

More Vacation, Agenda Item 50

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Unrelated Tangent – Promoting Diversity – African Shirt



City Plan

- Give more vacation time to employees
- Does not affect union employees
- Affects mayor, managers, officers, employees, ...
- Changes ordinance 39.180 “Eligibility and accumulation; full-time non-collective bargaining unit employees”
- Employees annually accrue 0 to 6 more vacation days
- New employees start with an extra week
- New employees get more time than more senior staff

Service Years Increase To Monthly Years Accrual Rate

0 to 1	→ 0	10 to 11	→ 3.75
1 to 2	→ 3.25	11 to 12	→ 3.5
2 to 3	→ 3.75	12 to 13	→ 3.5
3 to 4	→ 3	13 to 14	→ 3.25
4 to 5	→ 2.5	14 to 15	→ 3.25
5 to 6	→ 2	15 to 16	→ 2.75
6 to 7	→ 2.5	16 to 17	→ 2
7 to 8	→ 3	17 to 18	→ 1.25
8 to 9	→ 3.5	18 to 19	→ 0.75
9 to 10	→ 4	19 to 20	→ 0

4 hours/month → 6 days per year

Fire Fighters

- Some fire fighters also receive increased vacation

Ordinance Clarification

- Units of monthly accrual should be specified (hours?)

Error In City Notes

- City overhead said “Does not apply to Mayor”
- City ordinance says "Except as otherwise provided in this section, the mayor, any appointive officer or employee ... shall be granted vacation ..."

Appointive Officers

- Midlevel managers appointed by the mayor, approved by council
- Will start with unspecified bank of vacation time set by the mayor – no limit
- Will accrue vacation based on whatever rate the mayor picks
- Can easily be subject to abuse

Appointive Officers Ordinance

“(f) A bank of vacation hours may be established for a newly hired appointive officer upon recommendation of the director of human resources and approval of the mayor. Upon the appointive officer’s one-year employment anniversary date, regular monthly accrual of vacation will commence in accordance with the established vacation level. Future advancement to the next level of vacation accrual shall assume credited years of service commensurate with the employee’s starting accrual level and advancement will occur on the employee’s employment anniversary date. The mayor may modify the accrual level for an appointive officer as needed.”

Ethics Problem 1 – No Market Check

- City's proposal did not include a market analysis
- Should compare city's vacation plan to private sector
- Missing market assessment shows bad governance

Ethics Problem 2 – Buying Votes

- Giving employees a week of vacation encourages them to vote for incumbents
- Encourages votes from employees, spouses, their friends, family
- Could make quite an impact because few people vote in municipal elections
- City election is less than 2 months away

Ethics Problem 3 – Taxpayers Fund Re-election

- Giving away vacation time increases payroll cost
- Cost is paid by taxpayers via increased taxes or reduced services
- Cost is used to indirectly fund re-election campaigns
- Increased costs should always be justified by a market comparison that was not provided

Ethics Problem 4 – Appointive Officer Vacation

- They will receive an unspecified amount of vacation
- Could be quite a long time
- Easily subject to abuse, favoritism

Ethics Problem 5 – Manipulative Rhetoric

- “City employees deserve this”
- Comment disables rationality
- Rationale is now “support employees” and “employees deserve”
- Disagreement becomes misinterpreted as anti-employee bias
- Dissent becomes politically impractical
- What do the taxpayers and city employees actually deserve?

Ethics Problem 6 – Misleading Extras

Slide presented during last council meeting:

**CITY OF
SIOUX FALLS**

EMPLOYER OF CHOICE PLAN

Our most valuable resource is our employees. To continue to retain and attract employees in this competitive job market, the City has created the 2022 Employer of Choice Plan.

RETAIN Deliver Competitive Wages	WELLBEING Offer Flexible Benefits & Workplace	RECRUIT Attract the Right People
<p>Q2 // Provide a one-time retention incentive of \$2,000 to each full-time employee*</p> <p>Q2 // Initiate independent review of the City's wages and benefits to ensure market competitiveness</p> <p>Done! Analyzed and adjusting our part-time and seasonal employee wages to remain market competitive</p> 	<p>Done! Modify sick leave assistance program to provide even greater flexibility for maternity/paternity leave</p> <p>Q2 // Reduce the years of service required to accrue vacation time</p> <p>Q2 // Provide new full-time employees a 40-hour bank of vacation</p> 	<p>Q1 // Commit to setting a minimum starting wage for full-time employees of no less than \$17.50 per hour</p> <p>Q2 // Provide a \$500 referral incentive for full-time employees who successfully refer an individual for a full-time position</p> <p>Done! Provide a hiring incentive for hard-to-fill positions</p> 

*Pending Council approval. Council approval needed for budget appropriation, changes to City ordinance Chapter 39, and labor contract MOUs. Does not apply to Mayor, City Directors, Chief of Staff, or Medical Appointed staff.

Ethics Problem 6 – Misleading Extras

- Not in the ordinance

Done! Modify sick leave assistance program to provide even greater flexibility for maternity/paternity leave

- New policy documented on city's internal site
- Thanks to botoole@siouxfalls.org for clarification
- City should not pretend ordinance has extra impact

Recommendations

- Remove special privilege for appointive officers
- Clarify ordinance section about accrual
- Vote against bribing employees for votes
- Vote against agenda items # "Vacation leave" and # "Retention bonus"
- Promote honest, efficient government
- Care more about taxpayers
- Care less about power, control, re-election
- Mellow out

Enjoy Nature

