



Media Release

For Immediate Release

DATE: October 15, 2024

Four-day compressed work week formalized after 18-month trial

SUMMERLAND – The District of Summerland will continue compressing full-time hours into a four-day work week for Municipal Hall and Aquatic Centre staff following an 18-month trial. Extended public service hours from Tuesday to Friday will also continue.

At its October 15 regular meeting, Council endorsed staff recommendations to continue the compressed four-day work week in its current format and to consider extending the option to employees in other departments on a case-by-case basis, depending on customer service requirements, operational needs, and cost.

In July 2023, Municipal Hall office hours changed from Monday to Friday 8:30 am – 4:00 pm to Tuesday to Friday 8:15 am – 5:00 pm (closed Mondays). Public visits to Municipal Hall before 8:30 am and after 4:00 pm have consistently increased since the start of the trial and the feedback regarding the extended hours has been positive.

Although some Municipal Hall employees remain on a five-day schedule, including building inspectors and Corporate Services staff, the majority work a four-day week.

Staff retention is the key goal of the program and, following a check-in with staff, the majority of Municipal Hall and the Aquatic Centre employees have expressed satisfaction with the four-day week. The schedule also supports the recruitment of new staff when vacancies occur.

Unlike other four-day work week programs, the District of Summerland model requires the same number of hours worked over the course of a year; there is no reduction in the overall amount of time worked. Nor has the total compensation for employees participating in the program changed.

Quote:

“To provide good service we need good staff, and it’s with both service and staff in mind that we are formalizing the four-day compressed work week. While counter services are closed on Mondays, the convenience of extended hours on Tuesday through Friday has proved popular with the public. Working longer hours over a shorter week also provides a positive work environment by giving employees a better work-life balance.”

- Doug Holmes, Mayor of the District of Summerland

-30-

For further information/Media Contact/Contact

Graham Statt

Chief Administrative Officer

250-404-4043

gstatt@summerland.ca