



People

WINNER

# Public Health's part-time employment pilot program increased attendance in 83% of employees, with an overall 60% reduction in use of sick leave or unpaid leave

Other benefits include improved morale, work-life balance, and desirability of working for Public Health

<b>Project</b>	<b>Part-Time Employment Program (Public Health)</b>
<b>Rationale</b>	<ul style="list-style-type: none"> <li>Demonstrate the value of the Balanced You approach by improving employee morale and work/life balance.</li> <li>Attract and retain skilled employees, as a supportive employer.</li> </ul>
<b>Problem</b>	<p>How to create a part-time employment program that would be financially feasible:</p> <ul style="list-style-type: none"> <li>Hypothesis #1: part-time employment would improve morale.</li> <li>Hypothesis #2: part-time employment would reduce absences.</li> <li>Hypothesis #3: part-time employment could be managed with minimal cost.</li> </ul>
<b>Approach</b>	<ul style="list-style-type: none"> <li>Started with a test program, ending in June 2017, with employees in multiple job classifications. Most worked .8 FTE.</li> <li>Labor Union partners were a catalyst and close partners throughout the pilot and full implementation.</li> <li>Allow participating employees to have the option of reverting to their official budgeted FTE level in future biennia.</li> <li>Evaluate the program by surveying participants and their supervisors, as well as measuring attendance data and costs.</li> <li>Hire TLTs to backfill employees when needed, but many employees did not need backfill, which helps the agency's financial picture by adjusting staffing in programs experiencing less demand.</li> <li>Doubled the program to 75 employees in 2018.</li> </ul>



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Do you believe that working part-time improved your work/life balance?



■ Yes 25 ■ Not Sure 1 ■ No 0

Has the opportunity to work part-time made it more desirable for you to work for Public Health?



■ Yes 24 ■ Not Sure 0 ■ No 2

Do you believe that part-time status improved your performance at work?



■ Yes 20 ■ Not Sure 3 ■ No 3

Would you recommend that we continue offering part-time options for CHS employees?



■ yes 15 ■ not sure 2 ■ no 0  
Supervisors