

Alternative Work Week Innovations



Alternative Work Week Innovations
August 2008

Alliance for Innovation Knowledge Center Commentary

Response from Brookings, OR

It came from the CM in Brookings Oregon.

Having worked in a 4-10 environment, a few thoughts:

–Three day holiday weekends become four day weekends, which can be an inconvenience to customers.

–If you have a utility and you do disconnections for non-payment, it inhibits low income people from coming in and paying up on their Friday payday. You also need to identify/limit some services to the hours worked by field employees (i.e., you can't send someone out on a water turn-on at 5:30 when the crew left at 5:00). Had some customer gripes about this.

–Non City Hall employees working on the closed day tend to be less productive.

–Increases leave time because some employees may need to leave during the 10 hour shift to deal with family (child care) and medical issues.

–Increases personal business, phone calls, etc, during business hours, same reasons as above.

–Our hours were 7-6, one hour lunch. After we found that hardly anyone came in 7-8 or 5-6, we closed during those hours, but employees continued to work. This did increase productivity.

–Watch the definitions in your personnel regulations. Is a "sick leave day" 8 hours or 10 hours? Are leave accruals stated in hours or days?

–Some people get second jobs when they have three days off each week.

We had instances where workers were injured or "got the flu bug" on their second job and it impacted their use of leave.

–Some people just can't work productively for 10 hours.

–Most employees love it.

Gary Milliman
City Manager
City of Brookings, OR