

Retention Bonus, Agenda Item ^[39] 51

David Zokaites

[February 15, 2022]

March 1, 2022

City Proposal

- Provide retention bonus to full-time employees
- \$2,000 per employee!

Retention Bonuses

- Valuable for difficult and troubled projects
- Can dramatically reduce attrition
- Help to ensure valuable staff complete a project
- City doesn't have an attrition problem
- "22 jobs listed with 17 of them being internships"
<https://www.southdacula.com/blog/2022/02/as-dacula-predicted-mayor-tenhaken-plans-to-give-city-of-sioux-falls-employees-bonuses-right-before-the-april-city-election/>

Ethical Issue 1 – Buying Votes

- Bonus looks like an attempt to buy votes from employees, spouses, their family, friends
- Significant impact especially because few voters in municipal elections
- April city election is less than 2 months away
- This slide updated Feb 20

Ethical Issue 2 – Backroom Deal

- "Apparently city employees were told they were getting bonuses 5 weeks ago ..."
- Government apparently decided 6 weeks ago
- Looks like secret planning without citizen input
- See "UPDATE: As DaCola predicted, Mayor TenHaken plans to give City of Sioux Falls employees Bonuses right before the April City Election" on <http://www.southdacola.com/blog/>

Ethical Issue 3 – Early Notice

- Employees were told of a bonus before bonus was approved
- Always risky to promise before approval
- This slide updated Feb 20

Ethical Issue 4 – Stop Discussion

- Early announcement encourages employee excitement
- Cancellation risks employee (and family) alienation
- Makes disagreement impractical
- This slide added Feb 20

Recommendations

- Vote against retention bonus
- Promote honest, efficient government
- Care more about the average person
- Care less about power, control, re-election
- Enjoy time in nature to relax and connect

Kudos

- Thanks to Keloland for airing this story
- Thanks to Scott Ehrisman and SouthDacola.com for promoting better government
- Thanks to the anonymous tipster for caring
- Thanks for the good Earth

Enjoy Our Good Earth

