



MEMORANDUM

RIVERSIDE COUNTY EXECUTIVE OFFICE

Larry Parrish
County Executive Officer

May 28, 2008

TO: Nancy Romero
Clerk of the Board

FROM: Bill Luna, Assistant CEO/Finance

RE: CONTINUANCE

Human Resources is requesting the following item be continued to June 10, 2008:

Report on Pref. 4/10 Work Schedule (3.29 – 05/06/08)

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**SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**



FROM: Supervisor Jeff Stone

SUBMITTAL DATE:
May 6, 2008

SUBJECT: Preferred Work Schedules - 4/10

RECOMMENDED MOTION: That the Board of Supervisors approve a study on making the 4/10 a preferred work schedule.

BACKGROUND: Current Board of Supervisors Policy C-6 sets policy on the use of alternate work schedules, such as the 4/10, and emphasizes keeping the County staffed for business 5-days a week. With the price of gas, rising food costs, and other expenses related to commuting, it seems prudent for the County to review the preferred work schedules of our employees.

Departmental Concurrence

Jeff Stone

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Stone, seconded by Supervisor Buster and duly carried, IT WAS ORDERED that the above matter is approved referred to Human Resources to work with the Board Members and come back with a recommendation to modify the schedule for the new fiscal year or to keep the existing schedule.

Ayes: Buster, Stone and Ashley
Nays: Wilson
Absent: Tavaglione
Date: May 6, 2008
xc: Supv. Stone, H.R., COB

NANCY ROMERO
Clerk of the Board

Nancy Romero
Deputy

Prev. Agn. Ref.:

District:

Agenda Number:

BACKGROUND continued

Approximately 5,600 employees work a traditional 5/40 work schedule, nearly 1,400 employees work other than a 9/80 schedule, and about 8,800 employees work a 9/80 schedule (the current preferred schedule) generally with every other Monday or Friday off. If a 4/10 work schedule is implemented for employees who work the 9/80 schedule, they could keep their current day off and increase their total days off by two days per month - - reducing commuting costs by 10%, as well as reduce traffic congestion on the roadways. Converting 5/40 employees to a 4/10 schedule would reduce commutes and associated costs by close to 25%.

Additionally, if a large number of County employees were to convert to a 4/10 schedule, there would be less pollution, and the County would receive credit towards its required clean air goals.

For the above reasons, I recommend that the Human Resources Department look into the 4/10 work schedule as the "preferred alternate schedule" for County employees.

I believe a 4/10 work schedule could be easily implemented and not negatively affect the availability of County services for our residents.

I would ask for a report back to the Board within 30 days.