

THE CITY OF EL PASO  
RESULTS OF 4-10 SURVEY



DECEMBER 2010

## Four-Ten Employee Survey December 2010

### Executive Summary

During the first week of December 2010, employees working a 4-10 schedule were invited to take an online survey in order to understand their preferences for the current, previous or other schedule(s). Approximately 820 employees responded to the survey. There is continued support for the 4-10 schedule on a year round basis.

### Survey Approach

Affected employees were invited to complete an online survey via email from two email groups and specific departments such as Health and EPDOT. The Department of Transportation participated via hard copy surveys that were keyed in the HR Department. There were 19 questions on the survey; most questions invited participants to select from a Likert scale from strongly agree to strongly disagree with a "neutral" or "N/A" option. For purposes of this survey, a neutral or N/A response generally works against a survey item in that it may not support the question(s) posed. The exception to a neutral or N/A "hurting" a survey item is found in question 4. *I find it harder to make arrangements for childcare/eldercare.*

### Analyzing Results

There were four (4) acid test questions on the survey. The level of agreement below includes agree + strongly agree responses for each question. Disagreement similarly include disagree + strongly disagree responses.

- #12. *My experience has been positive.* 66%
- #13. *The benefits outweigh the inconveniences.* 64%
- #17. *If you had a choice, the work schedule you prefer is:* 60% prefer 4-10
- #18. *Only if you prefer a 4/10 schedule, would you prefer:* 57% prefer year round

Approximately 391 employees provided comments to question 19 *What would make the 4-10 schedule work better for you individually?* A theme analysis was completed and the following suggestions occurred most frequently in the order presented:

- Use 4-10 schedule for summers only
- Consider an alternate schedule (i.e. 4-9 hour days or Tuesday through Friday)
- Supervisors need to be more flexible with schedule
- Implement a half hour lunch with a corresponding earlier departure time

There are two (2) questions that had relationships worth noting. While question 6. *I am able to produce more at work every week* had 52% agreement, question 10. *I find my co-workers on the 4-10 schedule are more productive* came in 10 points lower at 42%. This seems to suggest that individuals will rate themselves as more productive, but rate others as less productive under the 4-10 schedule.

Question 8. *I have more energy at work* had the second weakest positive response at 36% as one might expect, an average amount of neutral/NA responses and the largest amount

of disagreement in the survey. Question 9 *I am able to coordinate with co-workers not on the 4-10 schedule easier* had the weakest positive response at 33%.

Question 16. *Have you informally made other arrangements with your supervisor that differs from the 4-10 schedule?* depicts limited use of flexibility in scheduling. Thirteen percent of respondents have made other arrangements to the 4-10 schedule and this is corroborated in the theme analysis as something that would make the schedule work better for individual employees.

Concerns about childcare and eldercare, question 4, understandably did not apply to almost 78% of all respondents.

The summarized results of the 4-10 survey are attached, along with the survey, and email invitation.

Please contact J. Cleve Brooks at 541-4991 with any questions or comments about the survey.

RESULTS OF 4-10 SURVEY

Dec-10

Q1

**I am able to focus on commitments in my personal life better.**

Strongly Agree: 292	35.60%	
Agree: 158	19.20%	54.80%
Neutral: 109	13.30%	
N/A: 12	1.50%	
Disagree: 98	12.00%	
Strongly Disagree: 151	18.40%	30.40%
TOTAL RESPONSES: 820	100.00%	

Q2

**I am able to spend more time with my loved ones outside of work.**

Strongly Agree: 289	35.20%	
Agree: 153	18.70%	53.90%
Neutral: 98	12.00%	
N/A: 12	1.50%	
TOTAL RESPONSES: 820	100.00%	

Q3

**I have more time for activities that are important to me outside of work.**

Strongly Agree: 287	35.10%	
Agree: 174	21.20%	56.30%
Neutral: 94	11.50%	
N/A: 10	1.30%	
Disagree: 118	14.50%	
Strongly Disagree: 134	16.40%	30.90%
TOTAL RESPONSE: 817	100.00%	

Q4

**I find it harder to make arrangements for childcare/eldercare.**

Strongly Agree: 103	12.60%	
Agree: 78	9.50%	22.10%
Neutral: 117	14.30%	
N/A: 312	38.10%	
Disagree: 90	11.00%	
Strongly Disagree: 118	14.50%	25.50%
TOTAL RESPONSES: 818	100.00%	

Q5

**I save money on gas every week.**

Strongly Agree: 258	31.50%	55.80%
Agree: 199	24.30%	
Neutral: 164	20.00%	
N/A: 33	4.00%	
TOTAL RESPONSES: 820	100.00%	

Q6

**I am able to produce more at work every week.**

Strongly Agree: 212	25.90%	52.30%
Agree: 216	26.40%	
Neutral: 157	19.20%	
N/A: 12	1.50%	
TOTAL RESPONSES: 819	100.00%	

Q7

**I am able to meet deadlines at work easier.**

Strongly Agree: 198	24.10%	50.30%
Agree: 215	26.20%	
Neutral: 182	22.10%	
N/A: 13	1.60%	
TOTAL RESPONSES: 822	100.00%	

Q8

**I have more energy at work.**

Strongly Agree: 130	15.80%	36.20%
Agree: 167	20.40%	
Neutral: 177	21.60%	
N/A: 10	1.20%	
TOTAL RESPONSES: 820	100.00%	

Q9	<b>I am able to coordinate with co workers not on the 4/10 schedule easier.</b>		
	Strongly Agree: 94	11.50%	
	Agree: 173	21.10%	32.60%
	Neutral: 213	26.00%	
	N/A: 90	11.00%	
	TOTAL RESPONSES: 819	100.00%	
Q10	<b>I find my co workers on the 4/10 schedule are more productive.</b>		
	Strongly Agree: 141	17.30%	
	Agree: 204	25.00%	42.30%
	Neutral: 196	24.00%	
	N/A: 17	2.00%	
	TOTAL RESPONSES: 817	100.00%	
Q11	<b>I am able to balance my work needs and my personal needs better.</b>		
	Strongly Agree: 254	31.00%	
	Agree: 187	22.80%	53.80%
	Neutral: 104	12.70%	
	N/A: 16	2.00%	
	TOTAL RESPONSES: 819	100.00%	
Q12	<b>My experience has been positive.</b>		
	Yes: 531	66.30%	
	TOTAL RESPONSES: 802	100.00%	
Q13	<b>The benefits outweigh the inconveniences.</b>		
	Yes: 520	64.10%	
	TOTAL RESPONSES: 810	100.00%	