



ROCKY VIEW COUNTY

### Estimate Costs and Impacts of Afternoon or Evening Meetings

Meeting Start Time	Meeting End Time	Meeting Hours Held Within Regular Business Hours	Meeting Hours Held Outside of Regular Business Hours	Hours of Rest Before Start of Next Regular Shift
<i>No Significant Organizational Impacts or Additional Costs*</i>				
8:00am	2:00pm	6	0	15.5
9:00am	3:00pm	6	0	15.5
10:00am	4:00pm	6	0	15.5
<i>Minor to Moderate Organizational Impacts and Additional Costs**</i>				
11:00am	5:00pm	5.5	0.5	15
12:00pm	6:00pm	4.5	1.5	14
1:00pm	7:00pm	3.5	2.5	13
2:00pm	8:00pm	2.5	3.5	12
<i>Significant Organizational Impacts and Additional Costs***</i>				
3:00pm	9:00pm	1.5	4.5	11
4:00pm	10:00pm	0.5	5.5	10
5:00pm	11:00pm	0	6	9
6:00pm	12:00pm	0	6	8
7:00pm	1:00am	0	6	7
8:00pm	2:00am	0	6	6
9:00pm	3:00am	0	6	5

### Assumptions

**Average Length of Council Meetings**  
(October 2017 – Current)

5 hours and 41 minutes (rounded up to 6 hours)

**Average Staff Attendance at Council Meetings**  
(October 2017 – Current)

x5 CAO and Executive Directors  
x6 Managers and Supervisors  
x6 Employees  
**x17 Total Staff in Attendance**

**Alberta Employment Standards Code**  
(Excludes Management or Supervisors)

12-hour maximum shift  
8 hour minimum hours of rest between shifts

### Notes

- \* Meetings starting within these times would not have significant impacts to the organization, as meetings would begin and end within regular business hours.
- \*\* Meetings starting within these times would have minor to moderate impacts to the organization, as the meetings would begin during regular business hours and end after regular business hours, resulting in overtime paid, time off in lieu, or some schedules being flexed.
- \*\*\* Meetings starting within these times would have significant impacts to the organization, as meetings would begin near the end or after regular business hours and *Alberta Employment Standards Code* would need to be considered. This would result in new work arrangements being made based around Council meetings.