

**City of Plano  
Employee Suggestion Box Responses  
October 2022**

***The Employee Suggestion Box is an opportunity for you to provide suggestions of how to improve our current procedures or actions, so that ultimately we can better serve our citizens.***

***Often it's quicker, easier and more appropriate for you to share your ideas for improvement with your supervisor. Please use your management chain as your first option.***

***Also, please contact Human Resources directly if you have thoughts or questions about employment law or employee benefits. This route will likely provide you with a response that is quicker and more specific to your needs.***

***Lastly, you can search for responses to previous employee suggestions by using the search function of [teamplano.us](https://teamplano.us). Responses to similar prior suggestions might provide you with immediate answers and insight.***

***If you have a suggestion for me, you may email your suggestion, in confidence, to [empugbox@plano.gov](mailto:empugbox@plano.gov). Thank you for participating in the Employee Suggestion Box.***



**Below are responses to recent suggestions:**

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I'm all for staff dressing professionally but we also need to keep in mind what our staff do and the job market we are in. When tech industry leaders like Steve Jobs, Jeff Bezos and Mark Zuckerberg started wearing jeans on stage - the rest of the tech industry noticed and it is common practice that "Business Casual" now includes nice looking jeans. Even many non-tech companies such as Goldman Sachs started allowing workers to wear jeans. As we have trouble bringing in IT talent from the private sector already, I can't think of anything that someone wearing slacks or khaki's is capable of doing for the city that someone wearing black/dark blue jeans is not.

A CNBC Survey from 2019 of more than 1200 employed adults found that when asked, wearing jeans to work is worth \$5,000 to them. It also found that 33% of those surveyed would rather quit their job – or decline a job offer that didn't allow jeans.

<https://www.cnbc.com/2019/08/27/workers-say-wearing-jeans-to-work-is-worth-5000-to-them.html>

If Plano is to be as progressive as we portray and want to bring in top talent, it's time we catch up to what the private sector has been doing for many years already and don't stick with a

dress code policy from 1990. If jeans are good enough for Friday, they should be good enough for the rest of the week.

**RESPONSE:**

Thank you for engaging to further explore the City's policy on work-appropriate clothing. The City's [dress code policy](#) allows for neat jeans on Fridays, on the day prior to major holidays, if in a field environment, or otherwise approved by the Department Director as appropriate for the work assignment. As with other provisions intended to guide behavior and presence within the work environment, the dress code is not intended as a "one size fits all" concept. Department Directors are aware of specific needs in their departments and will work with employees (through shared, honest discussions) to determine what is best for creating the most productive, harmonious work environments.

Please check with your supervisor to see if your work assignment is appropriate for wearing neat jeans or other casual attire.

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I am advocating for pronouns (she/her, he/him, they/them, etc.) being standardized in our City of Plano email signatures. Many libraries and corporations/businesses across the country utilize pronouns in their email signatures. It is a way for the City of Plano to be inclusive to all of its citizens and employees.

**RESPONSE:**

Thank you for your suggestion. In 2014, the City adopted a standardized email signature which includes consistent information, colors, fonts, graphics, a social media bar, and a customer satisfaction survey link. For consistency and uniformity, other items below the signature block (quotes, mantras, disclaimers, icons, etc.) have not been used and are not approved for use at this time. Upon request for specific situations, legal disclaimers and a few isolated changes have been approved for use by the Director of Communications & Community Outreach. While this business decision addresses documentation for business purposes, the City supports personal expression within the confines of adopted policies, regulations and standard operating procedures.

Respect is one of the foundational values of our organization. As members of Team Plano, each of us is expected to serve all people and opinions with dignity and courtesy. Each of us is expected to support a work environment where inclusivity and respect lead to all members feeling valued, welcomed and heard. Achieving this level of collaboration and engagement requires commitment to honest, respectful communication and teamwork from each of us. It also requires patience as each of us does the challenging, yet fulfilling, work of maximizing benefits of an environment that encourages and celebrates diversity of thought, interests, preferences, expertise and culture among many other variables.

When managing dynamics of Plano's complex work environment, careful attention is given to balancing individualism and collectivism. The decision to maintain a standardized email signature is not a statement of non-support for the use of pronouns; nor is it a departure from promoting inclusivity in the work environment. Employees are expected to come to work each day with confidence that each of us is welcomed to an environment that offers psychological and physical safety for us to engage and thrive.

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I would like to suggest installing a Pedestrian Hybrid Beacon (PHB) somewhere near the intersection of Municipal Ave and L Ave. Quite a few of us cross Municipal Ave multiple times a day to get to and from the North 40. The current signage and flashing lights do little to alert drivers of crossing pedestrians.

**RESPONSE:**

Thank you for your suggestion. In 2019 a traffic study was conducted of the area where pedestrians cross between the Municipal Center and the “north 40” parking lot. The study resulted in the construction of the current crosswalk and installation of the current signage and flashing lights. The level of pedestrian traffic found in the study and present today does not warrant the need for a Pedestrian Hybrid Beacon, HAWK signal or traffic signal.

When crossing Municipal Avenue near L Avenue, you are safest to cross in the painted crosswalk just south of L Avenue.

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***All employees participate in management of the City and are responsible for ensuring quality service. Thank you for making Plano the City of Excellence!***

*Please print and post the Employee Suggestion Box Responses for those without email access.*