THE PTO POLICY OF THE FUTURE

PTO ONLINE EXPERT ENGAGEMENT

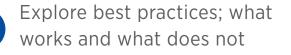
Advisory Panel of 24 Seasoned HR and Benefits Managers MAY TO JULY 2019

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OBJECTIVES

Understand top trends, drivers and frictions for change





Define the most innovative PTO plans



MAJOR TRENDS IMPACTING PTO



• Increased overhead in managing PTO when it is



• Increased complexity and lack of clarity.



• Employers need to keep pace by adding market-based levels of PTO entitlement.

2. Many employees are not using their full time off benefits.

 Quality of work can suffer and result in lost opportunities or decreased customer experience.



 People lack rest and rejuvenation that is needed for healthy lives.

3. Managing Generational Needs: Older workers tend to expect to gain PTO over time, while younger employees tend to expect it upfront.

- Design PTO policies for different specific demographics.
- Increases complexity in both compliance and market competitive offerings.



 People may feel they are making a compromise or trading off what they value.

4. Culture and expectations differ by geography, industry and role.

- Certain job types (developers, manufacturing, retail) have different expectations and values which adds complexity especially for vertically integrated or multinational firms.
- Employees may still not feel their PTO plan is a good fit for them despite the customization.

KEY ADMINISTRATIVE CONSIDERATIONS

Increasing complexity is driving outsourcing and new technology development



MEGA DRIVERS OF TRANSFORMATION

PTO policies are becoming a strategic tool to better support business goals.

Purpose-driven PTO is on the rise moving organizations toward sustainability, diversity, and transparency.

Changes in the workforce and the emergence of gig economies will redefine work/life balance.

CREATIVE PTO PRACTICES



Allowing employees to purchase additional PTO: Providing an option to allow for more PTO for family situations or circumstances not covered under FMLA laws



Performance-based rewards: Give additional PTO out as a reward for good performance; either in a team or individual basis

Alternative to a raise: Award PTO in lieu of a salary increase. For example, when someone is at the top of the salary range



PTO for personal employee development: PTO can be allotted for personal employee development or training that the company would not otherwise support.





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