



# **Time for Change**

## **Meeting Times and Work Life Balance**

**Mark Mieto, Chief Administrative Officer**  
**July 9, 2008**

## Employee Feedback Survey Results

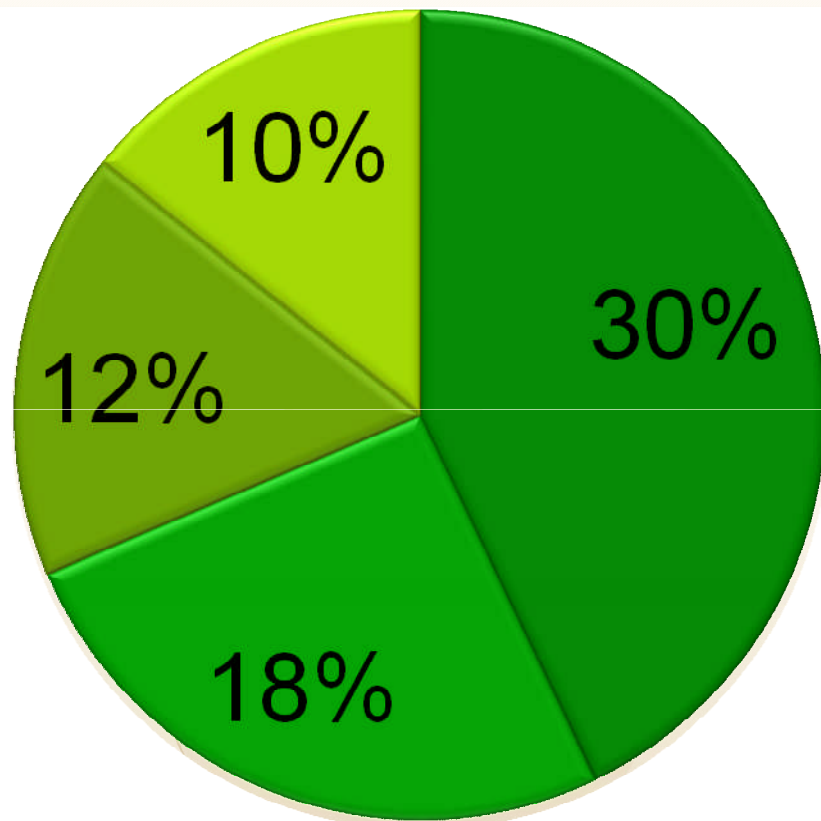
### Impact of Job on Personal Life

Perceived  
Importance  
82.7%

Average Rating  
51.4%

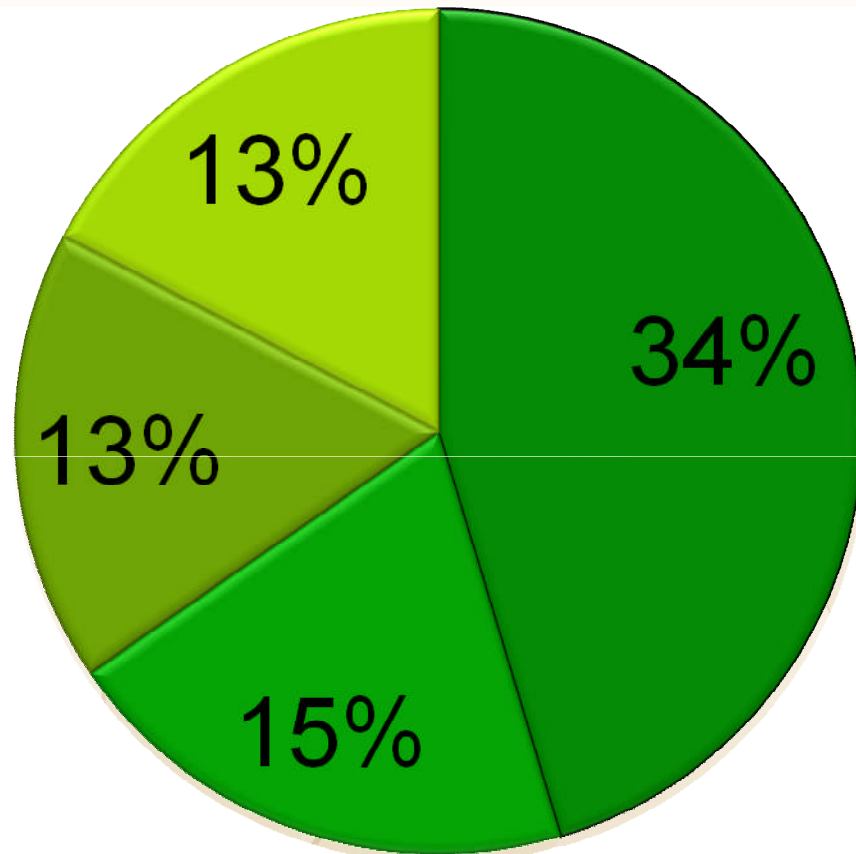
Importance  
Gap  
31.3%

# WORK-LIFE BALANCE



- WORK LIFE BALANCE
- JOB CHALLENGE
- LEVEL OF RESPONSIBILITY
- SALARY LEVEL

# CAUSES OF WORKPLACE STRESS



- TOO MANY HOURS/DEMANDS
- INTERPERSONAL RELATIONS
- THREAT OF JOB LOSS
- RISK OF INJURY

# Other Jurisdictions



# Meeting Times and Quality of Work Life

- **Option One – Recommended**
  - **Start all meetings at 2:00 p.m.**
- **Option Two**
  - **Start all meetings at 5:00 p.m.**
- **Option Three**
  - **Start Committee meetings at 2:00 p.m.**
  - **Start Council meetings at 6:00 p.m.**
- **Option Four**
  - **Start Committee meetings at 5:00 p.m.**
  - **Start Council meetings at 6:00 p.m.**



**Questions?**

**Thank you**