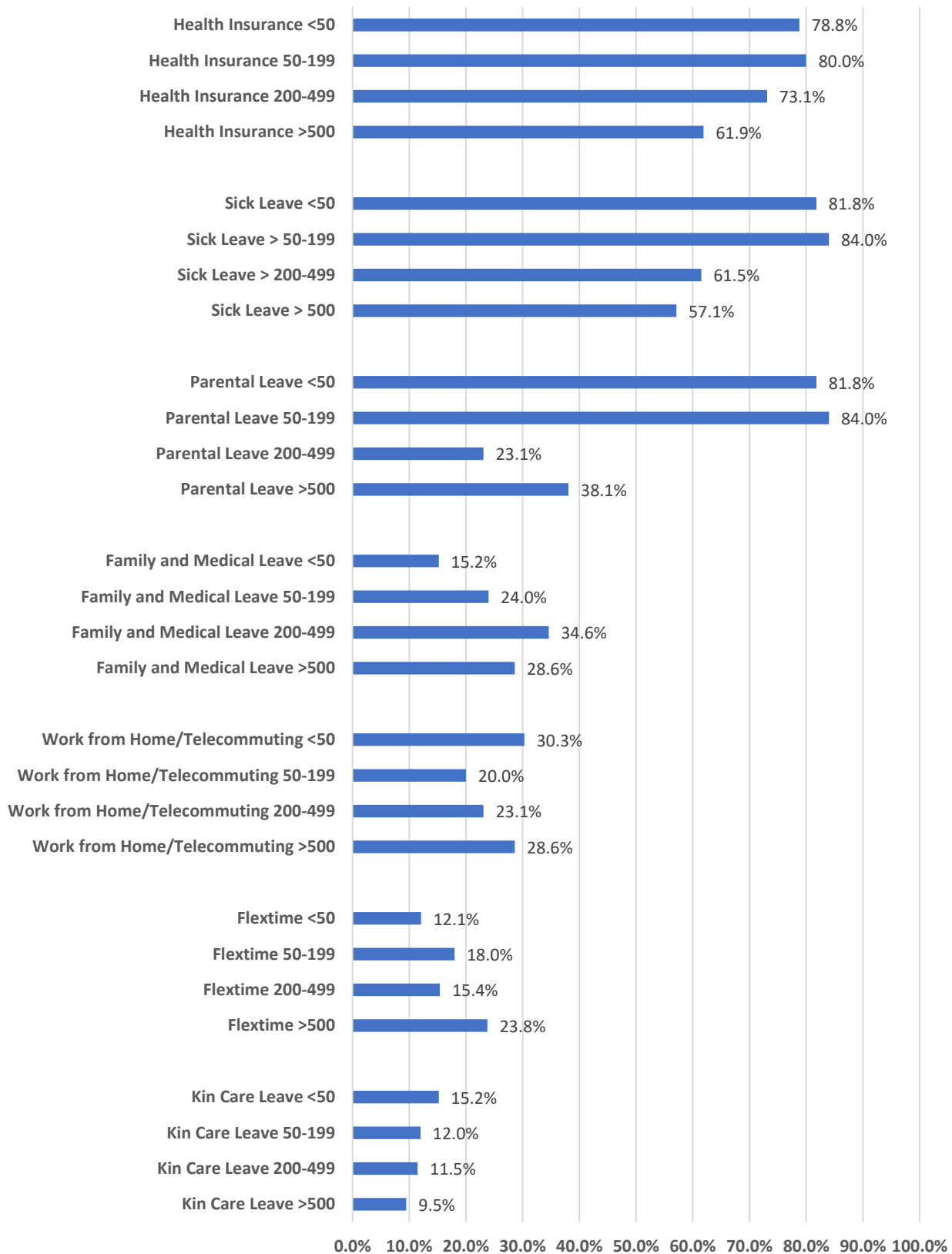
All Organizations (N=130)	Less than 50 (33)	50 to 199 (50)	200 to 499 (26)	500 or more (21)
Paid Leave				
Parental Leave	50.0% (1)	50.0% (1)	N/A	100.0% (1)
Sick Leave	66.7% (2)	100.0% (3)	0.0% (0)	100.0% (1)
Kin Care Leave	100.0% (1)	0.0% (0)	N/A	100.0% (1)
Safe Leave	50.0% (1)	0.0% (0)	N/A	N/A
Family and Medical Leave	100.0% (2)	0.0% (0)	50.0% (1)	50.0% (1)
Parental Involvement Leave	100.0% (1)	0.0% (0)	N/A	N/A
Shared Annual/Sick Leave	100.0% (1)	50.0% (1)	0.0% (0)	0.0% (0)
Flexible Work and Scheduling				
Work from Home/Telecommuting	100.0% (11)	85.0% (17)	100.0% (8)	100.0% (9)
Flextime	100.0% (3)	100.0% (1)	100.0% (5)	100.0% (2)
Job Sharing/Part-Time Work	100.0% (1)	N/A	N/A	N/A
Predictable Scheduling	N/A	N/A	0.0% (0)	N/A
Health Benefits				
Health Insurance	N/A	N/A	0.0% (0)	N/A
Wellness Benefits	N/A	N/A	N/A	N/A
Flexible Spending Accounts (FSA)	N/A	N/A	N/A	N/A
Accommodations and Support				
Support for Breastfeeding Mothers	0.0% (0)	0.0% (0)	0.0% (0)	N/A
Pregnant Worker Accommodations	N/A	N/A	N/A	N/A
Babies at Work	N/A	N/A	N/A	N/A
Child Care				
Backup or Emergency Childcare	N/A	0.0% (0)	N/A	100.0% (1)
On-site or Sponsored Child Care	N/A	0.0% (0)	0.0% (0)	100.0% (2)
Subsidized/Reimbursed Child Care	N/A	N/A	N/A	100.0% (1)

The vast majority of data in this table is either 0% continuing or 100% continuing making graphs rather meaningless and therefore none were created

Rank Order of the Importance of Selected Family-Friendly Benefits based on Employment Size

All Organizations (N=130)	Less than 50 (33)	50 to 199 (50)	200 to 499 (26)	500 or more (21)
Paid Leave				
Parental Leave	15.2% (5)	6.0% (3)	23.1% (8)	38.1% (8)
Sick Leave	81.8% (27)	84.0% (42)	61.5% (12)	57.1% (12)
Kin Care Leave	15.2% (5)	12.0% (6)	11.5% (2)	9.5% (2)
Safe Leave	0.0% (0)	2.0% (1)	0.0% (2)	9.5% (2)
Family and Medical Leave	15.2% (5)	24.0% (12)	34.6% (6)	28.6% (6)
Parental Involvement Leave	0.0% (0)	0.0% (0)	0.0% (1)	4.8% (1)
Shared Annual/Sick Leave	6.1% (2)	12.0% (6)	15.4% (0)	0.0% (0)
Flexible Work and Scheduling				
Work from Home/Telecommuting	30.3% (10)	20.0% (10)	23.1% (6)	28.6% (6)
Flextime	12.1% (4)	18.0% (9)	15.4% (5)	23.8% (5)
Job Sharing/Part-Time Work	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Predictable Scheduling	18.2% (6)	6.0% (3)	7.7% (0)	0.0% (0)
Health Benefits				
Health Insurance	78.8% (26)	80.0% (40)	73.1% (13)	61.9% (13)
Wellness Benefits	9.1% (3)	8.0% (4)	7.7% (3)	14.3% (3)
Flexible Spending Accounts (FSA)	3.0% (1)	12.0% (6)	11.5% (2)	9.5% (2)
Accommodations and Support				
Support for Breastfeeding Mothers	3.0% (1)	2.0% (1)	0.0% (0)	0.0% (0)
Pregnant Worker Accommodations	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Babies at Work	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Child Care				
Backup or Emergency Childcare	3.0% (1)	0.0% (0)	7.7% (0)	0.0% (0)
On-site or Sponsored Child Care	0.0% (0)	2.0% (1)	3.8% (0)	0.0% (0)
Subsidized/Reimbursed Child Care	0.0% (0)	0.0% (0)	3.8% (0)	0.0% (0)

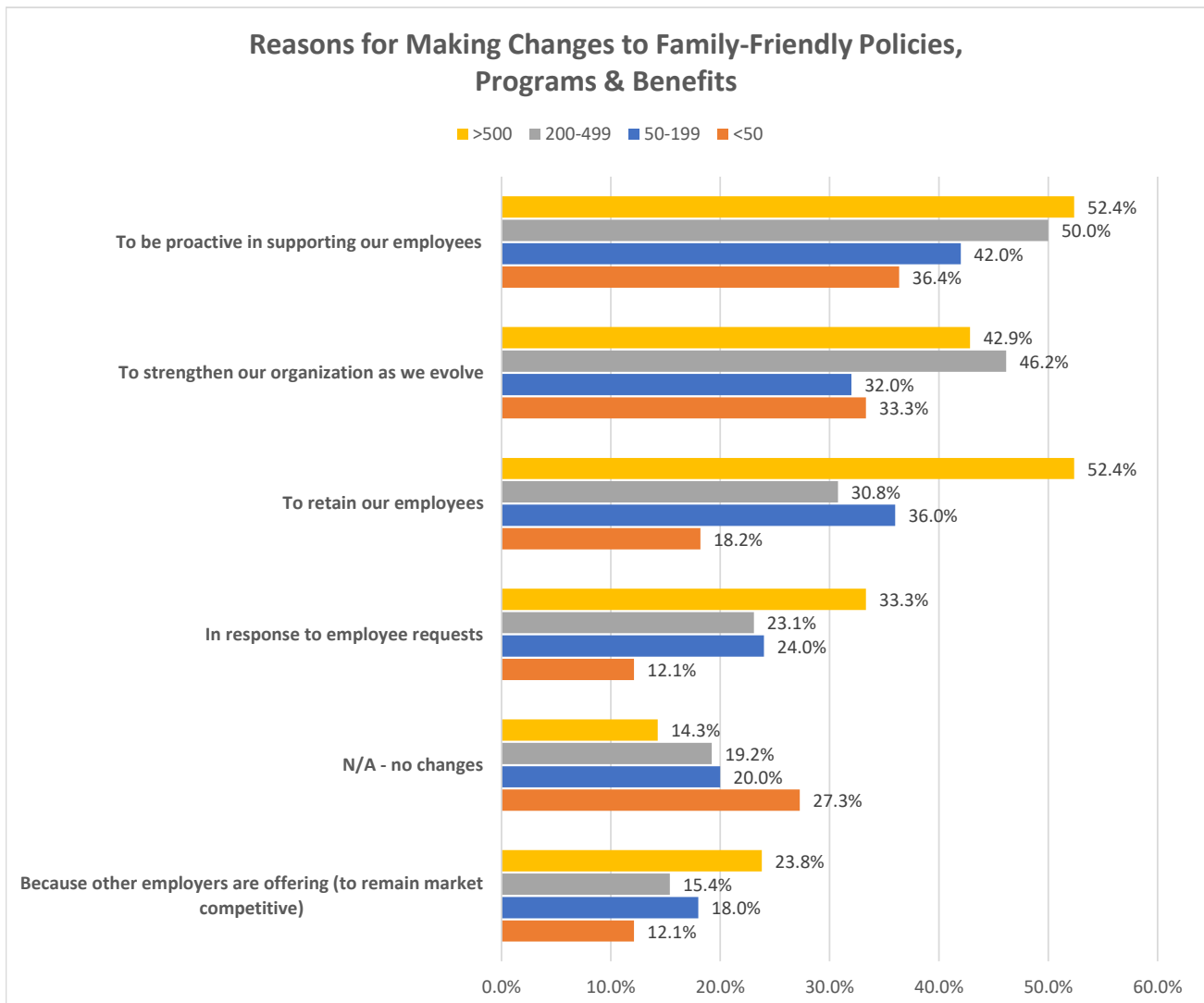
Top 6 Family-Friendly Policies, Programs and Benefits (those ranked over 10%) based on Employment Size



Key Reason(s) for Adding or Enhancing Family-Friendly Benefits Based on Employment Size

All Organizations (N=130)	Less than 50 (33)	50 to 199 (50)	200 to 499 (26)	500 or more (21)
To be proactive in supporting our employees	36.4% (12)	42.0% (21)	50.0% (13)	52.4% (11)
To strengthen our organization as we evolve	33.3% (11)	32.0% (16)	46.2% (12)	42.9% (9)
In response to employee requests	12.1% (4)	24.0% (12)	23.1% (6)	33.3% (7)
Because other employers are offering (to remain market competitive)	12.1% (4)	18.0% (9)	15.4% (4)	23.8% (5)
To retain our employees	18.2% (6)	36.0% (18)	30.8% (8)	52.4% (11)
N/A - no changes	27.3% (9)	20.0% (10)	19.2% (5)	14.3% (3)

Notes: Total percentage is greater than 100% due to potential of multiple responses.
"N/A - no changes" was an exclusive response.



**Compiled Results Categorized by
the NC Prosperity Zone in which the
Jurisdiction Resides**

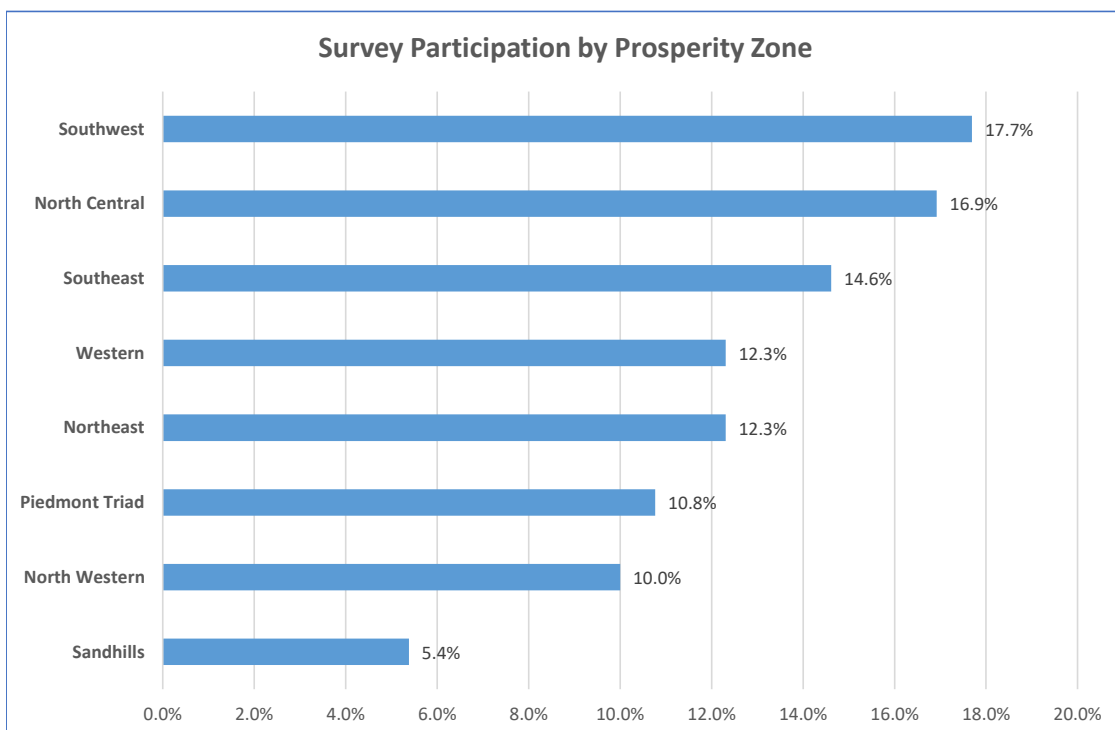
Survey Results by Prosperity Zones

The State of North Carolina operates eight administrative regions known as Prosperity Zones.

Each Prosperity Zone includes subject management experts from departments such as transportation and workforce development, which gives businesses and residents a one-stop place to interact with representatives from multiple state agencies. Prosperity Zones also encourage collaboration among agencies themselves.



Prosperity Zone	Count	Percentage
North Central	22	16.9%
Northeast	16	12.3%
North Western	13	10.0%
Piedmont Triad	14	10.8%
Sandhills	7	5.4%
Southeast	19	14.6%
Southwest	23	17.7%
Western	16	12.3%



Family-Friendly Benefits Provided by Prosperity Zone

All Organizations (N=130)	North Central (22)	Northeast (16)	North Western (13)	Piedmont Triad (14)	Sandhills (7)	Southeast (19)	Southwest (23)	Western (16)
Paid Leave								
Parental Leave	45.5% (10)	18.8% (3)	38.5% (5)	64.3% (9)	42.9% (3)	36.8% (7)	65.2% (15)	31.3% (5)
Sick Leave	100.0% (22)	100.0% (16)	100.0% (13)	100.0% (14)	100.0% (7)	100.0% (19)	100.0% (23)	100.0% (16)
Kin Care Leave	86.4% (19)	56.3% (9)	84.6% (11)	85.7% (12)	42.9% (3)	84.2% (16)	82.6% (19)	93.8% (15)
Safe Leave	31.8% (7)	18.8% (3)	23.1% (3)	28.6% (4)	28.6% (2)	26.3% (5)	30.4% (7)	25.0% (4)
Family and Medical Leave	50.0% (11)	43.8% (7)	46.2% (6)	57.1% (8)	14.3% (1)	31.6% (6)	39.1% (9)	62.5% (10)
Parental Involvement Leave	27.3% (6)	18.8% (3)	15.4% (2)	21.4% (3)	57.1% (4)	15.8% (3)	26.1% (6)	18.8% (3)
Shared Annual/Sick Leave	86.4% (19)	75.0% (12)	76.9% (10)	85.7% (12)	71.4% (5)	73.7% (14)	91.3% (21)	75.0% (12)
Flexible Work and Scheduling								
Work from Home/Telecommuting	81.8% (18)	37.5% (6)	53.8% (7)	50.0% (7)	85.7% (6)	57.9% (11)	73.9% (17)	81.3% (13)
Flextime	63.6% (14)	25.0% (4)	23.1% (3)	50.0% (7)	42.9% (3)	42.1% (8)	73.9% (17)	50.0% (8)
Job Sharing/Part-Time Work	22.7% (5)	18.8% (3)	7.7% (1)	28.6% (4)	0.0% (0)	21.1% (4)	39.1% (9)	43.8% (7)
Predictable Scheduling	68.2% (15)	43.8% (7)	53.8% (7)	50.0% (7)	14.3% (1)	57.9% (11)	60.9% (14)	62.5% (10)
Health Benefits								
Health Insurance	100.0% (22)	100.0% (16)	100.0% (13)	100.0% (14)	100.0% (7)	100.0% (19)	100.0% (23)	100.0% (16)
Wellness Benefits	81.8% (18)	68.8% (11)	61.5% (8)	85.7% (12)	42.9% (3)	57.9% (11)	73.9% (17)	62.5% (10)
Flexible Spending Accounts (FSA)	90.9% (20)	50.0% (8)	53.8% (7)	71.4% (10)	42.9% (3)	47.4% (9)	73.9% (17)	50.0% (8)
Accommodations and Support								
Support for Breastfeeding Mothers	86.4% (19)	62.5% (10)	84.6% (11)	78.6% (11)	57.1% (4)	57.9% (11)	60.9% (14)	56.3% (9)
Pregnant Worker Accommodations	86.4% (19)	68.8% (11)	84.6% (11)	78.6% (11)	57.1% (4)	42.1% (8)	60.9% (14)	75.0% (12)
Babies at Work	4.5% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	4.3% (1)	6.3% (1)
Child Care								
Backup or Emergency Childcare	0.0% (0)	0.0% (0)	7.7% (1)	0.0% (0)	0.0% (0)	0.0% (0)	4.3% (1)	6.3% (1)
On-site or Sponsored Child Care	9.1% (2)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	6.3% (1)
Subsidized/Reimbursed Child Care	4.5% (1)	0.0% (0)	0.0% (0)	7.1% (1)	0.0% (0)	0.0% (0)	8.7% (2)	0.0% (0)

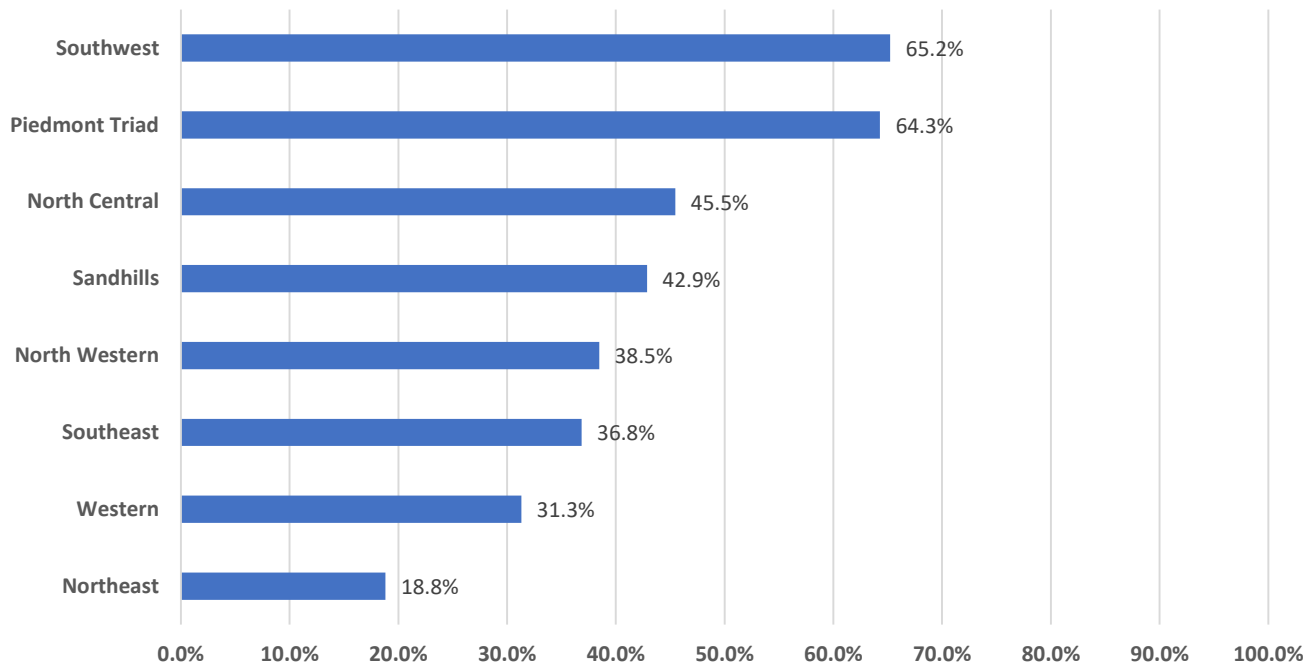
Amount of Paid Time if Parental Leave is Provided

	North Central (22)	Northeast (16)	North Western (13)	Piedmont Triad (14)	Sandhills (7)	Southeast (19)	Southwest (23)	Western (16)
Less than One Week	0 - 0 - 0	0 - 0 - 0	1 - 1 - 1	0 - 0 - 0	1 - 1 - 1	0 - 0 - 0	1 - 1 - 1	0 - 0 - 0
Two to Six Weeks	5 - 5 - 5	0 - 0 - 0	1 - 1 - 1	3 - 3 - 3	0 - 0 - 0	2 - 2 - 2	2 - 1 - 2	1 - 1 - 1
Eight to Twelve Weeks	4 - 4 - 4	2 - 2 - 2	3 - 3 - 3	4 - 4 - 4	3 - 2 - 3	2 - 2 - 2	;9 - 8 - 9	8 - 8 - 8
Greater than 12 Weeks	0 - 0 - 0	0 - 0 - 0	0 - 0 - 0	0 - 0 - 0	0 - 0 - 0	0 - 0 - 0	0 - 0 - 0	0 - 0 - 0

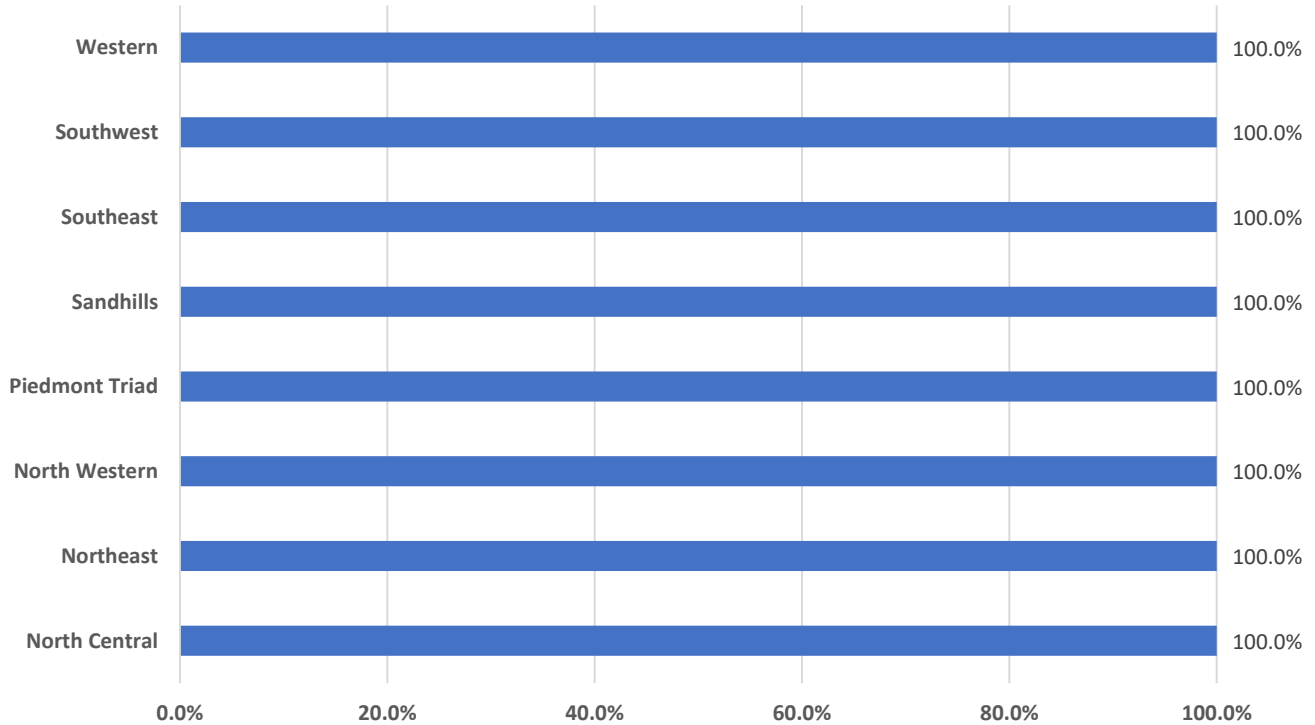
For all three Parent Groups, the most common paid time by far was 12 weeks

This Data is presented as: Birth Parent - Non-Birth Parent - Adoptive Parents

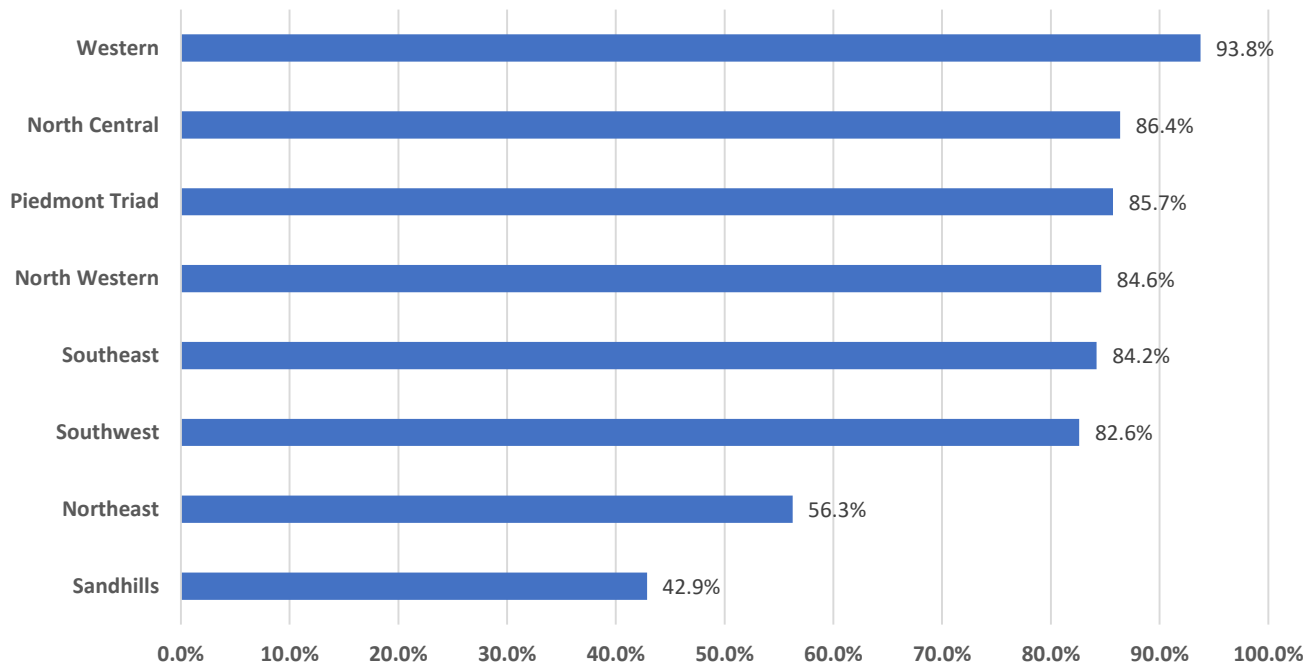
Paid Parental Leave Provided by Prosperity Zones



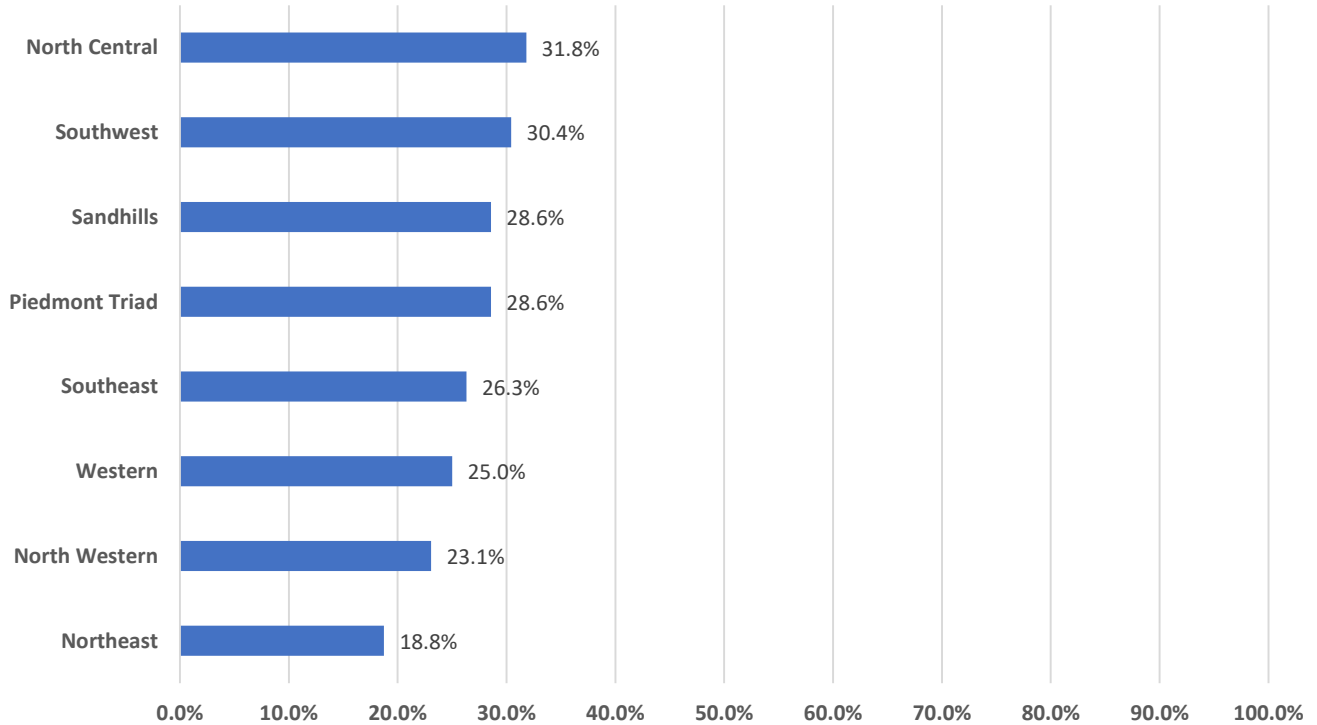
Paid Sick Leave Provided by Prosperity Zones



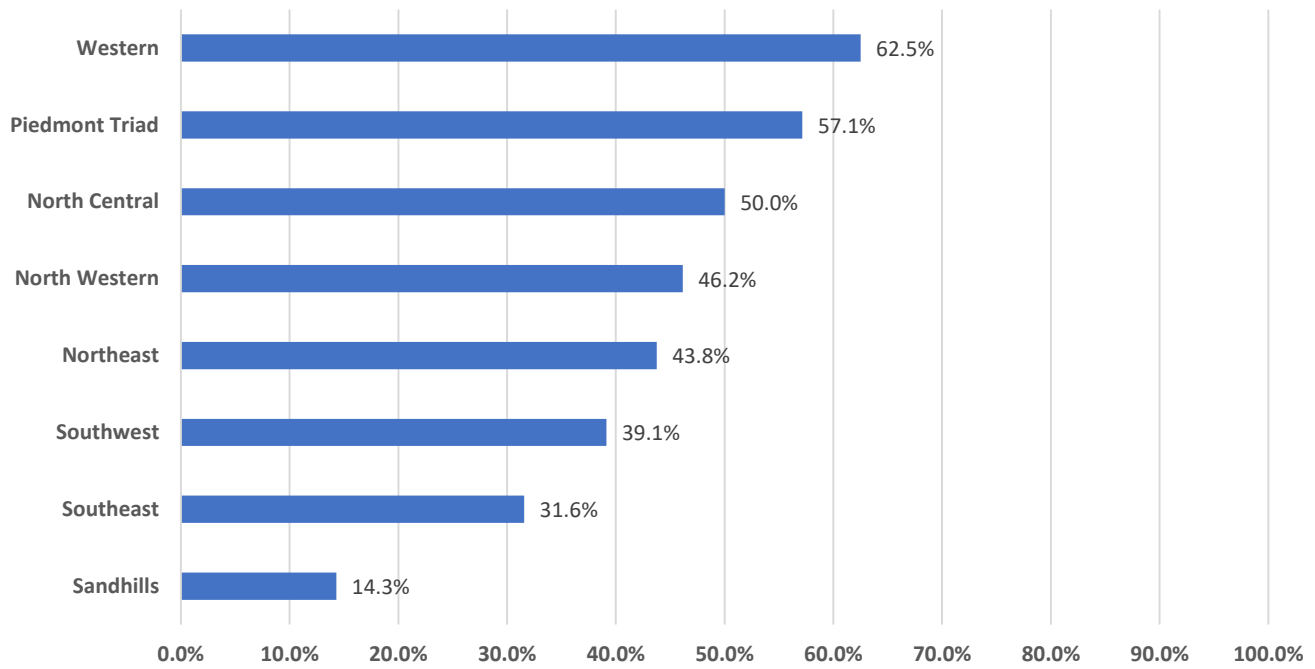
Paid Kin Care Leave Provided by Prosperity Zones



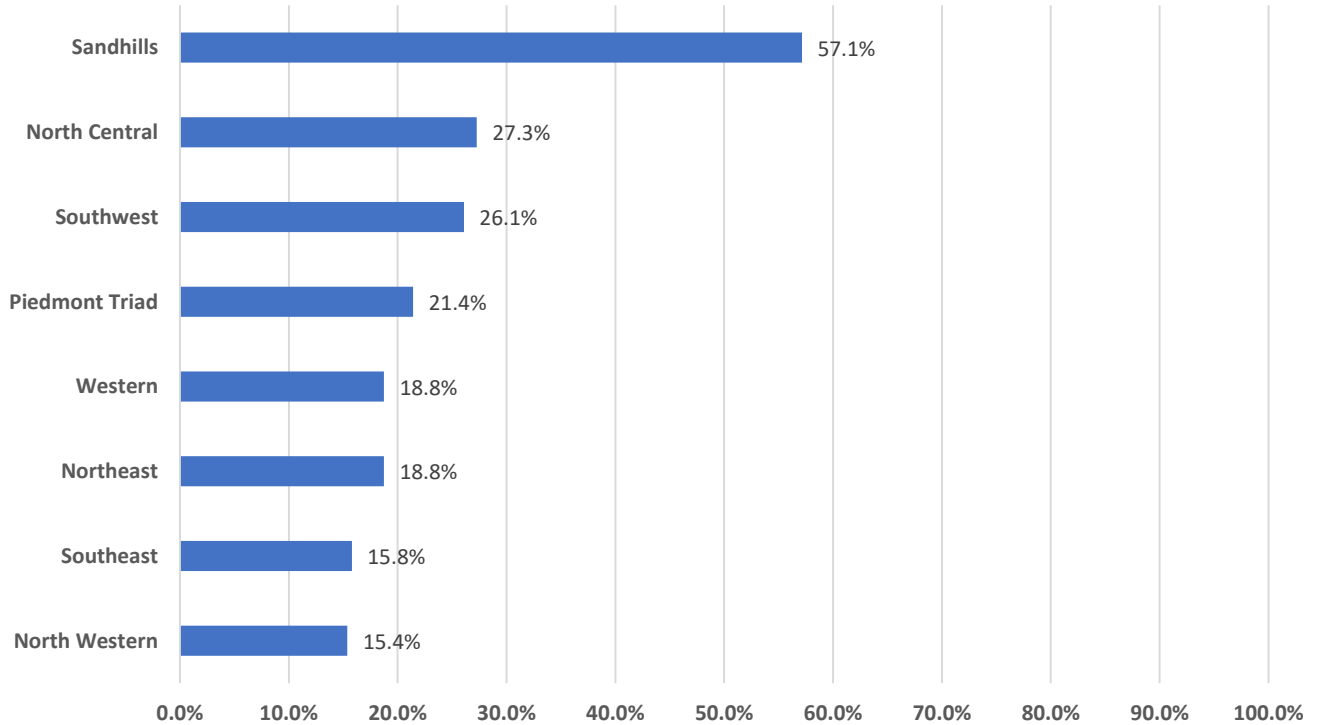
Paid Safe Leave Provided by Prosperity Zones



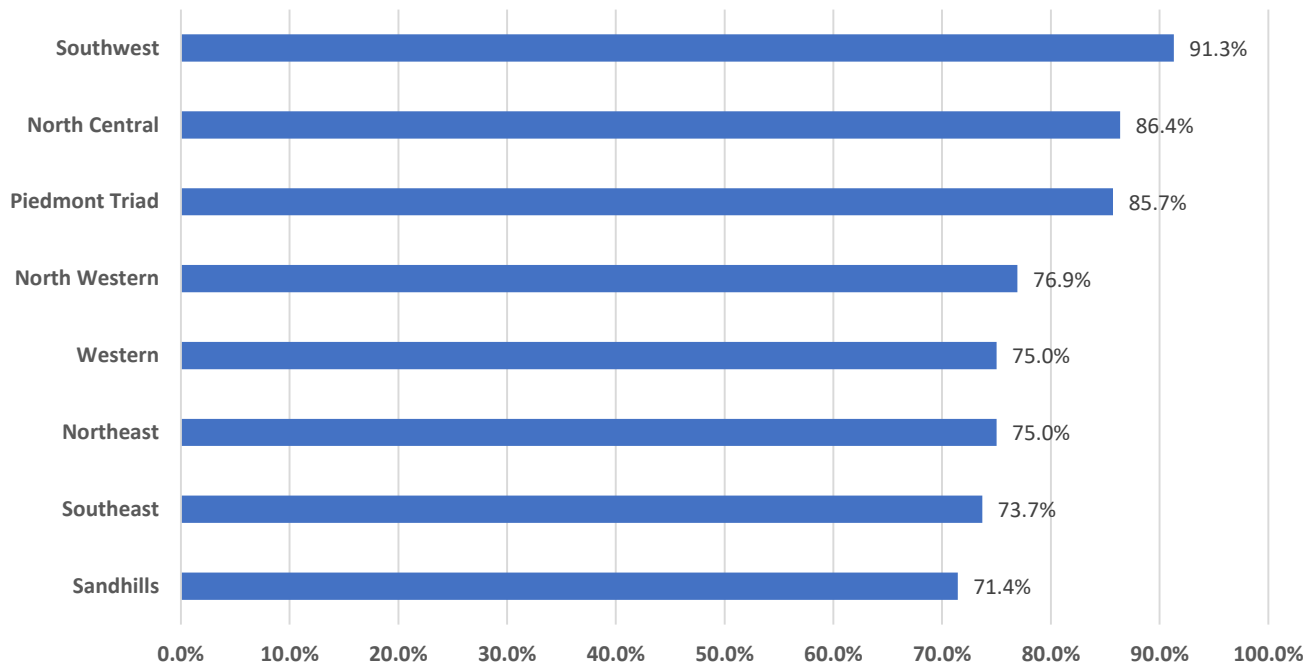
Paid Family and Medical Leave Provided by Prosperity Zones



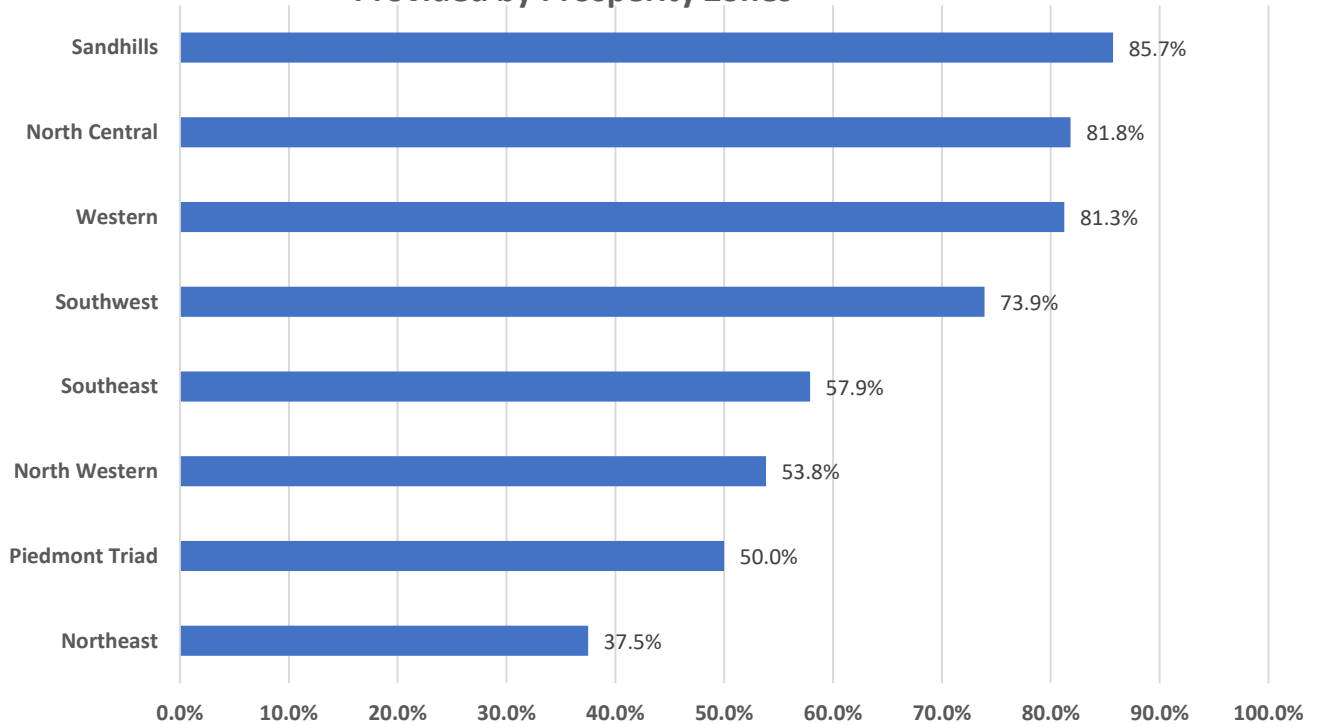
Paid Parental Involvement Leave Provided by Prosperity Zones



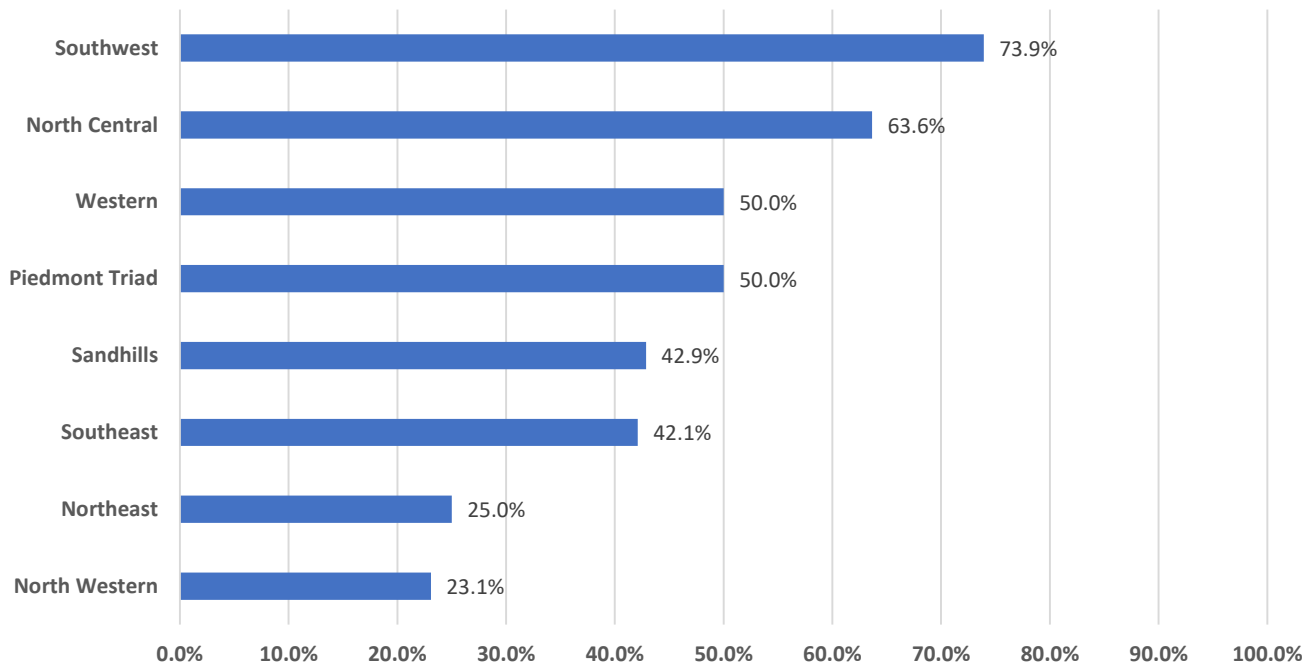
Shared Annual/Sick Leave Provided by Prosperity Zones



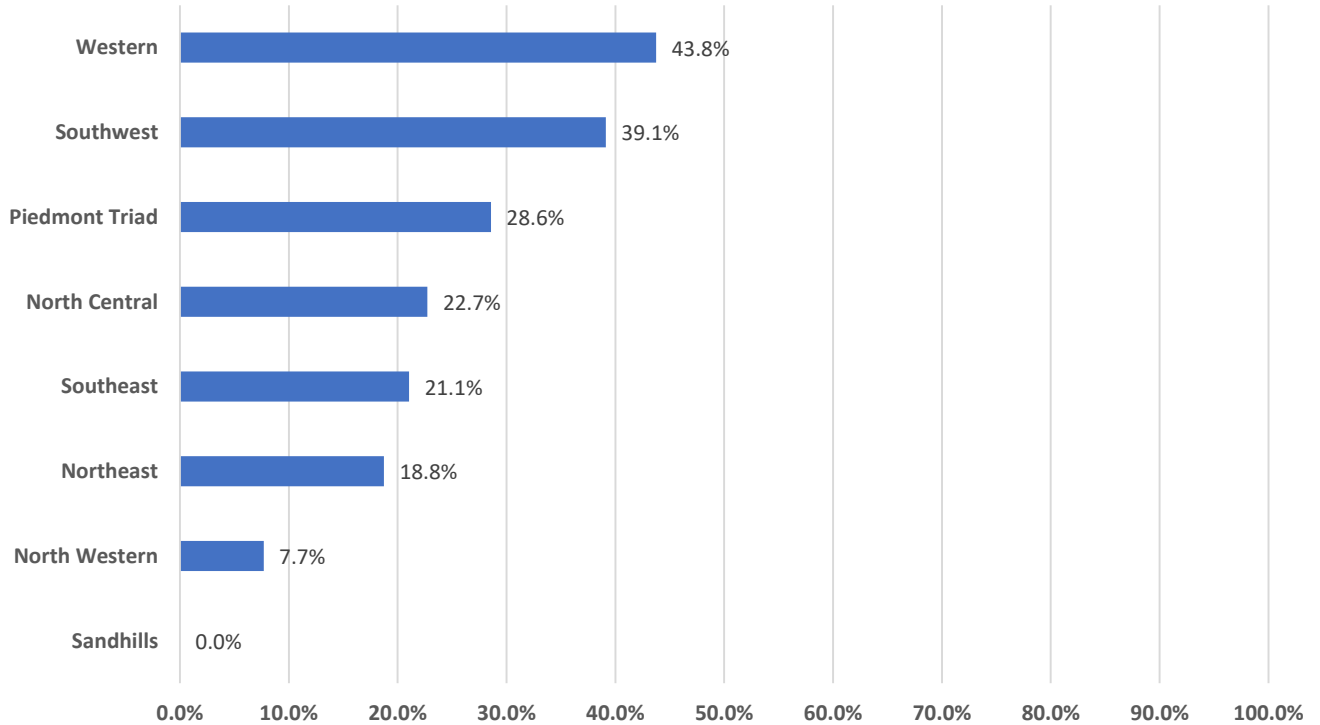
Working From Home/Telecommuting Provided by Prosperity Zones

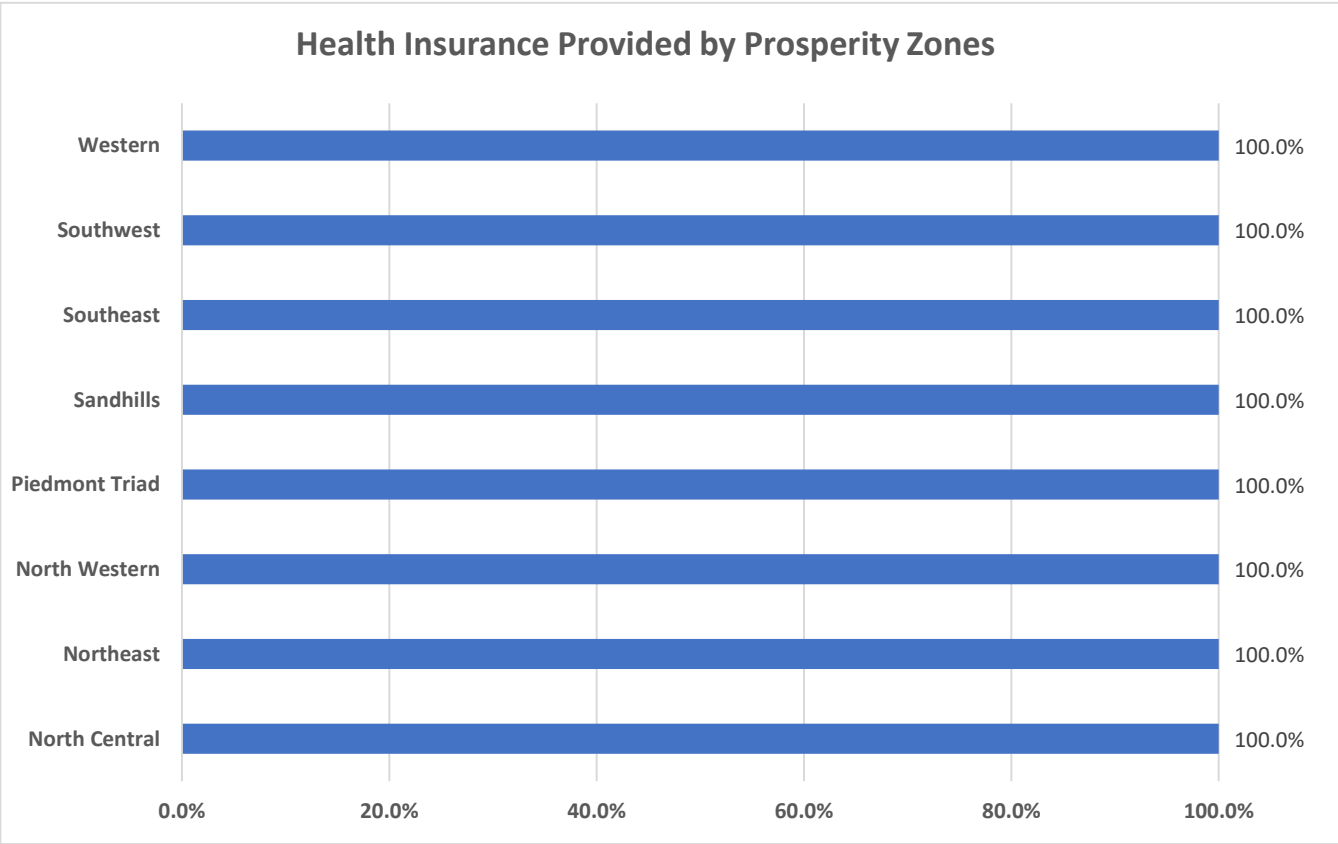
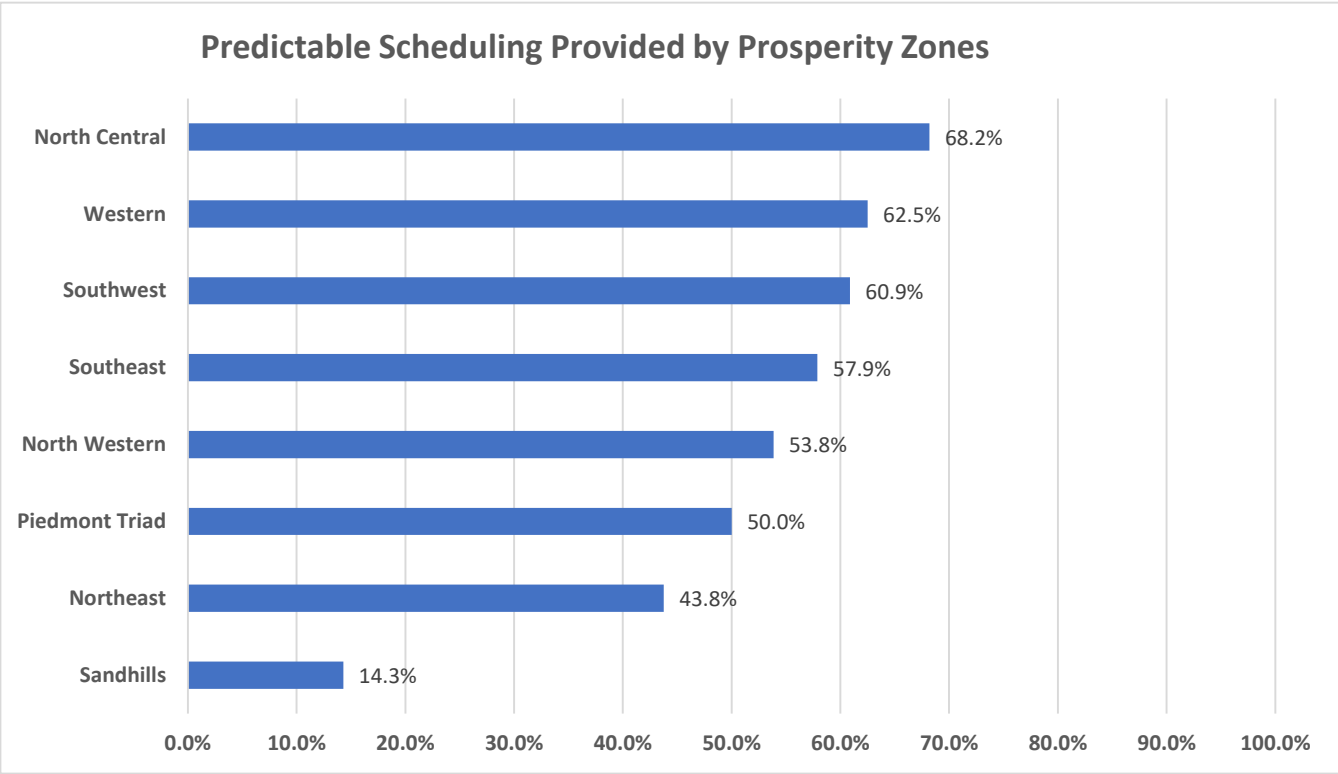


Flextime Option Provided by Prosperity Zones

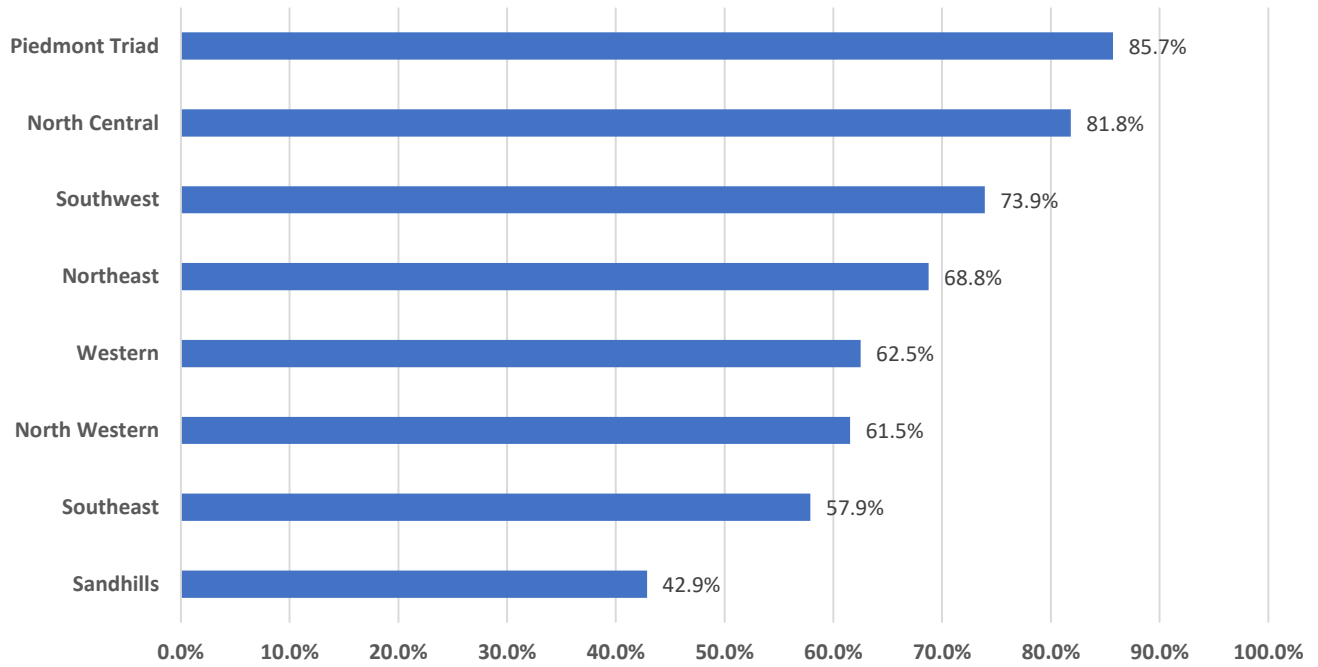


Job Sharing/Part-Time Work Provided by Prosperity Zones

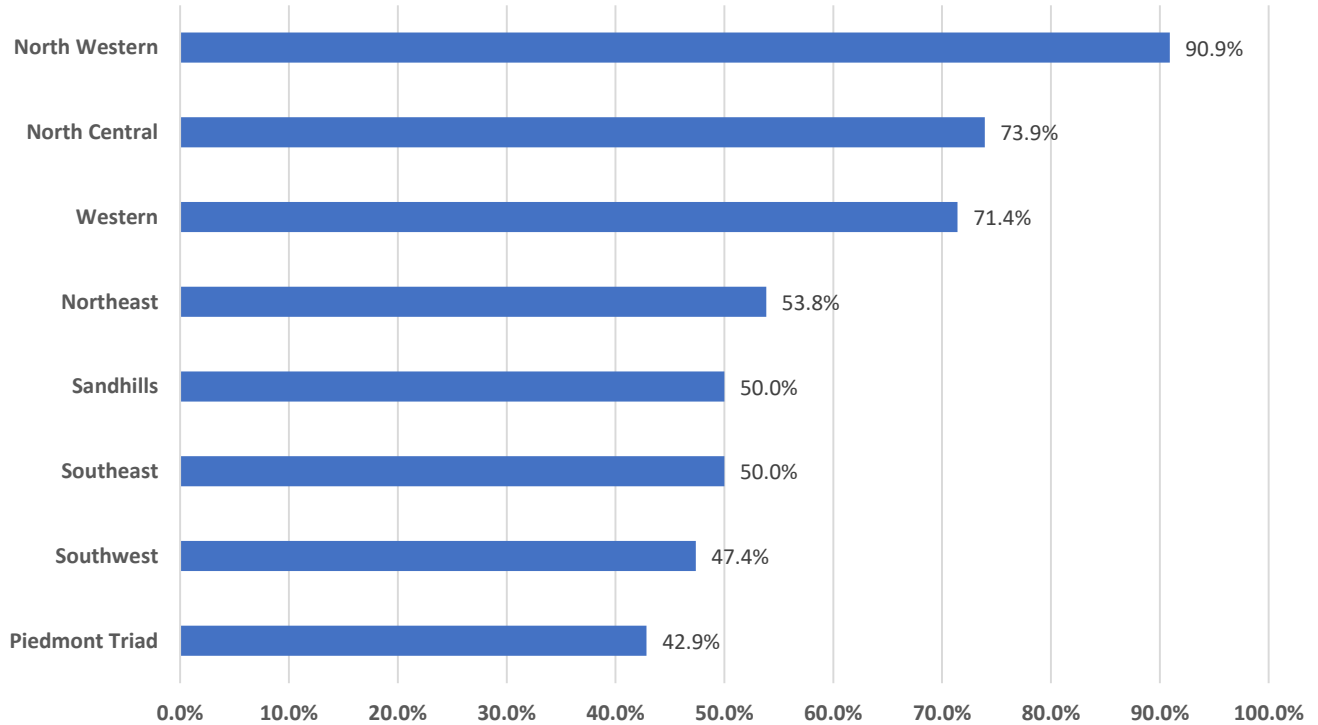




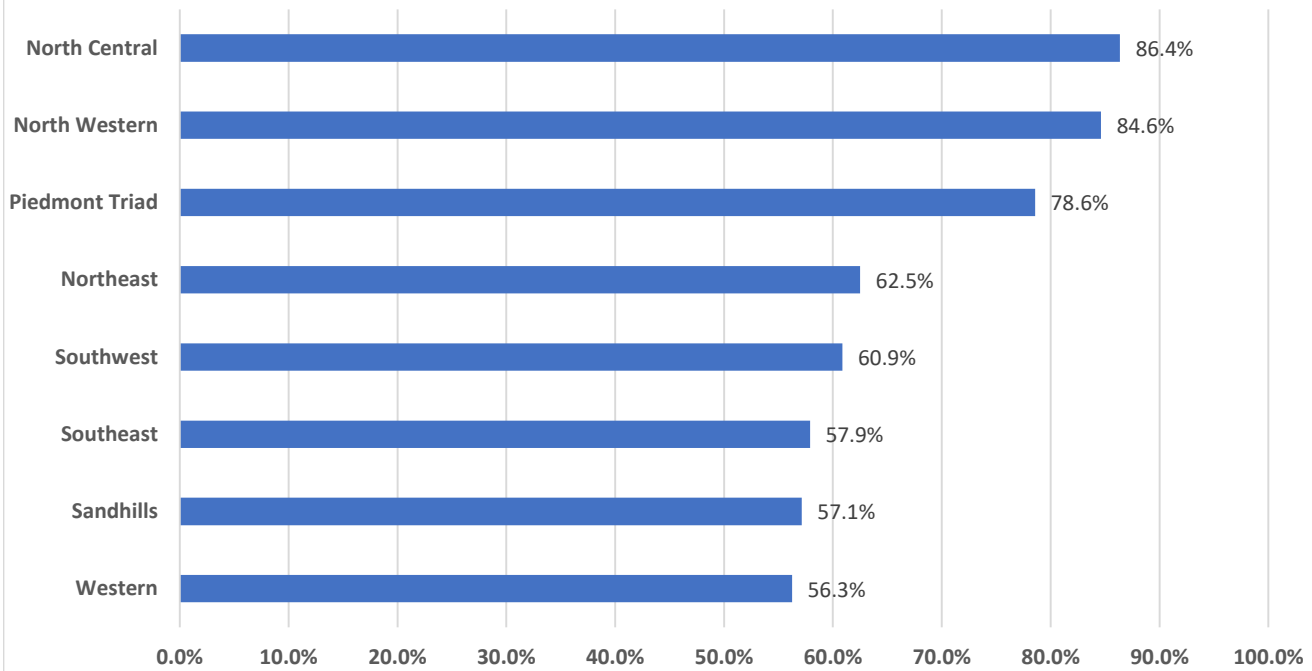
Wellness Benefits Provided by Prosperity Zones



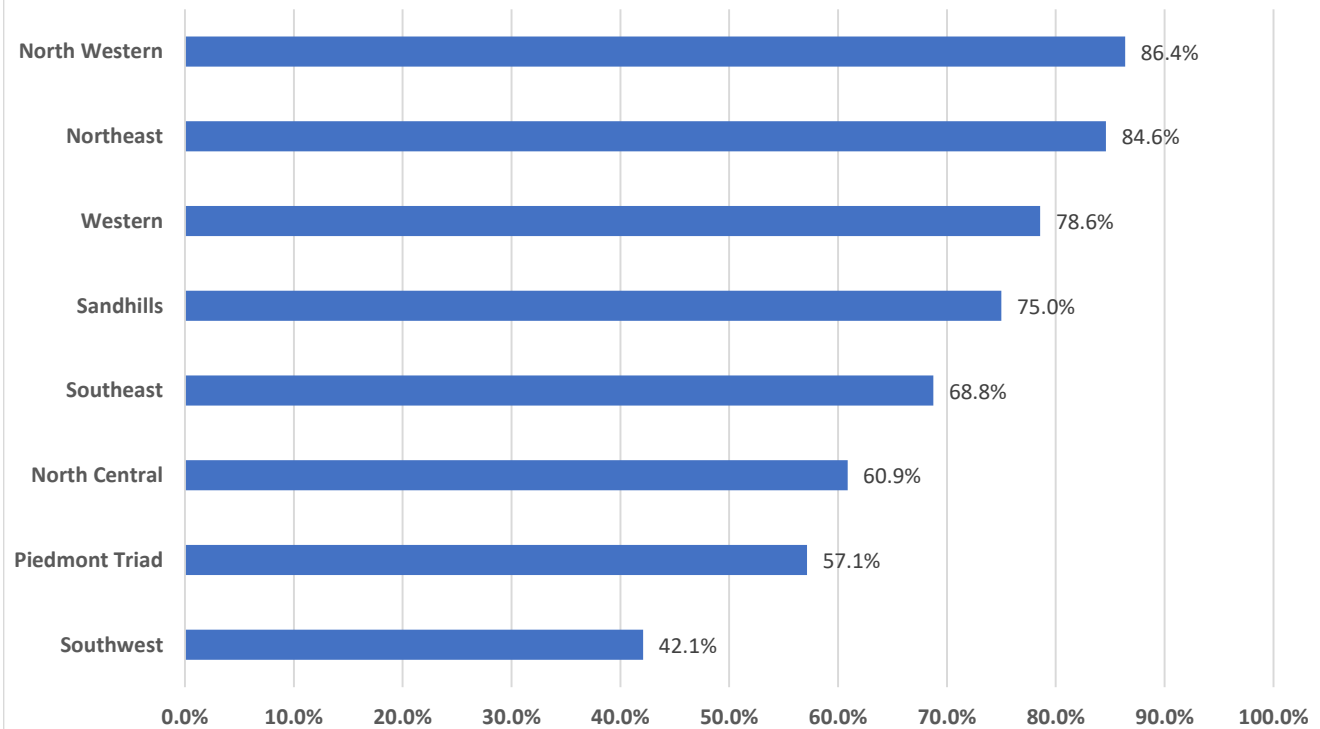
Flexible Spending Accounts (FSA) Provided by Prosperity Zones



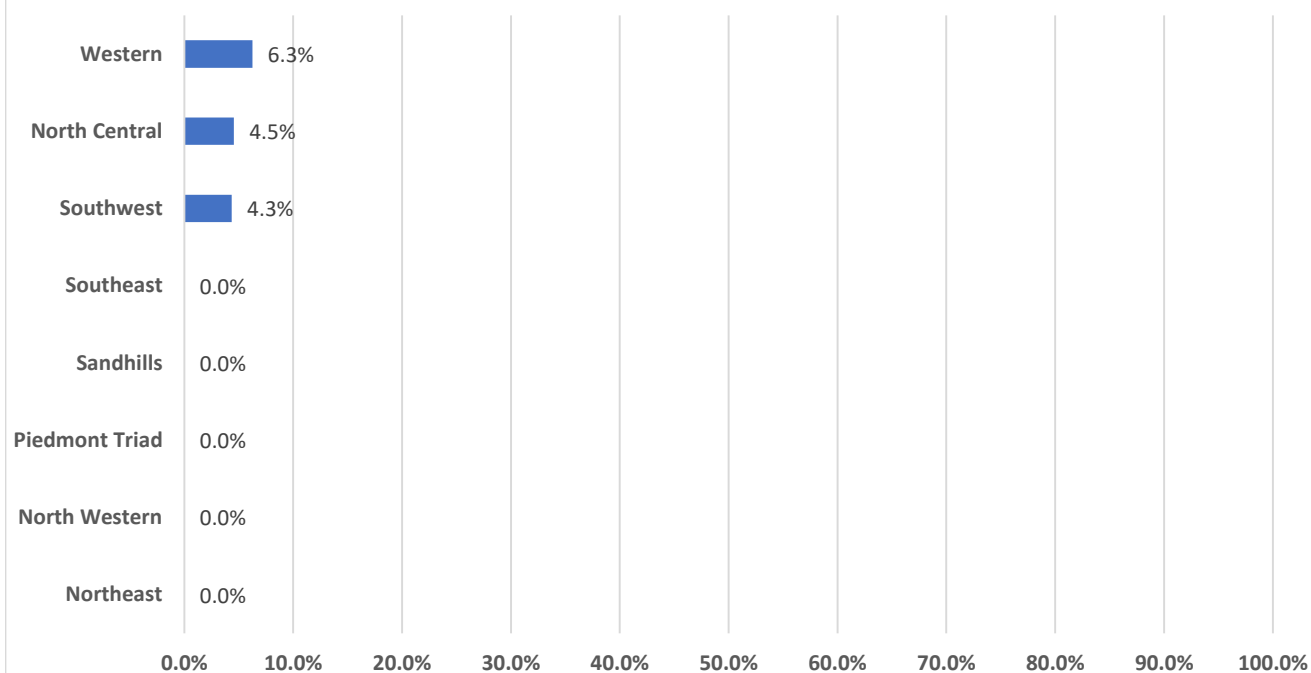
Support for Breastfeeding Mothers Provided by Prosperity Zones



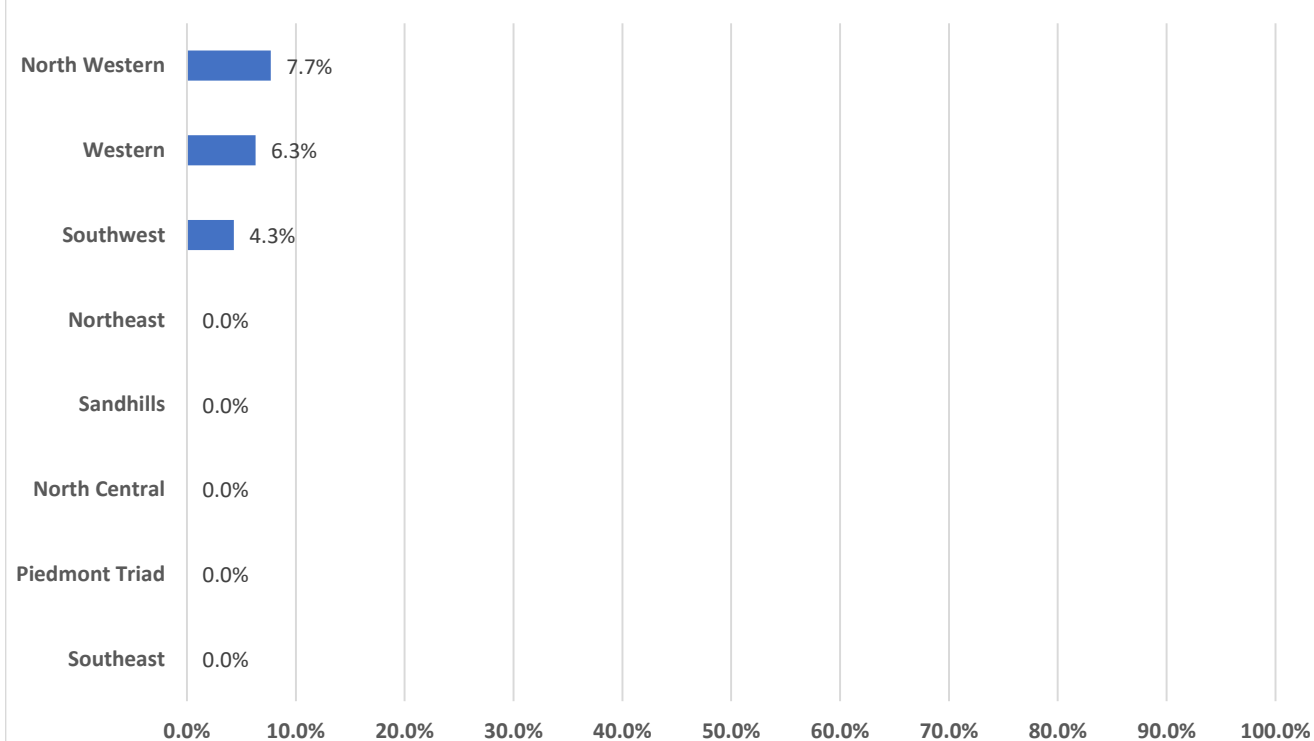
Pregnant Worker Accommodations Provided by Prosperity Zones



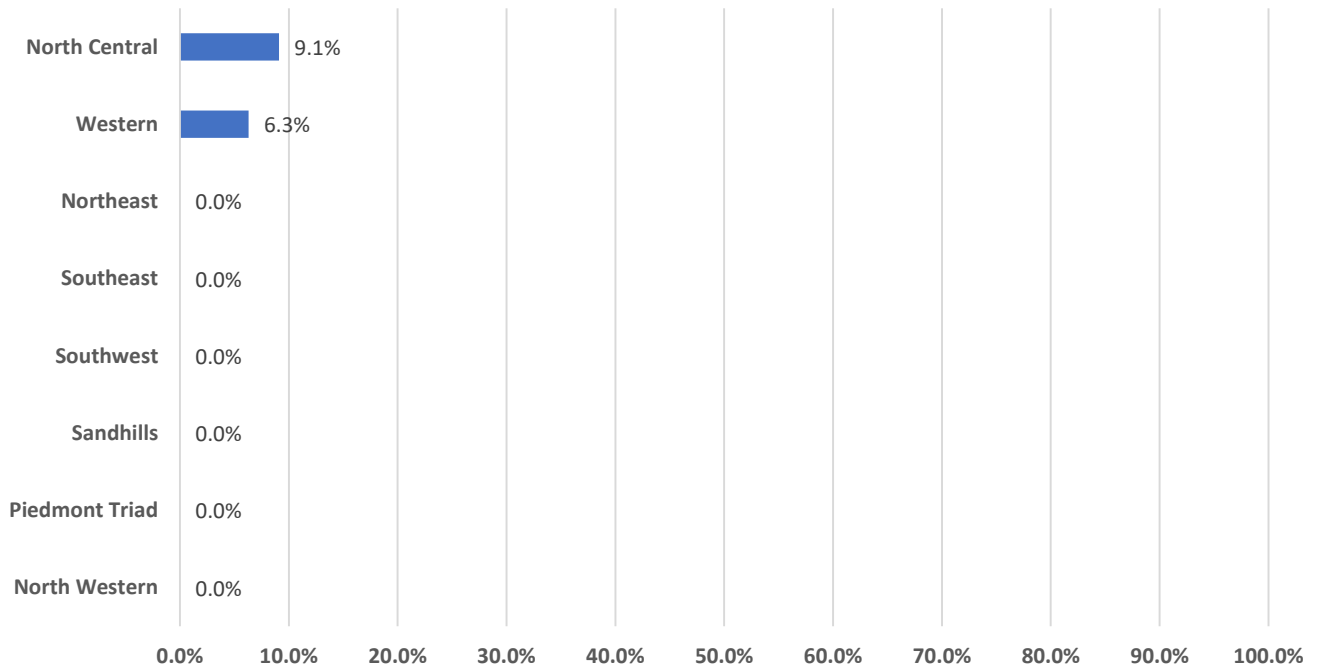
Babies at Work Provided by Prosperity Zones



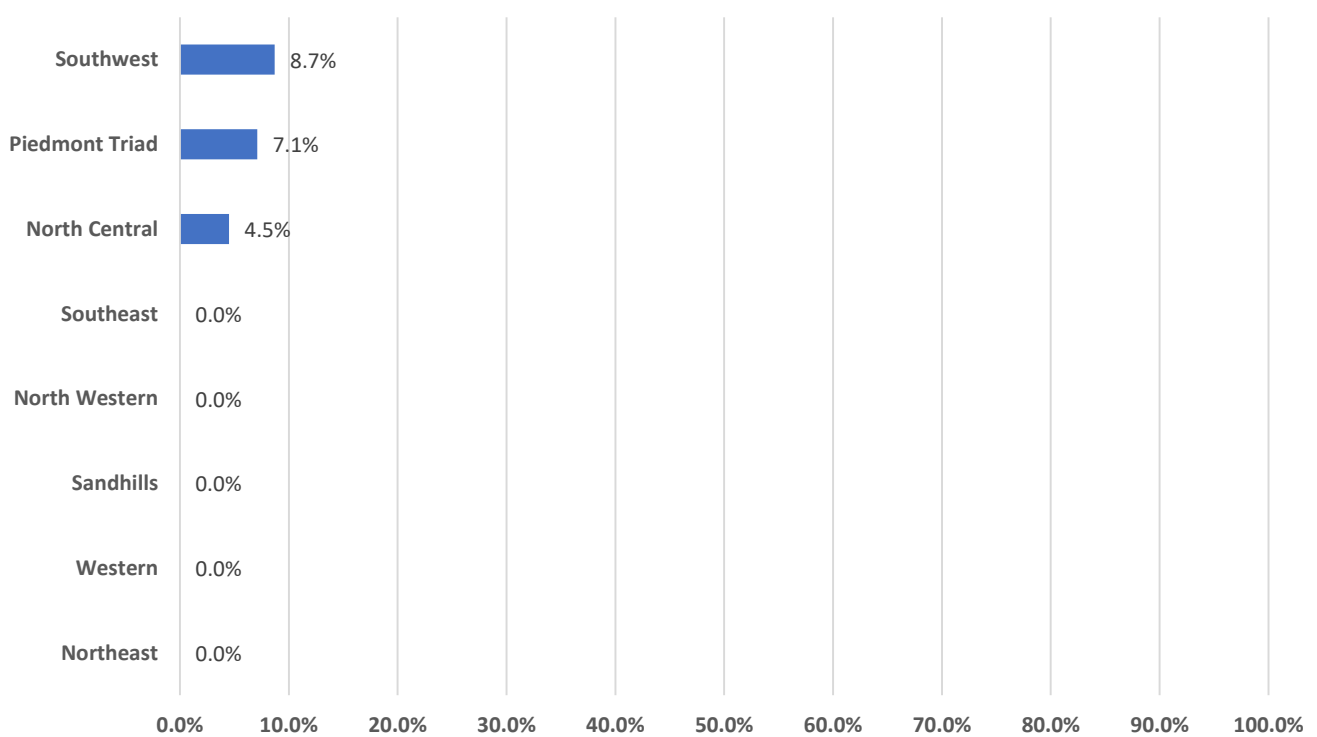
Backup or Emergency Childcare Provided by Prosperity Zones



On-Site or Sponsored Child Care Provided by Prosperity Zones



Subsidized/Reimbursed Child Care Provided by Prosperity Zones



**Family-Friendly Benefits Added Fully or in Part Due to Covid-19
by Prosperity Zone**

All Organizations (N=130)	North Central (22)	Northeast (16)	North Western (13)	Piedmont Triad (14)	Sandhills (7)	Southeast (19)	Southwest (23)	Western (16)
Paid Leave								
Parental Leave	0.0% (0)	12.5% (2)	0.0% (0)	0.0% (0)	0.0% (0)	5.3% (1)	4.3% (1)	6.3% (1)
Sick Leave	9.1% (2)	6.3% (1)	7.7% (1)	0.0% (0)	0.0% (0)	15.8% (3)	0.0% (0)	12.5% (2)
Kin Care Leave	0.0% (0)	0.0% (0)	7.7% (1)	0.0% (0)	0.0% (0)	5.3% (1)	0.0% (0)	6.3% (1)
Safe Leave	4.5% (1)	0.0% (0)	7.7% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	6.3% (1)
Family and Medical Leave	9.1% (2)	6.3% (1)	0.0% (0)	0.0% (0)	0.0% (0)	10.5% (2)	4.3% (1)	6.3% (1)
Parental Involvement Leave	0.0% (0)	6.3% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	6.3% (1)
Shared Annual/Sick Leave	4.5% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	10.5% (2)	4.3% (1)	6.3% (1)
Flexible Work and Scheduling								
Work from Home/Telecommuting	59.1% (13)	25.0% (4)	30.8% (4)	28.6% (4)	42.9% (3)	42.1% (8)	13.0% (3)	56.3% (9)
Flextime	13.6% (3)	6.3% (1)	0.0% (0)	14.3% (2)	0.0% (0)	10.5% (2)	4.3% (1)	12.5% (2)
Job Sharing/Part-Time Work	0.0% (0)	6.3% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Predictable Scheduling	0.0% (0)	6.3% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Health Benefits								
Health Insurance	4.5% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Wellness Benefits	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Flexible Spending Accounts (FSA)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Accommodations and Support								
Support for Breastfeeding Mothers	4.5% (1)	6.3% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	8.7% (2)	0.0% (0)
Pregnant Worker Accommodations	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Babies at Work	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Child Care								
Backup or Emergency Childcare	0.0% (0)	0.0% (0)	0.0% (0)	7.1% (1)	0.0% (0)	0.0% (0)	4.3% (1)	6.3% (1)
On-site or Sponsored Child Care	4.5% (1)	0.0% (0)	0.0% (0)	7.1% (1)	0.0% (0)	0.0% (0)	4.3% (1)	0.0% (0)
Subsidized/Reimbursed Child Care	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)

With the exception of "Working from Home/Telecommuting" data is so limited when broken out eight ways that graphs are fairly meaningless and are not provided.

**Family-Friendly Benefits Enhanced Fully or in Part Due to Covid-19
by Prosperity Zone**

All Organizations (N=130)	North Central (22)	Northeast (16)	North Western (13)	Piedmont Triad (14)	Sandhills (7)	Southeast (19)	Southwest (23)	Western (16)
Paid Leave								
Parental Leave	0.0% (0)	0.0% (0)	0.0% (0)	14.3% (2)	0.0% (0)	5.3% (1)	8.7% (2)	0.0% (0)
Sick Leave	13.6% (3)	18.8% (3)	15.4% (2)	50.0% (7)	14.3% (1)	5.3% (1)	26.1% (6)	6.3% (1)
Kin Care Leave	4.5% (1)	6.3% (1)	7.7% (1)	14.3% (2)	0.0% (0)	5.3% (1)	13.0% (3)	0.0% (0)
Safe Leave	4.5% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	4.3% (1)	0.0% (0)
Family and Medical Leave	9.1% (2)	0.0% (0)	15.4% (2)	21.4% (3)	0.0% (0)	10.5% (2)	26.1% (6)	0.0% (0)
Parental Involvement Leave	4.5% (1)	0.0% (0)	0.0% (0)	7.1% (1)	0.0% (0)	0.0% (0)	4.3% (1)	0.0% (0)
Shared Annual/Sick Leave	4.5% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	5.3% (1)	8.7% (2)	0.0% (0)
Flexible Work and Scheduling								
Work from Home/Telecommuting	22.7% (5)	12.5% (2)	23.1% (3)	21.4% (3)	14.3% (1)	15.8% (3)	52.2% (12)	12.5% (2)
Flextime	18.2% (4)	6.3% (1)	15.4% (2)	14.3% (2)	0.0% (0)	10.5% (2)	30.4% (7)	6.3% (1)
Job Sharing/Part-Time Work	0.0% (0)	0.0% (0)	7.7% (1)	0.0% (0)	0.0% (0)	5.3% (1)	4.3% (1)	6.3% (1)
Predictable Scheduling	4.5% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	5.3% (1)	4.3% (1)	0.0% (0)
Health Benefits								
Health Insurance	9.1% (2)	0.0% (0)	7.7% (1)	0.0% (0)	0.0% (0)	0.0% (0)	8.7% (2)	0.0% (0)
Wellness Benefits	4.5% (1)	6.3% (1)	7.7% (1)	7.1% (1)	0.0% (0)	0.0% (0)	4.3% (1)	0.0% (0)
Flexible Spending Accounts (FSA)	13.6% (3)	0.0% (0)	7.7% (1)	14.3% (2)	14.3% (1)	5.3% (1)	4.3% (1)	0.0% (0)
Accommodations and Support								
Support for Breastfeeding Mothers	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Pregnant Worker Accommodations	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Babies at Work	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Child Care								
Backup or Emergency Childcare	4.5% (1)	0.0% (0)	7.7% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
On-site or Sponsored Child Care	4.5% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Subsidized/Reimbursed Child Care	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)

With the exception of "Working from Home/Telecommuting" data is so limited when broken out eight ways that graphs are fairly meaningless and are not provided.

**Family-Friendly Benefits Added Likely to Continue Post
Covid-19 by Prosperity Zone**

All Organizations (N=130)	North Central (22)	Northeast (16)	North Western (13)	Piedmont Triad (14)	Sandhills (7)	Southeast (19)	Southwest (23)	Western (16)
Paid Leave								
Parental Leave	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	100.0% (1)	100.0% (1)
Sick Leave	50.0% (1)	100.0% (1)	0.0% (0)	0.0% (1)	0.0% (1)	66.7% (2)	0.0% (1)	50.0% (1)
Kin Care Leave	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	0.0% (0)	100.0% (1)
Safe Leave	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)
Family and Medical Leave	50.0% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (2)	0.0% (0)	100.0% (1)
Parental Involvement Leave	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)
Shared Annual/Sick Leave	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	50.0% (1)	0.0% (0)	100.0% (1)
Flexible Work and Scheduling								
Work from Home/Telecommuting	84.6% (11)	100.0% (4)	100.0% (4)	100.0% (4)	33.3% (1)	87.5% (7)	100.0% (3)	71.4% (5)
Flextime	100.0% (3)	100.0% (1)	0.0% (0)	100.0% (2)	0.0% (0)	150.0% (3)	100.0% (1)	100.0% (1)
Job Sharing/Part-Time Work	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Predictable Scheduling	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Health Benefits								
Health Insurance	100.0% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Wellness Benefits	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Flexible Spending Accounts (FSA)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Accommodations and Support								
Support for Breastfeeding Mothers	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Pregnant Worker Accommodations	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Babies at Work	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Child Care								
Backup or Emergency Childcare	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
On-site or Sponsored Child Care	100.0% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Subsidized/Reimbursed Child Care	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)

With the exception of "Working from Home/Telecommuting" data is so limited when broken out eight ways that graphs are fairly meaningless and are not provided.

**Rank Order #1 of the Importance of Selected Family-Friendly Benefits
by Prosperity Zone**

All Organizations (126 Responding)	North Central (22)	Northeast (16)	North Western (13)	Piedmont Triad (14)	Sandhills (7)	Southeast (19)	Southwest (23)	Western (16)
Paid Leave								
Parental Leave	0.0% (0)	0.0% (0)	16.7% (2)	0.0% (0)	0.0% (0)	0.0% (0)	9.1% (2)	6.3% (1)
Sick Leave	33.3% (7)	37.5% (6)	33.3% (4)	38.5% (5)	14.3% (1)	10.5% (2)	40.9% (9)	12.5% (2)
Kin Care Leave	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Safe Leave	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Family and Medical Leave	9.5% (2)	0.0% (0)	0.0% (0)	7.7% (1)	0.0% (0)	5.3% (1)	0.0% (0)	6.3% (1)
Parental Involvement Leave	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Shared Annual/Sick Leave	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Flexible Work and Scheduling								
Work from Home/Telecommuting	0.0% (0)	6.3% (1)	0.0% (0)	15.4% (2)	28.6% (2)	10.5% (2)	0.0% (0)	12.5% (2)
Flextime	0.0% (0)	6.3% (1)	0.0% (0)	0.0% (0)	0.0% (0)	5.3% (1)	0.0% (0)	0.0% (0)
Job Sharing/Part-Time Work	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Predictable Scheduling	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	5.3% (1)	0.0% (0)	6.3% (1)
Health Benefits								
Health Insurance	57.1% (12)	50.0% (8)	50.0% (6)	38.5% (5)	42.9% (3)	63.2% (12)	50.0% (11)	56.3% (9)
Wellness Benefits	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	14.3% (1)	0.0% (0)	0.0% (0)	0.0% (0)
Flexible Spending Accounts (FSA)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Accommodations and Support								
Support for Breastfeeding Mothers	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Pregnant Worker Accommodations	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Babies at Work	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Child Care								
Backup or Emergency Childcare	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
On-site or Sponsored Child Care	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Subsidized/Reimbursed Child Care	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)

Rank Order #2 of the Importance of Selected Family-Friendly Benefits by Prosperity Zone

All Organizations (126 Responding)	North Central (22)	Northeast (16)	North Western (13)	Piedmont Triad (14)	Sandhills (7)	Southeast (19)	Southwest (23)	Western (16)
Paid Leave								
Parental Leave	4.8% (1)	0.0% (0)	8.3% (1)	7.7% (1)	0.0% (0)	0.0% (0)	9.1% (2)	0.0% (0)
Sick Leave	33.3% (7)	18.8% (3)	33.3% (4)	23.1% (3)	42.9% (3)	73.7% (14)	36.4% (8)	50.0% (8)
Kin Care Leave	9.5% (2)	0.0% (0)	16.7% (2)	0.0% (0)	0.0% (0)	5.3% (1)	0.0% (0)	0.0% (0)
Safe Leave	0.0% (0)	6.3% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Family and Medical Leave	4.8% (1)	18.8% (3)	8.3% (1)	7.7% (1)	28.6% (2)	0.0% (0)	13.6% (3)	6.3% (1)
Parental Involvement Leave	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	5.3% (1)	0.0% (0)	0.0% (0)
Shared Annual/Sick Leave	0.0% (0)	12.5% (2)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Flexible Work and Scheduling								
Work from Home/Telecommuting	0.0% (0)	6.3% (1)	0.0% (0)	7.7% (1)	0.0% (0)	0.0% (0)	18.2% (4)	18.8% (3)
Flextime	4.8% (1)	6.3% (1)	0.0% (0)	0.0% (0)	0.0% (0)	5.3% (1)	4.5% (1)	18.8% (3)
Job Sharing/Part-Time Work	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Predictable Scheduling	9.5% (2)	12.5% (2)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	4.5% (1)	0.0% (0)
Health Benefits								
Health Insurance	23.8% (5)	6.3% (1)	25.0% (3)	38.5% (5)	14.3% (1)	10.5% (2)	9.1% (2)	6.3% (1)
Wellness Benefits	9.5% (2)	12.5% (2)	8.3% (1)	15.4% (2)	0.0% (0)	0.0% (0)	4.5% (1)	0.0% (0)
Flexible Spending Accounts (FSA)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	14.3% (1)	0.0% (0)	0.0% (0)	0.0% (0)
Accommodations and Support								
Support for Breastfeeding Mothers	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Pregnant Worker Accommodations	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Babies at Work	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Child Care								
Backup or Emergency Childcare	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
On-site or Sponsored Child Care	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Subsidized/Reimbursed Child Care	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)

Rank Order #3 of the Importance of Selected Family-Friendly Benefits by Prosperity Zone

All Organizations (126 Responding)	North Central (22)	Northeast (16)	North Western (13)	Piedmont Triad (14)	Sandhills (7)	Southeast (19)	Southwest (23)	Western (16)
Paid Leave								
Parental Leave	14.3% (3)	0.0% (0)	0.0% (0)	15.4% (2)	0.0% (0)	0.0% (0)	7.7% (2)	0.0% (0)
Sick Leave	14.3% (3)	18.8% (3)	0.0% (0)	7.7% (1)	37.5% (3)	66.7% (14)	30.8% (8)	34.8% (8)
Kin Care Leave	9.5% (2)	12.5% (2)	8.3% (1)	7.7% (1)	0.0% (0)	4.8% (1)	0.0% (0)	0.0% (0)
Safe Leave	4.8% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Family and Medical Leave	9.5% (2)	18.8% (3)	16.7% (2)	15.4% (2)	25.0% (2)	0.0% (0)	11.5% (3)	4.3% (1)
Parental Involvement Leave	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	4.8% (1)	0.0% (0)	0.0% (0)
Shared Annual/Sick Leave	9.5% (2)	12.5% (2)	16.7% (2)	7.7% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Flexible Work and Scheduling								
Work from Home/Telecommuting	14.3% (3)	18.8% (3)	0.0% (4)	7.7% (1)	0.0% (0)	0.0% (0)	15.4% (4)	13.0% (3)
Flextime	4.8% (1)	0.0% (0)	0.0% (2)	7.7% (1)	0.0% (0)	4.8% (1)	3.8% (1)	13.0% (3)
Job Sharing/Part-Time Work	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Predictable Scheduling	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	3.8% (1)	0.0% (0)
Health Benefits								
Health Insurance	9.5% (2)	6.3% (1)	0.0% (0)	15.4% (2)	0.0% (0)	9.5% (2)	11.5% (3)	8.7% (2)
Wellness Benefits	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	4.8% (1)	3.8% (1)	4.3% (1)
Flexible Spending Accounts (FSA)	9.5% (2)	6.3% (1)	0.0% (0)	7.7% (1)	12.5% (1)	4.8% (1)	7.7% (2)	13.0% (3)
Accommodations and Support								
Support for Breastfeeding Mothers	0.0% (0)	0.0% (0)	0.0% (0)	7.7% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Pregnant Worker Accommodations	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	12.5% (1)	0.0% (0)	0.0% (0)	0.0% (0)
Babies at Work	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Child Care								
Backup or Emergency Childcare	0.0% (0)	0.0% (0)	8.3% (1)	0.0% (0)	12.5% (1)	0.0% (0)	0.0% (0)	4.3% (1)
On-site or Sponsored Child Care	0.0% (0)	6.3% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	4.3% (1)
Subsidized/Reimbursed Child Care	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	3.8% (1)	0.0% (0)

**Overall Rank Order of the Importance of Selected Family-Friendly Benefits
by Prosperity Zone**

All Organizations (126 Responding)	North Central (22)	Northeast (16)	North Western (13)	Piedmont Triad (14)	Sandhills (7)	Southeast (19)	Southwest (23)	Western (16)
Paid Leave								
Parental Leave	6.3% (4)	0.0% (0)	8.3% (3)	7.7% (3)	0.0% (0)	0.0% (0)	8.6% (6)	1.8% (1)
Sick Leave	27.0% (17)	25.0% (12)	22.2% (8)	23.1% (9)	31.8% (7)	50.8% (30)	35.7% (25)	32.7% (18)
Kin Care Leave	6.3% (4)	4.2% (2)	8.3% (3)	2.6% (1)	0.0% (0)	3.4% (2)	0.0% (0)	0.0% (0)
Safe Leave	1.6% (1)	2.1% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Family and Medical Leave	7.9% (5)	12.5% (6)	8.3% (3)	10.3% (4)	18.2% (4)	1.7% (1)	8.6% (6)	5.5% (3)
Parental Involvement Leave	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	3.4% (2)	0.0% (0)	0.0% (0)
Shared Annual/Sick Leave	3.2% (2)	8.3% (4)	5.6% (2)	2.6% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Flexible Work and Scheduling								
Work from Home/Telecommuting	4.8% (3)	10.4% (5)	0.0% (4)	10.3% (4)	9.1% (2)	3.4% (2)	0.0% (8)	14.5% (8)
Flextime	3.2% (2)	4.2% (2)	0.0% (2)	2.6% (1)	0.0% (0)	5.1% (3)	0.0% (2)	10.9% (6)
Job Sharing/Part-Time Work	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Predictable Scheduling	3.2% (2)	4.2% (2)	0.0% (0)	0.0% (0)	0.0% (0)	1.7% (1)	0.0% (2)	1.8% (1)
Health Benefits								
Health Insurance	30.2% (19)	20.8% (10)	25.0% (9)	30.8% (12)	18.2% (4)	27.1% (16)	22.9% (16)	21.8% (12)
Wellness Benefits	3.2% (2)	4.2% (2)	2.8% (1)	5.1% (2)	4.5% (1)	1.7% (1)	2.9% (2)	1.8% (1)
Flexible Spending Accounts (FSA)	3.2% (2)	2.1% (1)	0.0% (0)	2.6% (1)	9.1% (2)	1.7% (1)	2.9% (2)	5.5% (3)
Accommodations and Support								
Support for Breastfeeding Mothers	0.0% (0)	0.0% (0)	0.0% (0)	2.6% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Pregnant Worker Accommodations	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	4.5% (1)	0.0% (0)	0.0% (0)	0.0% (0)
Babies at Work	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Child Care								
Backup or Emergency Childcare	0.0% (0)	0.0% (0)	2.8% (1)	0.0% (0)	4.5% (1)	0.0% (0)	0.0% (0)	1.8% (1)
On-site or Sponsored Child Care	0.0% (0)	2.1% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	1.8% (1)
Subsidized/Reimbursed Child Care	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	1.4% (1)	0.0% (0)

Key Reason(s) for Adding or Enhancing Family-Friendly Benefits by Prosperity Zone

All Organizations (N=130)	North Central (22)	Northeast (16)	North Western (13)	Piedmont Triad (14)
To be proactive in supporting our employees	54.5% (12)	31.3% (5)	53.8% (7)	35.7% (5)
To strengthen our organization as we evolve	45.5% (10)	6.3% (1)	38.5% (5)	35.7% (5)
In response to employee requests	22.7% (5)	25.0% (4)	30.8% (4)	35.7% (5)
Because other employers are offering (to remain market competitive)	27.3% (6)	12.5% (2)	15.4% (2)	21.4% (3)
To retain our employees	40.9% (9)	18.8% (3)	30.8% (4)	42.9% (6)
N/A - no changes	9.1% (2)	37.5% (6)	7.7% (1)	21.4% (3)

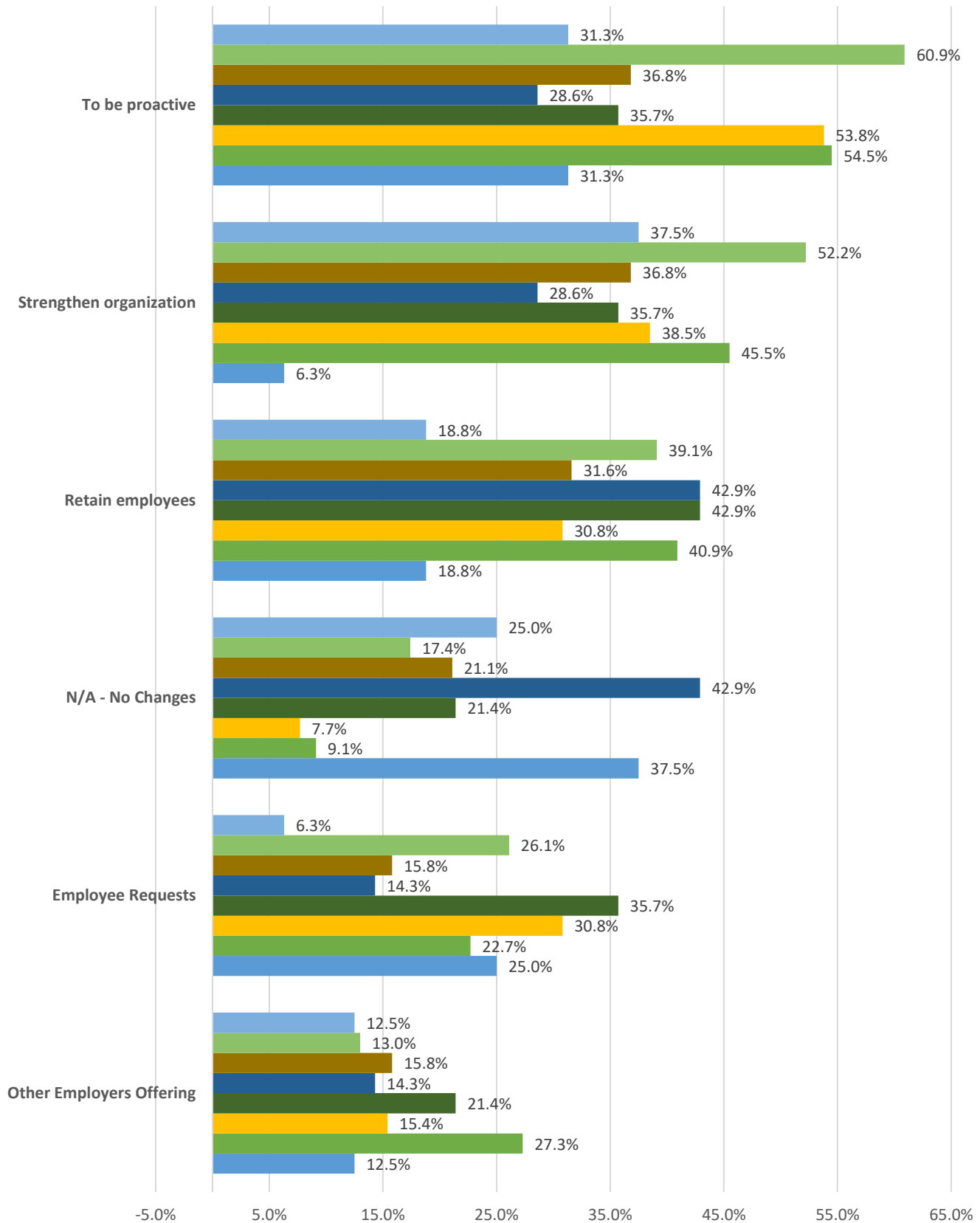
All Organizations (N=130)	Sandhills (7)	Southeast (19)	Southwest (23)	Western (16)
To be proactive in supporting our employees	28.6% (2)	36.8% (7)	60.9% (14)	31.3% (5)
To strengthen our organization as we evolve	28.6% (2)	36.8% (7)	52.2% (12)	37.5% (6)
In response to employee requests	14.3% (1)	15.8% (3)	26.1% (6)	6.3% (1)
Because other employers are offering (to remain market competitive)	14.3% (1)	15.8% (3)	13.0% (3)	12.5% (2)
To retain our employees	42.9% (3)	31.6% (6)	39.1% (9)	18.8% (3)
N/A - no changes	42.9% (3)	21.1% (4)	17.4% (4)	25.0% (4)

Notes: Total percentage is greater than 100% due to potential of multiple responses.

"N/A - no changes" was an exclusive response.

Reasons for Making Changes to Family-Friendly Policies, Programs & Benefits by Prosperity Zone

Western Southwest Southeast Sandhills Piedmont Triad North Western North Central Northeast



You can reach us at:
Family Forward NC: familyforwardnc.com
MomsRising: momsrising.org/campaigns/north-carolina

Thanks to the NC Institute of Medicine and
the Centers for Disease Control and Prevention
for sponsoring this project.

