

Meeting Minutes from June 15, 2020

ATTENDEES (via Google Hangouts)

Commissioner Greg Miles, Commissioner Brad Horrocks, Dr. Richard Jolley, Mr. Terry Nelson, Mr. Keith Goodspeed, Ms. Shanna Wheeler, Ms. Jodi Tinker

Director Jordan Mathis, Ms. Raima Colledge, Mr. Scott Gessell

ABSENT

Commissioner Randy Asay, Dr. John Mathis

The meeting was called to order at 3:15 p.m.

ALTERNATIVE SCHEDULE DISCUSSION

Director Mathis presented an alternative schedule to the board. He reiterated that during the last Board Retreat, held in September 2019, the board had a discussion on alternative schedule options. Board gave general approval to look at alternative schedule options that would address the following goals:

- Fulfill our statutory obligation to serve the public
- Improve employee morale
- Improve employee performance
- Improve employee retention

Director Mathis felt that with the addition of new board members combined with the move away from the County in 2021 we should have further discussion. When we move away from the County are options for an alternative schedule are much better both for the public and employee perspective. Director Mathis presented data on patient encounters showing the days, times, and areas we are busiest. In addition, he shared with the board four alternative schedules:

- Flex AB Schedule: Monday to Thursday 7:30 am to 5:30 pm - Friday 8:00 - 5:00 - with every other Friday off (1 hour lunch)
- Flex AB Schedule: Monday to Thursday 8:00 am to 6:00 pm - Friday 8:00 - 5:00 - with every other Friday off (1 hour lunch)
- Flex AB Schedule: Monday to Thursday 8:00 am to 5:30 pm - Friday 8:00 - 5:00 - with every other Friday off (1/2 hour lunch)
- Flex AB Schedule: Monday to Thursday 7:30 am to 5:00 pm - Friday 8:00 - 5:00 - with every other Friday off (1/2 hour lunch)

Here is the comparison of these schedules and our current schedule:

Schedule Options	Description	Public Hours/Week	Public Hours/Year	Increase	% Increase	Work Week Equivalent
Current	9 hours - 8:00 - 5:00 (M - F)	45	2340	0	0.00%	0
4-9's & 8	[1 hour long lunch]	48	2496	156	6.67%	3.9
4-9's & 8	[.5 hour long lunch]	46	2392	52	2.22%	1.3

Director Mathis related to the board a national survey that was done in 2015 that surveyed 1,087 professionals. The survey asked what the top benefits were to change over to an alternative schedule. The results of the survey revealed that employee satisfaction was improved by 87% and productivity increased by 71%. He added that we are always exploring ways to expand service to the public while boosting employee morale.

Commissioner Horrocks shared his concern with how other employees and/or the public would perceive this schedule. He sees issues at the County when employees have different schedules or are not available during the same working hours. Mr. Goodspeed agreed and said that it could be frustrating to the public to not be able to reach specific people due to the alternative schedule. Dr. Jolley stated that once you change your schedule it is very difficult to change back. Ms. Wheeler inquired about the lunch period and whether a half an hour is long enough for employees. Commissioner Miles agreed and feels that the first two options are probably most viable. Director Mathis explained that employees will be on A and B schedule that will rotate each year. This will prevent employees from feeling like others are getting preferential treatment. With the alternative schedule, there will still always be an employee in each division to answer questions or be available to the public. This schedule will also aid in better control of overtime. Employees will have more time to flex out their hours and not incur overtime or compensatory time.

After much consideration, the board approved sending out a survey to employees with the first three alternative schedules and the current schedule to get their feedback. We will send out the survey on July 1 and present the results to the board at the next board meeting on July 22.