

4/10 PROPOSAL FAQ

Will all departments have the same schedule?

Yes, to provide the best customer service experience, all departments will have the same open hours. This prevents confusion and inconsistency and allows departments to continue collaborating to serve the public. We want to avoid saying "you'll have to visit that department, but they're closed right now."

What are the proposed hours of operation?

7:00 a.m. to 6:00 p.m. Monday through Thursday.

Can employees still have overtime?

Yes, overtime will still function the same way it always has. For special events or simply because more work needs to be completed, supervisors can approve overtime during hours we are closed to the public, including Fridays and weekends.

Will there be alternate work hours for those who have kids or are caretakers?

Yes, if approved by the Board, the Committee recommends allowing for 4/8's or 4/9's based upon department head approval. These employees would be eligible for full-time benefits but pay would be reflective of hours worked.

Will leave accrual rates change?

No, accrual rates of leave will stay the same. However, being closed on Fridays will allow staff an additional 52 days off per year.

How will holidays that fall on Fridays or Saturdays work? Will the holidays be 8 hours or 10 hours?

As with any holiday that falls on a Saturday currently, the holiday will be observed on the prior day. Any holiday that falls on a Friday or Saturday will be observed on Thursday and county offices will be closed. For those employees working 4-10s, they will receive 10 holiday hours. For those working 4-9s, they will receive 9 hours, and for those working 4-8s, they will receive 8 hours.

Can my department head allow me some flexibility? For example, if I can't be here at 7, but still want a 40 hr week can I work through lunch or stay late?

Yes, but at the discretion of the Department Head. For example, 30 minute lunch as opposed to 1 hour lunch.

For those working 4-8's or 4-9's, will there be flexibility to work remotely or on Fridays to make up the extra hours?

Yes, remote work could be possible but will be determined at the discretion of the Department Head.