

Source: Spinal Column Newsweekly

Wixom extends four-day work week experiment

by Leslie Shepard-Owsley

February 04, 2009

After realizing the benefits of a pilot compressed work week, the city of Wixom has renewed and extended the initiative through June 30, 2009.

City Manager Mike Dornan informed the Wixom City Council of the decision at a recent council meeting.

According to Assistant City Manager Tony Nowicki, city staff will continue to review and analyze cost savings to the community and the city brought about by the four-day work week.

Initially the initiative debuted to reduce operational costs, as well as cut back on employee commute costs by 20 percent without compromising public services. Closing City Hall for an additional day was expected to reduce utility and maintenance costs, as well as demands for electricity, heating, and cooling.

After four months of implementation, Nowicki has lauded the initiative as a successful program, although it is still in its infancy and it is difficult to define hard and fast cost-savings numbers.

"It definitely has reduced operational costs," he said. "One area that has realized a substantial savings is the leaf collection program where we've saved on overtime hours. We've also theoretically saved in utilities shutdown but with the harsh winter temperatures, it is difficult to draw a comparison. We need to come with a three-year average of consumption compared to what we'll need in the future to glean tangible numbers," said Nowicki.

The initial employee compressed workweek pilot program commenced on Sept. 15, 2008 and expired on Jan. 3, 2009.

The program will continue to consist of a four-day workweek, Monday through Thursday from 7:15 a.m. to 5:30 p.m., where employees work 9.375 hours excluding lunch. Police road patrol, fire/rescue, the library and Department of Public Works (DPW) road maintenance operations are unaffected by the program. Overall access to City Hall services will remain the same; however, time is redistributed resulting in extended hours Monday through Thursday with the closing of non-emergency service operations on Fridays.

The City manager and his administrative staff will be on-call 24 hours a day, seven days a week.

"We've received compliments by many residents who can now come to City Hall during non-working hours," said Nowicki.

Council members also commended city staff for its innovative thinking after being approached by community members.

"I have received no negative feedback and it saves money," said Councilman Jim Cutright.

Councilwoman Lori Rich concurred, stating she had no difficulty supporting the compressed work week after seeing the benefits and hearing positive feedback from residents.

The Police Department administrative office hours shall be 7:15 a.m. to 5:30 p.m. Monday through Thursday with road patrol being 24 hours, seven days a week. The detective bureau and records personnel hours will be determined by the director of public safety, taking into consideration the needs of the community.

The Fire Department office hours will be 7:15 a.m. to 5:30 p.m. Monday through Thursday with fire emergency response still maintaining 24 hour, seven days a week service. While the DPW office hours will be 7:30 a.m. to 5:30 p.m. Monday through Thursday, DPW field services will continue Monday through Friday from 7 a.m. to 5 p.m.

The city stands to benefit from the program, realizing a budgetary savings exceeding \$25,000 per year.

All full-time employees except library, sworn police officers and sergeants assigned to road patrol and fire emergency response personnel are eligible for the compressed work week program.

Police administrative personnel are eligible but have opted to work their normal five-day week.

The city continues to list the change in venue on its marquee and web site. It also sends out reminders during community outreach programs.

City of Wixom Office Schedule at a glance

[Click Here](#)