



Target 36 Pilot Program

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Michael Martinez, City Manager



Challenge

- Improve employee work-life balance, remain competitive with retention/attraction while maintaining the same level of output and service to the community.

Goal

- Create a flexible schedule program that maintains productivity while minimizing disruptions to the public.





Importance of a Flexible Work Schedule

- **Employee Satisfaction:** Flexible schedules contribute to higher job satisfaction and retention.
- **Attraction of Talent:** Flexibility is a key factor for candidates seeking employers that support work-life balance.
- Many cities in Colorado and throughout the U.S. have already adopted a similar program.

Increased Productivity

- Employees with flexible schedules often exhibit higher productivity levels.
- Next level of process improvement





How does Target 36 Work?

- Full-time employees will be expected to complete their full scope of responsibilities within a 36-hour workweek. There will be no reduction in salaries.
- City Hall will close to the public at 12 p.m. on Fridays.
- Departments that cannot close—such as the Brighton Recreation Center, Sue Corbett Active Adult Center at Eagle View, Brighton Police Department, and city cemeteries—will adjust employee schedules to still maintain normal operating hours.
- Department directors will work with their teams to modify schedules and set expectations, with all finalized schedules submitted to Human Resources.





Proposed Pilot Program Details

- Pilot will begin on July 7th.
- **Evaluation Metrics:** Employee satisfaction surveys, productivity assessments, benchmarking and public feedback.
 - Continual tracking of key metrics and overall employee satisfaction will occur frequently.
 - Overall pilot program will be re-evaluated in 6 months.

QUESTIONS?

