

2-2-3 Schedule Summary

THE 411 ON THE 2-2-3: THE VERMONT DOC'S 50/50 WORK/LIFE BALANCE SCHEDULE

WHAT IS THE 2-2-3 SCHEDULE?

- Each pay period, staff will be scheduled for **2** days on, **2** days off, **3** days on; then **2** days off, **2** days on, **3** days off (2-2-3)
- Each shift is a **12**-hour shift
- Total of **84** hours of scheduled work each pay period
- Guaranteed one **3**-day weekend each pay period

S	M	T	W	T	F	S
	X	X			X	X
X			X	X		
X			X	X		

Example Schedule
X's indicate days of scheduled work



WHY IS IT ALSO CALLED THE 50/50 WORK/LIFE BALANCE SCHEDULE?

- Goal: establish greater work/life balance for facility staff. This schedule results in **50%** work and **50%** life.
- This schedule results in **182/365** days off every calendar year. That is half a year of work and half a year of living.
- Half of the year off is a **75%** increase in days off from the 5-day 8-hour shift schedule with only 104 days off a year.

WHO DOES THIS SCHEDULE AFFECT?

This schedule will be used by facility security staff
(Correctional Officers (I & II) and Correctional Facility Shift Supervisors)

Once fully implemented, the effects of this schedule will benefit:

- Facility operations with adequate staffing in the event of illness, vacation, crisis, or unexpected leave;
- Community supervision staff who will see relief from filling security shifts;
- Family/friends of staff who will get to spend more time with their loved ones;
- Staff, who with a more predictable schedule, can better budget time for things like childcare, vacations, medical appointments, and wellness.



Scenario A – Traditional 5-2 Model

BRAVO -Unit	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
0600-1400	Blue	Blue	Yellow	Yellow	Blue	Blue	Blue	Blue	Blue	Yellow	Yellow	Blue	Blue	Blue
1400-2200	Green	Green	Green	Green	Yellow	Yellow	Green	Green	Green	Green	Green	Yellow	Yellow	Green
2200-0600	X	Orange	Orange	Orange	Orange	Orange	Yellow	X	Orange	Orange	Orange	Orange	Orange	Yellow

Scenario B – 2-2-3 Model

BRAVO -Unit	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
0600-1800	Blue	Green	Green	Blue	Blue	Green	Green	Green	Blue	Blue	Green	Green	Blue	Blue
1800-0600	Orange	Yellow	Yellow	Orange	Orange	Yellow	Yellow	Yellow	Orange	Orange	Yellow	Yellow	Orange	Orange