

Exhibit C: 4/10 Schedule Analysis - Summary
 City of Boynton Beach – Development Department/Sustainability Committee

Below is a summary of the preliminary research that was conducted regarding 4/10 schedules. Four local municipalities were contacted. Of those four, two provided feedback and one is not currently on a 4/10 schedule, but merely considering.

Government Entity	Contact	Hours of Operation	Departments Excluded	Issue: Daycare	Issue: Union	Issue: Holidays	Issue: Other	Notes
City of Coconut Creek	Pam Kershaw, HR Director Ruth Rodriguez, Administrative Assistant, HR	Monday - Thursday 7:00am - 6:00pm	Recreation & Parks, Fire, non-Administrative Police staff		No unionized staff members	Closed on holidays; if falls on Sunday, then closed Monday; if falls on Friday or Saturday, will not close but give staff 8 hrs. vacation time (not 10)	Customers/delivery companies still drop by on Fridays (used to "traditional hours"); number decreasing	Exception made for flextime & telecommuting Customer satisfaction: 86% satisfactory response (1 yr. after) Savings: employees using 20% less fuel for commuting; no significant energy savings as they are open the same # of hours Sick Time: Average 22% decrease of unanticipated sick leave Increased Morale: 95% of employees responded favorably to new schedule (1 yr. after) Telecommute: Some staff members work 8-9 hrs/day and telecommute the balance of hrs. Some employees still work on Fridays
City of Margate	George McNeil gmcneil@margate 954-956-7741	Monday - Thursday 8:00am - 6:00pm <i>(open 1 hr. earlier and 1 hr. later; used to be 9-5 based on 1979 reso)</i>	Fire, Police, Rec & Parks, Utilities	Parents w/children in daycare, 2nd jobs; gave plenty of notice - staff on own to make arrangements	Hour Change: used manager's right to revise work schedule Lunch: 1/2 hr lunch & two 15-min breaks - can't combine); concern w/employees working 10 hrs in the sun (Rec & Parks not part) Non-Union: can combine lunch & breaks outside 1st and last 2 hrs of shift for child care pick up	Closed on holidays; If holidays fall on a Friday, give staff personal Holiday (Sat., Sun.)		Announcement: Publicity began in April 08 that 4/10 schedule would be effective 10/1/08 4/10 schedule was a directive from City Commission Savings: Saved on uniform cost, hardware costs, productivity gain, VMT (veh. Miles travelled), and extended hours
City of North Miami	Mayda Piñeda, Assistant, CM's Office	Monday - Thursday 7:00am - 6:00pm	Admin PD on 4/10; museum, library open M-F; Parks admin. office closed, but staff M-F	Complaints at first - personnel (@ CM direction) arranged time slots; Directors handled specific schedules	PD only is union; does not own Fire Dept (uses County);	Closed like normal; if holiday falls on Friday, then no personal time; if holiday falls on Saturday, no time off		Staff hesitant at first (too early, long day) but got used to it - happy now; residents happy they can come in earlier (water bills, City Clerk's office, before/after work hours) Adopted by resolution on 9/1/08 (proposed by Mayor with Council support): "Pilot" program in summer - staff could volunteer for 4/10 (could choose Monday or Friday off);