

**Please rate how supportive you would be of a Monday through Thursday 9 hours and Friday 4 hours schedule?**

1. Would not achieve anything in terms of "going green" & if I have to come in on Friday I may as well work all day. 2. Better than nothing. 3. I will support this but would prefer a full day off compared to a half day. 4. No benefit from it as will still have to come in 5 days instead of 5. This does nothing but shift costs on to employees especially in terms of our quality of life. 6. Good option, not mandate, loss of productivity, exhausting, quality of life "sucks" mon- thurs. 7. Would be supportive if this was optional but not mandatory. Don't believe we'd be able to get everyone to leave the office after 4 hours or how that would be enforced. So any energy savings could be questionable or limited. 8. why get ready and come in for only 4 hours 9. I just finished doing 2 weeks of this schedule and it worked quite well. I liked it and have requested this schedule full time but have to wait until end of week to find out if mgmt will allow. 10. I could work 1 extra hour and still have an hour with my family and half of Friday. I don't think there would be as much burn out. 11. I would prefer this option better, it would cost me less to keep my kids in the after school program. 12. Longer weekends - more time with family. 13. Much more adaptable with daycare. 14. Most days I work nine hours. 15. Would rather have the whole Friday off. 16. Minimal cost savings, will likely end up working more on Friday due to carry over , emergencies, etc. 17. Have to coordinate other family members schedules - pick up & drop off 18. Very similar to my current schedule but with some flexibility. 19. If others want 4-10s I'm okay but I do not want to work 9-10 hour days 20. Like this better than 4-10s 20. traveling and coming in for 4 hours sounds like a waste of time, fuel, and the day. 21. Whatever will give me more time at home. 22. Get weekend started early. 23. a little easier to swallow. 24. Extra hours are always good for customers 25. I would prefer 4-10s. Coming in Friday for just 4 hours does not make much sense. People would get stuck here for longer. 26. Too long of a day - also our customers need to come in on Fridays- but prefer the 4-9s and 1/2 day on Friday. 27. I don't think the citizens of Flagstaff would like this. 28. The benefit for me in reduction of travel would be moot. 29. A little easier to accommodate. 30. I could not imagine this working for anyone with older children either - these schedules would mean no sports, no time for homework, rushed meals extra child care expenses and overall less time with children at home. I am very in favor of a flexible work schedule - but not at all for the compressed work week. 31. my children's & wife's schedule would not mesh with 10 hour days. less quality time with family; errand schedule would take place all on Fridays; extra-curricular activities would end during the week. 32. This seems like it would defeat the purpose of saving money. 33. would be a little easier to manage daycare. 34. The city would save money having every Friday off. The employees would benefits. 35. The traffic on Friday afternoons is a "bear" this would allow beating most of it. 36. Saves nothing- more inconvenience. 37. My section is a service provider section - our clients expect service on Fridays. Also at current work load levels there is not enough work to fill a 10 hour day. 38. Not more productive 39. Currently work 50 hours per week - will not work four 12 1/2 hour days, so productivity will drop 20% immediately 40. Worked this schedule for a while- not as productive - more trips traveled 41. Not much in savings for me or city. Helps get weekend started. 42. Defeats the purpose - I would use same mileage and same fuel expenses. 43. It's dumb. You have to be here, it's not like having a day off. 44. I don't feel the 4 hours on Friday would offer any further service. 45. It does not provide any more benefits to citizens no decrease costs of employees of city. 46. You are not reducing the traffic load nor saving energy and more than likely little productive

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work would get done. **47.** Prefer 8 am - 6 pm on 9 hr days, more productive hours. **48.** Many hours worked are outside regular 5 day week. Much travel and weekend/evening work - Milligan House. **49.** Whatever works. **50.** Easier to justify being here until 6 in the evenings. **51.** Driving all 5 days. **52.** SAA; Friday is our busiest day as its a popular pay day. **53.** Already tried it...it doesn't work construction image is tainted because of too many days of inactive work. 10 hour days burns out employees. Problem on snow days. Also not cost effective to come in 4 hours - not available for external clients. **54.** I believe this is a better option. **55.** I just don't think it is best for the client. **56.** Doesn't seem the efficiently - environment areas workers very well with this scenario. **57.** Supportive of either 13 or 14 to explore new possibilities. **58.** Fridays still need to provide customer service. **59.** Friday afternoons are pretty quite. Not many citizens visit City Hall on Friday afternoon. **60.** This might work for some people. **61.** m - thurs are busiest and not enough time in 8 hr period to complete work. **62.** This is preferable to the 4-10s. **63.** That the schedule I work now but sometimes my clients schedule things beyond noon so I have to stay. **64.** I definitely already work 4 9 hr days and usually leave early Fridays when I can. Be nice to make it official. **65.** This is something I would like to try - could possibly of flexing hours and schedule. **66.** I have enough sick and vacation time to work this schedule permanently anyways. **67.** It would be best to have some key services on Fridays in case they are needed. **68.** Might as well just do 5 8's if we have to come in. **69.** Same number of trips. **70.** Given the choice of performing repetitive motion manual labor for ten hours or with hours on a given day, I would choose the latter. **71.** Time wise its ok but I still use the same amount of gas as five days per week. **72.** 7 AM is too late to come in. **73.** Willing to be a team player and what's best for the city as a whole. **74.** Not really worth coming in for 4 hours, can't really do anything get started and have to quite. **75.** Not as hard as a 4-10 schedule. **76.** It would be confusing to the citizens nor would it help morale, productivity, and sick leave. It wouldn't create any savings. **77.** Prefer 4 ten hour days for myself, however I'm already on that schedule but if I wasn't I would be supportive of this one as opposed to 5 eight hour days. **78.** I currently work a permanent part time schedule so the change would not be a big deal to me. **79.** Possibly, but it still has it's challenges. **80.** This would be better - 9 hours seems more reasonable/manageable. **81.** Doesn't fix the problem of saving utilities, building maintenance, etc. **82.** I think closing half day confuses the issue. (Where my husband works they have 1/2 day Friday and he often has to stay all day. If you are there people expect you to stay.) **83.** Easier on employee perhaps, but not as likely to save much money - on commute or building utilities. **84.** Monday - Thursday productivity would suffer. Friday hours would be limited; there would be no janitorial cost savings if you stayed open on Friday. **85.** This idea does not make sense- working 1/2 day on Friday does not make up for working 4 - 9 hour days. **86.** Customer service to inside and outside customers would decrease. Another class level- those that work 4-10s vs. 5-8s - accommodations to their schedules by other facilities that wouldn't close. **87.** Actually more supportive of this as we could still access City Hall Friday A.M. **88.** Not feasible to the fire department. **89.** I would rather work the compressed work week. **90.** I believe this significantly and negatively impacts the service we provide to the community. **91.** How much impact would that have? People would still be commuting (fuel etc.) and City Hall would still be lit up (lights, power, gas, etc.) Do we have figures to support that again, what is the impact on customer service? **92.** It's the same as 5-8s. **93.** Five day

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work week still in affect that way. **94.** At least I could get stuff done when I am at work on Friday. **95.** Much better than 10 hour days. **96.** Would rather work 4 tens and it will not work at all in this dept. **97.** This will still allow individuals (employees) to get to other businesses to conduct their own personal business. **98.** Longer working hours, a day to get work done, more time with family. **99.** This could work better for my position and I would like the extra time off on weekend to get stuff done on a week day. **100.** Makes no sense for my office. Fridays are busy days and would have to work anyway. My current schedule is Tuesday through Saturday. **101.** This would serve the public better but half of City Hall is usually gone early on Fridays anyhow. **102.** We are emergency services personnel- schedule is tied to the airline schedule now. **103.** That would be better than 4-10s **104.** No fewer commutes **105.** It fits my personal schedule balancing my son's school schedule. **106.** Would love to try it- this may be a good place to start with this concept. **107.** Wildcat - It does not provide adequate customer service to my clients. **108.** I am not sure this accomplishes what you need it to. (the drive in, energy spent heating and cooling.) **109.** These hours leave you family time and free time on Friday without consuming your entire day Monday - Thursday. **110.** This sounds better to me. **111.** A 7-6 schedule would console a 12.5 block of time. The 9 hr block provides more after work daylight. **112.** There is only one way to find out if it will work...try it! **113.** This may work out- especially if I could get 1 hour per morning in checking e-mails etc. from home computer 6 -7 am then get kids up for school. **114.** Not supportive in any way shape or form. It would cost money and dramatically decrease my quality of life as well as that of my family. **115.** I will look for employment else where. You're not considering the employee's needs of mental and physical health and the families' well being. Sure the City saves a mere \$15k but what is the cost upon the employee as a whole? So I get \$25% less pay; cant use the outdoor amenities 4 days of the week become mentally exhausted and have to carry the load of being understaffed; not see daylight and get a fluorescent tan because I don't have a window? Who the hell are you going to recruit to work in these conditions? I don't feel HR is fairly portraying the dissenting opinions. This is another decision being rammed down our throats. I will not longer be able to bike to work because of this. I will have to purchase a second car that I cannot afford. Aren't the people who show up to pay their utility bills those who are about to have their service turned off? Weren't they given an envelope with their bill? Isn't there a better system to collect money for bills i.e. a satellite banker's booth, electronic, partner with grocery stores, banks, etc. **116.** Again more time with my family. **117.** I would rather have a 9-80 schedule. M-Th 9 hrs one Friday 8 hrs and one Friday off. **118.** We should look at flexible schedules to be allowed based on needs of the Division and its customers. **119.** 7:30-5:00 with 1/2 hour lunch could work. **120.** not as bad as a 10-hour day. **121.** I may need services on Friday and not be able to access them at other times. **122.** Same # of commuter trips. **123.** The low hours on Friday will not be very productive. **124.** Just do 4-10s! **125.** It think whatever makes a person motivated and more productive. **126.** Friday would not be productive. **127.** 2/12 day weekends, Friday afternoon traffic is usually very bad. **128.** 9 hour are easier than 10 hours. **129.** This could be worked in to my exercise schedule. **130.** Would eliminate our ability to provide flexible work schedules for staff. **131.** Do not see any savings with this plan. **132.** This would be ideal for everyone, public included, especially for families that have to use day care. Also not so physically demanding as 10 hr days. **133.** 9 is almost 10, why not get a full extra day off. **134.** Aside

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from the numerous negatives to this idea you have already heard from staff, this program will significantly affect my productivity. **135.** Friday is a slow day for us. **136.** At least this alternative still gives customers Friday access and this schedule is more adaptable. **137.** Our equipment runs 24-7 3 days off would increase call outs & no savings. **138.** It only affects a small part of the overall city workforce. **139.** The expense to many employees would be as a result of 1) working on a schedule that is not in sync with their families. 2) the hour shifts gets rid of the summer schedule which is nice to enjoy with daylight 3) longer hours in the winter would be problematic with respect to snow removal 4) the benefit of having Fridays off would not be a desirable exchange for the longer hours. 5) believe productivity would drop 6) customer service would be compromised. **140.** I would be more supportive if the library was considering this. **141.** Library - it would be unproductive to work more than 8 hours per day. **142.** It's work a try- I guess. **143.** More days at work to get different things done depending on day of week. **144.** Hours are accessible for all customers. **145.** This is a better option for me personally. **146.** If City Hall wants it that's o.k. I deal with staff at city hall but it would be fairly easy to modify my dealings with them. **147.** Pilot programs are just that- to discover if programs work **148.** I would appreciate this schedule but sections should be able to decide. **149.** As good as this sounds - people would still work a full day on Friday and it would be all for nothing. **150.** I enjoy flexibility now already. The proposed hours would reduce the time I spend with my family daily. Working from home is difficult to implement. Seems like a lot of effort for very little benefit. **151.** Why come in for only 4 hrs? **152.** Police- lessens our ability to serve our customers. **153.** If you are at work just work 10 hours instead of 9 -then you have entire Friday off. **154.** Chores necessary for a functioning household can be completed Friday PM, allowing for a more fulfilling weekend. **155.** Better than having to take off for appointments. **156.** Working Friday would negate the benefits of the alternative schedule.