

WORK SCHEDULE SURVEY RESULTS

Management Team

In an effort to ensure City staff are working as efficiently as possible, the following questions were asked to employees to gain insight into what work schedule they prefer and what schedule they feel is the most effective for their position.

Total Respondents as of 8/28/2017 17

QUESTION 1: I prefer to work...

Four days a week for 10 hours per day	94%
Five days a week for 8 hours per day	0%
Either	6%

QUESTION 2: I feel the most effective schedule for my position is...

Four days a week for 10 hours per day	82%
Five days a week for 8 hours per day	6%
Either	12%

QUESTION 3: Comments relevant to your work schedule:

I feel this schedule offers our residents who generally work out of town the option to receive services before and after work. The extra two hours each day also help to accomplish large projects in just one day. This schedule has also been a huge benefit to my family.

For five months my work entails going to the capitol, and legislators also work Monday through Thursday.

My position allows me to have a lot of interaction with walk-in customers and many of them comment that it is nice to be able to come in before their kids start school or after work. Considering Maricopa is still a bedroom community, I think it is important to take the needs of the community into account.

The 4-10 schedule is the best model for exempt staff who typically work more than 40 hours a week. With the 4-10 model, exempt staff are able to balance work and family by attending doctor appointments, car repairs, etc. on the Friday. The 4-10 schedule is an employee benefit that appears to assist with attraction and retention. If the 4-10 schedule went away, I would seriously consider looking for a position elsewhere with a 4-10 schedule. The 4-10 schedule is universally in practice among many Arizona cities.

As the only supervisor for a 24X7 work group, this survey does not apply to me. I work various hours, various days and rarely work a 40 hour workweek. I will say that my personal preference for others is a 5-8 schedule. I think it is confusing to the public. I have experienced delays that I contributed to the condensed workweek and the lack of availability of city staff on Fridays to attend meetings, receive shipments, return phone calls, etc.

If you change this, I will be forced to find other work.

I like the 10 hours work schedule, although I often work more than 40 hours a week.

Although I would like to work 4/10s, for a 24/7 police department it would be better to have more shifts exposed to management oversight, so a more flexible workweek could be appropriate.

Not only is this schedule beneficial from a cost savings (no additional commute cost for employees and minimized utilities usage for City) it also provides a work day that can be used to schedule appointments and eliminating need for PTO in many instances. Strongly in favor of keeping the schedule as it has not impacted our department in any way.

I personally find the 10 hour work day more beneficial to my needs and job as I do not work directly with the public. I wouldn't mind having a little flexibility during the school year, such as working 9 hours and coming in Friday morning as well so that I have more time in the evening with my family and daycare. Working 4-10 is a huge benefit and job attraction

none

WORK SCHEDULE SURVEY RESULTS

All Other Staff

In an effort to ensure City staff are working as efficiently as possible, the following questions were asked to employees to gain insight into what work schedule they prefer and what schedule they feel is the most effective for their position.

Total Respondents as of 8/28/2017 16

QUESTION 1: I prefer to work...

Four days a week for 10 hours per day	81%
Five days a week for 8 hours per day	13%
Either	6%

QUESTION 2: I feel the most effective schedule for my position is...

Four days a week for 10 hours per day	81%
Five days a week for 8 hours per day	6%
Either	13%

QUESTION 3: Comments relevant to your work schedule:

I feel longer hours offer more customers to visit us before 8 am and after 5pm- when they normally get out of work. We accommodate more people by offering these hours and staff morale is greater.

Life is good!!

7 AM to 6 PM provides better access for customers.

The 10 hour days allow the residents to contact the City before and after typical work hours for the general public whether coming into City Hall or by phone. Safety wise, traffic is much lighter coming into and leaving the City of Maricopa therefore less likely to be involved an accident.

I think we are more productive with a 10 hour day. City hall being open later is an advantage for the citizens to come in after work.

The position that I hold, it is more productive to work the 10 hour day to complete the amount of work and stay on schedule. It is also a cost savings to the city for my job to be completed in 4 days and not to have to pay for the extra energy of another day to be open.

I strongly believe our current schedule is a great incentive that Maricopa offers its employees. We have enough time to complete all tasks while having the time during the weekend for family and friends.

Leave it alone. There are other issues that should be addressed, namely better compensation for mid to lower level employees.

The schedule that the city has, as well as the working environment, was a big determination for me to decide to work here. It also really helps with not needing to use as much leave for medical appointments.

Most employees I have encountered on this subject comment that they feel quite tired by Wednesday and express some doubt about the productivity because of this. This is especially so in weeks that have city council or other BCC meetings that we must attend.