



FOR IMMEDIATE RELEASE

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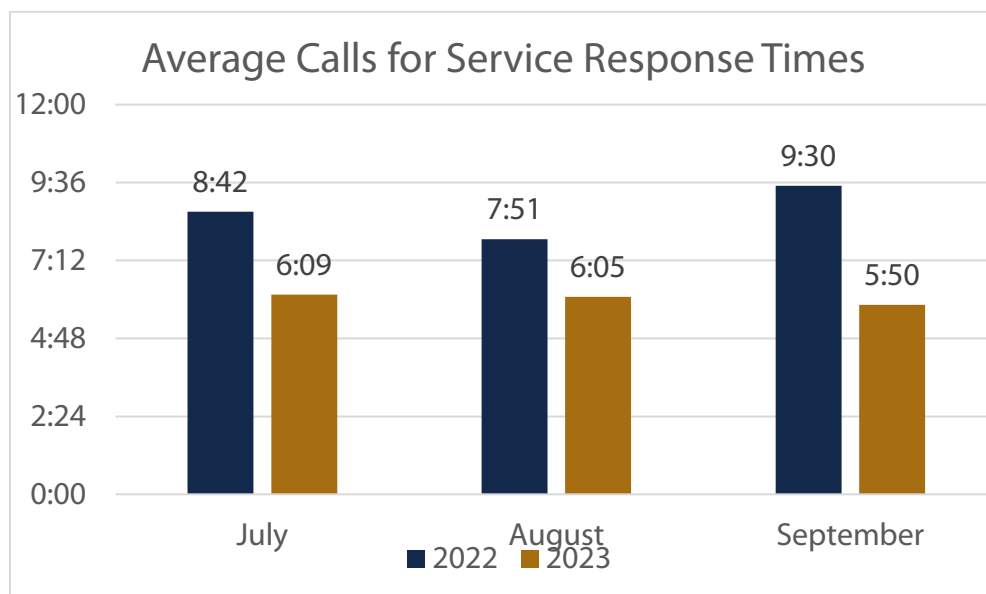
**City of Golden 3-month Update on
Police Department 4-Day Workweek Pilot**

Golden, Colo. – On July 10, 2023, the City of Golden launched a 4-Day Workweek Pilot at the Golden Police Department (GPD) in which all GPD employees moved from a 40-hour workweek to a 32-hour workweek. The pilot reached the midway point of the 6-month trial on September 30, 2023. During this time, and for the remainder of the pilot, the GPD collected data on various metrics to determine its success and explore opportunities to expand the program to other city departments.

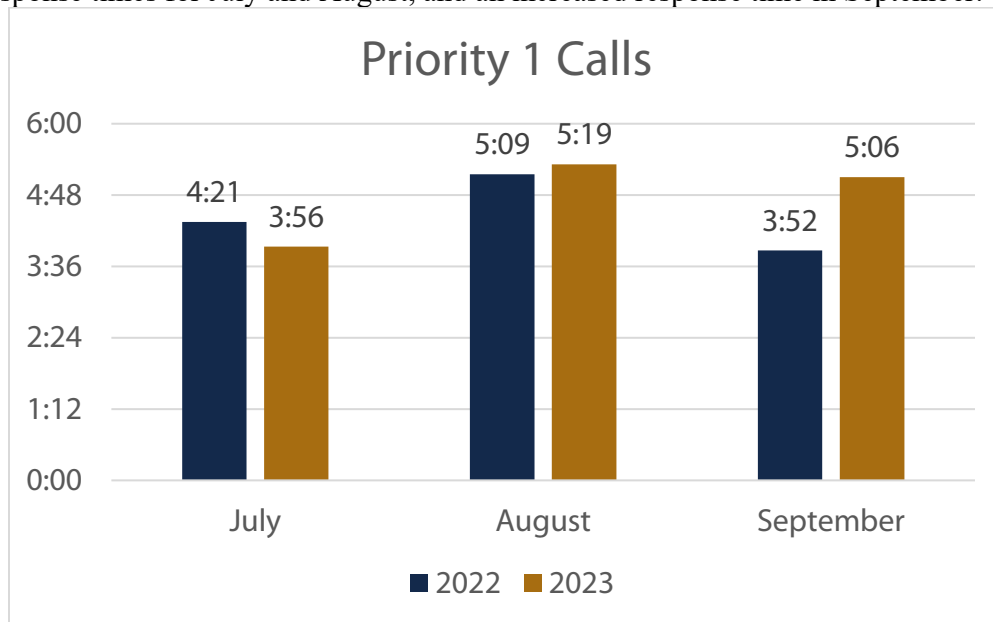
The overall findings from the midway point of the pilot are promising. With safety and service of the community as the City’s top priority, the assessment measured over 100 metrics, with increased productivity in many areas. Using tools of time management, meeting efficiency, and process improvement through classes, training, and evaluations, the data shows many areas of improvement and some opportunities for further evaluation.

3- Month Data

The Golden Police Department had 9,025 calls for service from July – September 2023, representing a small increase in calls from the same period in 2022. Of those calls for service, the Police Department also assessed service response times, noting faster response times for all calls received in the three-month period:

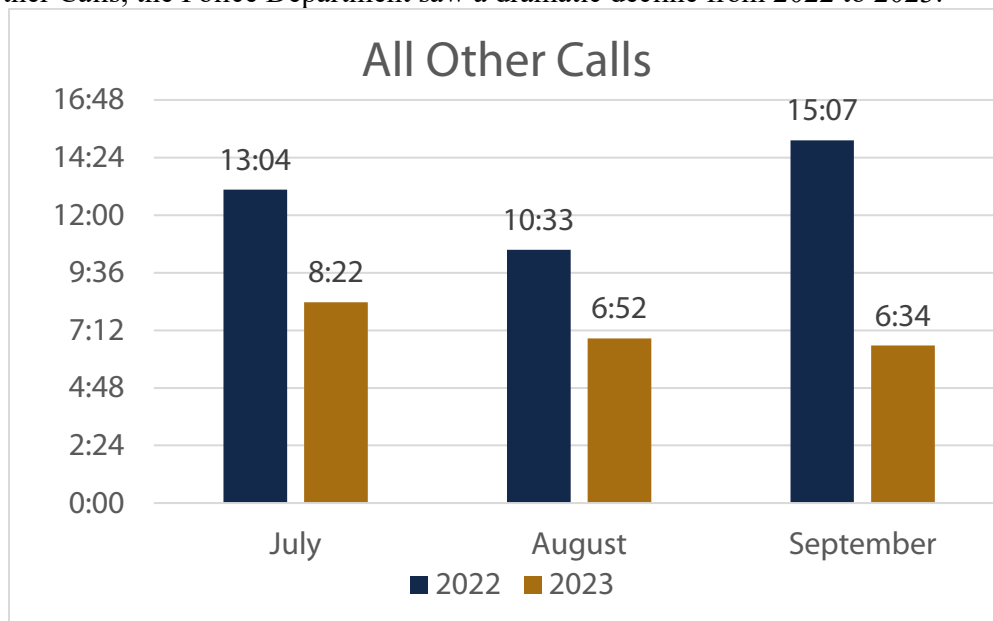


The data was further itemized into Priority 1 Call response times, where the Police Department saw similar response times for July and August, and an increased response time in September:



The Police Department is reviewing the September data to better understand the increased response time in that month and will closely monitor if this represents an unexpected trend as the pilot proceeds, however, we have recently compiled October data, and the response times are approximately a minute faster in October 2023 compared to October 2022. This would seem to reinforce the fact that September is more of an anomaly than a trend. Due to the small sample size, many variables may impact these times such as multiple calls simultaneously, weather, traffic, completing one call and leaving for another, and distance from where the patrol office is from the incident.

For All Other Calls, the Police Department saw a dramatic decline from 2022 to 2023:

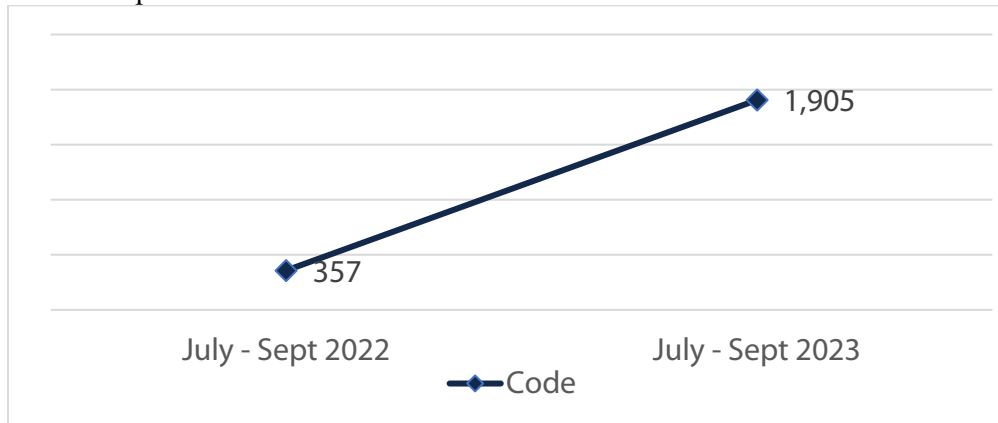


For non-sworn positions, the pilot also shows comparable data. The same number of records requests were processed in July - September 2022 as in July - September 2023.

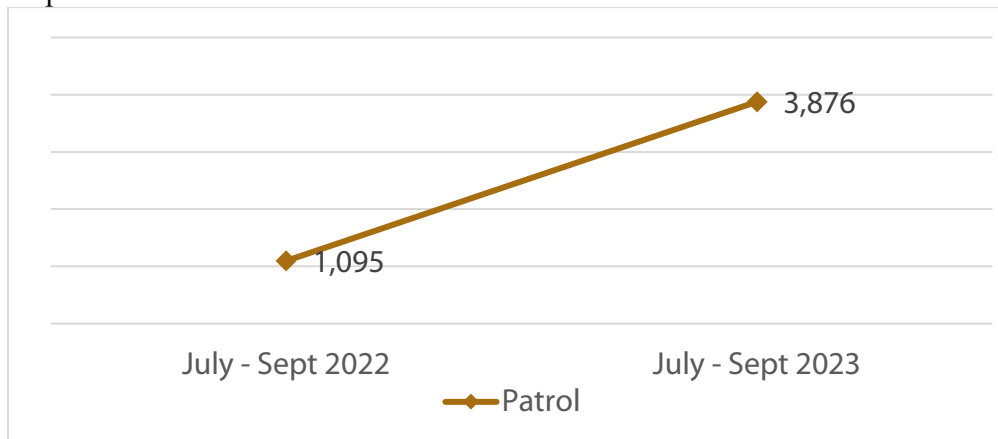
In other units of the Police Department, there was an increase of service; it is important to note that procedurally, beginning in April 2023, there was an increased emphasis for staff to call out and track

these self-initiated activities. An example would be a directed patrol within a neighborhood. This increased emphasis likely impacted the number of self-initiated calls.

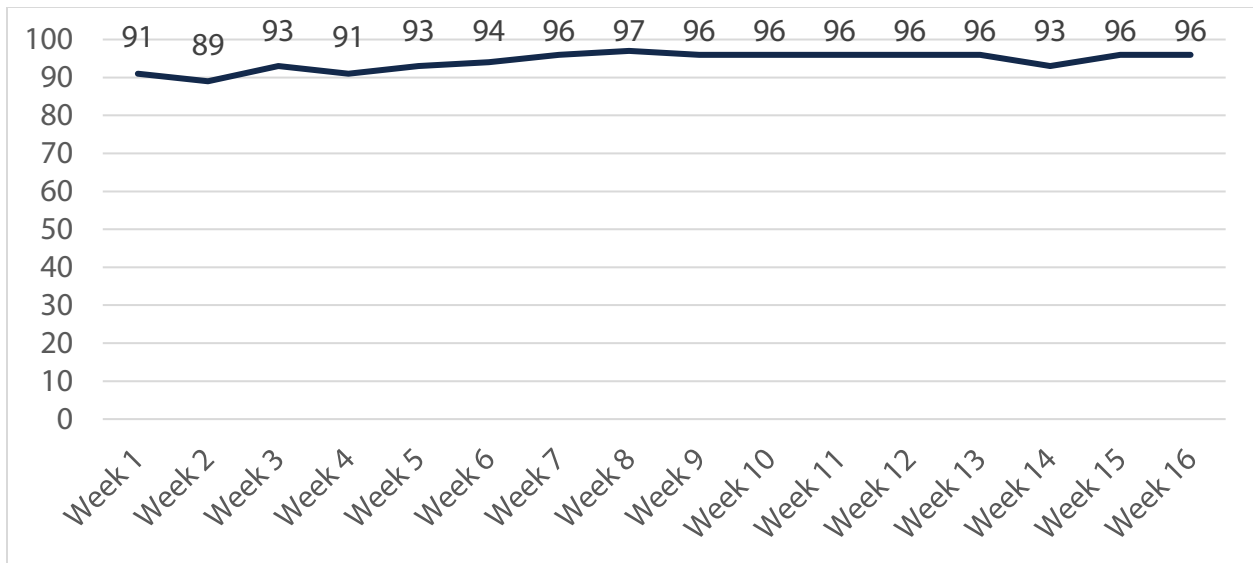
Code Enforcement increased from 357 Self-Initiated Calls for Service July – September 2022 to 1,905 in 2023 of the same period.



Patrol increased from 1,095 Self-Initiated Calls for Service in July – September 2022 to 3,876 in 2023 for the same period.



Golden Police Department also saw cost savings in those three months with a 79.9% decrease in overtime spending due to 167.5 fewer overtime hours worked per month on average. Similarly, the GPD saw a 50% reduction in department resignations, a nod to workforce satisfaction during the pilot period. To that end, staff answered a weekly question on their satisfaction during each week of the pilot, asking "How are you feeling about the 32-hour workweek?" in percentages:



Golden Police Department will continue to collect and publicly report on various metrics through the end of the pilot period on December 31, 2023. We are optimistic based on the results that have been tracked through three months of the pilot; however, it is a short timeframe, and we will closely monitor these metrics for at least the next three months, reporting six-month results to the community in February 2024.

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