

August 2017

Birthstone: Peridot, Sardonyx, or Sapphire
Flower: Gladiolus or Poppy

Pathfinder



CITY OF SANTA MARIA EMPLOYEE NEWSLETTER



A few words from your City Manager

Rick Haydon



There's an old saying that goes something like, "All good things must come to an end – there is an end to everything, to good things as well." This proverb dates back to about 1374 (Chaucer). The word "good" was added years later. And that also seems to be the sentiment buzzing around the hallways at City Hall and throughout some of the departments regarding the upcoming conclusion on September 1st of the 9/80 work schedule pilot program.

As most of you know, the City embarked upon the 9/80 work schedule back on June 10th, as a summer pilot program, to gauge how this alternative work schedule would operate given our limited amount of full-time administrative/office staff. That is, an employee would voluntarily agree to work 80 hours over a 9-day period, and the hope was that the department would determine which day off would be best to not negatively impact productivity or customer service.

The idea was to test how this alternative schedule would work out on a limited temporary basis during the summer months, when the days are longer and there may be less demand for service because of a vacationing constituency.

I've heard some positive feedback on this program - that it has been a morale booster with more work schedule options, and employees having either a Monday or Friday off every other week. I've also heard some concerns about this program as well - that it has been challenging to schedule meetings and provide

sufficient office coverage because of flex days off and vacation schedules.

And as with every trial test case or pilot program, we learn from it. We take note as to what worked and what didn't, and we move forward in our pursuit to continue to provide exceptional public services to the residents, businesses and visitors of Santa Maria. For as public servants, we all know that our number one priority is to provide municipal services to the public in the most efficient, cost-effective and courteous manner possible. And in that regard, should we contemplate reintroducing this program in the future (possibly next summer) we'll no doubt solicit input on how we can make it more operationally efficient next time around.

I was surprised to hear that some employees thought this was a permanent schedule; for when we embarked upon this trial, the City made it very clear that this was a pilot program, for a finite period of time, and that end date is nearly upon us now that summer is almost over.

A summer that went by way too fast, and it seems like the older we get, the faster time just flies by. With schools starting up again, then Autumn on September 22nd, the days will get shorter again. I hope you all had a great summer and enjoyed your time with family and friends, and had a chance to vacation.

I personally don't like to see the end of summer, but then again, rather than emphasizing that "all good things must come to an end" maybe we should all take a lesson from Dr. Seuss when he said, "Don't cry because it's over; rather smile because it happened."

Rick