

# Alternative Work Schedule

April 4, 2023



# The Great Resignation

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According to the US Bureau of Labor Statistics:

**2021** - 47.8 million Americans quit their jobs

**2022** - 50.5 million Americans quit their jobs

Underlying Forces – Workers are:

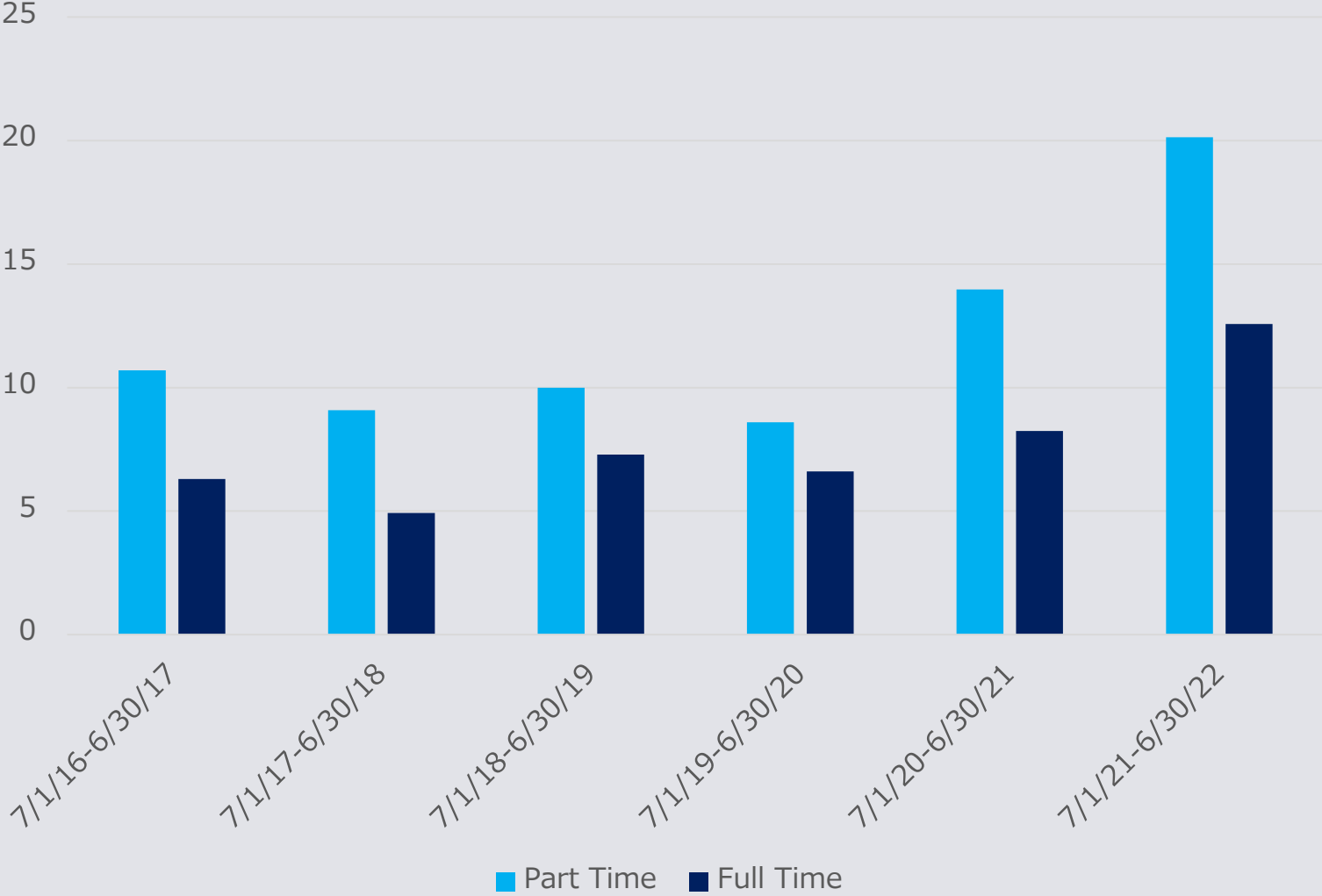
- *Retiring* in greater numbers but are not *relocating* in large numbers;
- *Reconsidering* work-life balance and care roles;
- *Reshuffling* or making localized switches among industries rather than exiting the labor market entirely; and,
- *Reluctance* to return to in-person jobs. (Harvard Business Review)

# Changing Workplace

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- 52% of local government employees are considering leaving their jobs (Jan 2022)
- While other sectors are experiencing high quit rates, **only** the government and the leisure sectors are now seeing actual declines in workers
- Rates of burnout in workers across most U.S. job fields are 40% to 50% (Business Insider)
- According to the National Employee Survey (NES)
  - 84% feel positive about working for local government
  - 86% say their values align with their work
- Legislation to reduce hours considered in Maryland, New York, and California (February 2023)
- 4 Day Week Global (4WDG) Study

# Turnover Rate



# Benefits

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## **Equity**

- Gives residents who work a traditional work schedule the ability to conduct Town business

## **Human Resources**

- Employee recruitment benefit
- Retention of existing employees by remaining competitive

# Maintain Exemplary Service

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- New website with added functionality - online services available
- Kiosk outside of Town Hall
- Enhanced Services - Later hours allow access for those who work traditional work hours

# Half Day Friday

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Bolton	(M, W, Th 8:30-4; Tues 8:30-6:30; Friday 8:30-1)
Berlin	(M-W 8:30-4:30; Th 8:30-7; Friday 8:30-1)
Coventry	(M-W 8:30-4:30; Th 8:30-6:30; Friday 8:30-1:30)
East Granby	(M-Th 8-4; Friday 8-1)
Granby	(M-W 8-4; Th 8-6; Friday 8-12:30)
Plainville	(M-W 8-4; Th 8-7; Friday 8-12)
Simsbury	(M 8:30-7, Tues-Th 8:30-4:30; Friday 8:30-1)
Suffield	(M-Th 8-4:30; Friday 8-1)

# 4 Day Workweeks

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Andover (M 8-7; T-Th 8:15-4; Closed Friday)

Darien (M-Th 8-5:15; Closed Friday)

Danbury (M-W 7:30 – 6; Th 7:30-6:30, Closed Friday)

Ellington (M 8-6:30; T-Th 8-4:30; Closed Friday)

Mansfield (M-W 8-5:15; Th 8-6:30; Closed Friday)

Somers (M-W 8-5; Th 8-6:30; Closed Friday)

Tolland (M-W 8-4:30; Th 8-7:30; Closed Friday)

Vernon (M-W 8-4:30; Th 8-7; Closed Friday)



# Overview

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Term: 6 months

Departments Impacted: To Be Determined

Current hours maintained

Community Input

Repeal of Ordinance - §23-1



**Questions?**