

“Working 4 Utah”

Utah’s Four Day Workweek

What is it?

Marge: “Homer, the plant called. They said if you don’t show up for work tomorrow, don’t bother showing up on Monday.”

Homer: “Woo Hoo! Four day weekend!”

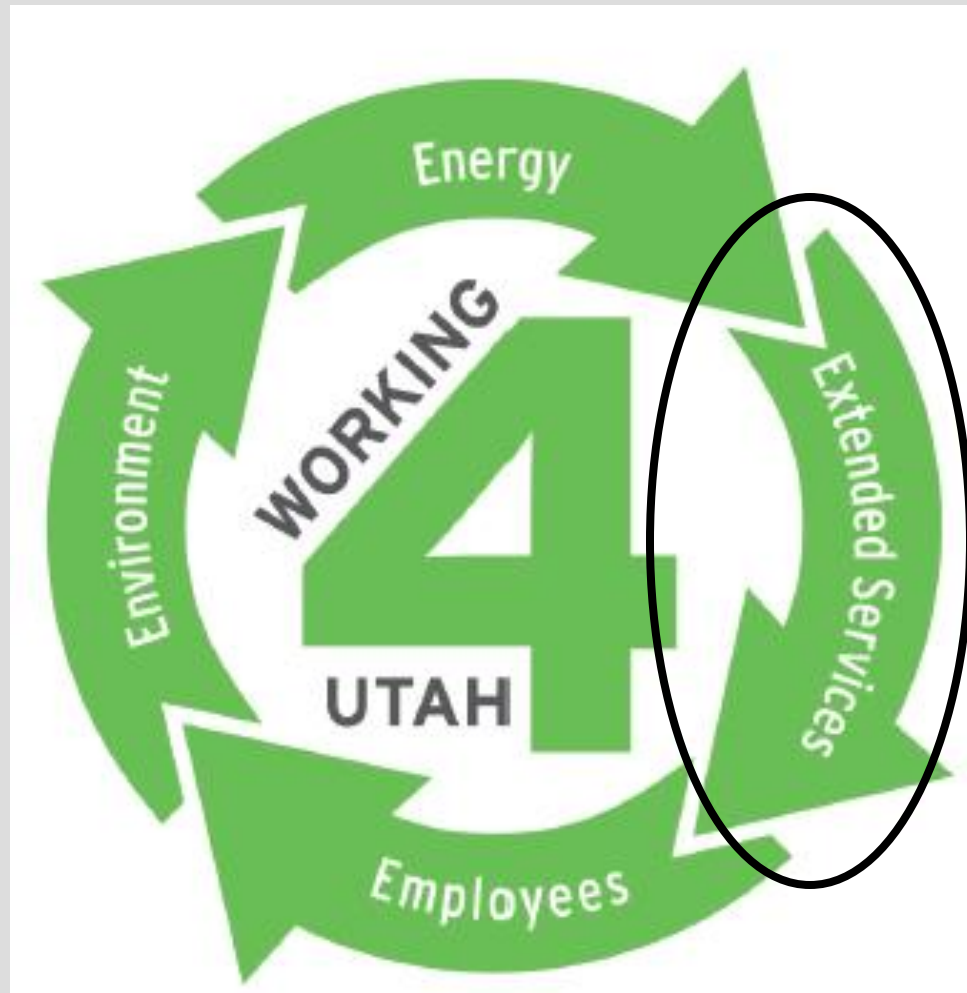
Themes



Goals - Energy



Goals – Extended Services



Goals - Employees



Goals – Environment





Energy Impact Results

- **Utility Savings Goal: \$3 million**
 - Revised Goal: \$1.5 million
 - Anticipated Actual Savings: \$203,000
- **Building Energy Goal: 20% Reduction**
 - Reported Reduction: 10.5%



Extended Service Results

- Overall view of program 62% positive.
- Calls to the consumer complaint hotline are down.



Employee Results

- 82% satisfaction rating with the 4/10 schedule
- Turnover rates decreased from 11% to 10% per year
- Cumulative overtime reduction – 30%



Environment Results

- Reduced Emissions Goal: 12,652 metric tons of CO² and NO_x
 - Estimated Impact: 10,040 Metric Tons
 - 5,494 from less cars on the road
 - 4,546 from lower facility energy use
- Reduced Gas Use Goal: 744,000 Gals
 - Estimated impact: 524,000 Gals

Unanticipated Benefits

- Reduced custodial support by \$203,177
- “Visit chaining” may have reduced fleet use
- Got a list of “non-essential” government services

Unanticipated Costs

- Making work days ten hours long also makes holidays ten hours long.
- Services where demand exceeds capacity will grow to “Five Tens”.

Lessons Learned

- Establish baselines in both “direct” and “indirect” variables
- Set-up a “hot line” for constituent comments
- Change facilities management long-term
- Put everything on-line

Conclusions

- 4 Tens is NOT a “cost saver”
- What you consider “non-essential” your constituents may consider “fundamental”
- Any benefits will accrue to society - but are very hard to measure
- It’s hard to go back...

Was it a “Good Idea”?

