

Georgia Commute Options - Case Study



Gwinnett County Government

“With compressed work weeks, Gwinnett County Government has been able to save money on overhead costs, while reducing vehicle trips in and out of our facilities and increasing employee productivity.”

- Kenneth Poe, Human Resources Director

ORGANIZATION:

Gwinnett County Government

INDUSTRY:

Government

LOCATION:

Atlanta, Georgia

STATISTICS:

- 4,800 employees
- 10% of regular, full-time force work a compressed work week schedule

BENEFITS:

- Immediate bottom-line benefits
- Eliminate more than 74,000 vehicle miles each year
- Keep 40 tons of pollution out of the air annually

Gwinnett County, one of America’s fastest-growing counties for the past two decades, employs some 5,000 workers across a range of departments. According to Kenneth Poe, Human Resources Director for Gwinnett County Government, most of the county’s employees are likely to encounter traffic congestion in the course of performing their duties driving to and from job sites. This hinders productivity and efficiency in delivering services to the county’s nearly 800,000 residents.

In all, 13 different departments have successfully established compressed work week programs, including a diverse cross-section of job functions such as office, professional, field/labor, public safety and maintenance.

The county teamed up with Georgia Commute Options at no cost to develop and roll out compressed work week programs tailored to departmental needs. For example, in addition to the conventional 4/40 (four 10-hour days per week) and 9/80 (eight nine-hour days and one eight-hour day per pay period) schedules, the Water Resources department set up an innovative schedule for its repair crews – three 13.3-hour days alternating with four 10-hour days – that yielded immediate operational and financial benefits, including:

- Increased productivity due to reduced set-up/tear down
- Decreased fuel consumption
- Fewer trips out of central facility
- Employee savings on commute costs
- Improved morale

In a challenging economy, offering this program has afforded Gwinnett County Government the opportunity to save money, increase productivity, and improve quality of life for its employees. Overall, participating employees save more than a combined \$40,000 each year on commute costs through their use of alternatives like compressed work weeks.

