

**City of Plano  
Employee Suggestion Box Responses  
February 2023**

***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 [teampiano.us](http://teampiano.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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Are there any plans in the near/distant future to build a multi-level parking garage in the Municipal parking lot between the Technology Solutions building? I believe that building such a structure could alleviate the extremely limited parking in that location.

**RESPONSE:**

Thank you for your suggestion. The overflow parking for the Municipal Center is the "north 40" lot where spaces are always available although it is acknowledged parking there includes extra minutes walking to your destination. At this time there are no plans to build a parking garage on the Municipal Center parking lot.

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Has the City considered increasing or updating the vacation time accrual for full-time employees? The current policy doesn't increase vacation accrual until after 10 years of service. Phasing in the vacation accrual increase before 10 years of employment would be a competitive advantage for the city in terms of attracting and retaining top talent, and could act as a way to show appreciation for newer hires and potentially reduce turnover. Many employees today place a higher value on work-life balance and are drawn to employers that offer more generous vacation policies. By updating vacation time accrual, the city would be able to demonstrate its commitment to the well-being and happiness of its employees, which could help attract the best candidates and increase long-term job satisfaction.

Thank you for considering this feedback.

**RESPONSE:**

Thank you for your suggestion. Vacation accrual is a topic included in [Policy 210.00 Leave](#).

You are correct that increased accrual rates for vacation leave do not begin until year 10; and at that time, an employee will have amassed 1200 hours of vacation leave and 1200 hours of sick leave (the equivalent of 300 days of work based on an 8-hour schedule).

Your point of ongoing consideration for ensuring the City is positioned to recruit, retain, and appreciate employees is well-taken and is always a priority. As such, the City of Plano regularly evaluates its compensation and benefits offerings. Our evaluation indicates the City of Plano provides a very generous benefits package to its employees which compares favorably to other municipalities and private sector employers according to the Bureau of Labor Statistics.

The City looks holistically when evaluating benefits. There is no accrual cap for sick leave hours, and the vacation accrual increases with designated years of service. As acknowledgement and appreciation for years of service (through the Milestone Awards), employees receive additional days of paid leave at 5, 10, 15 and 20 years [equivalent of 10 additional days over a 20-year period. In addition to having accrued leave to allow employees to receive pay while away from work, accrued balances are paid out to eligible employees when they leave employment. One of the reasons for providing these levels of leave, as well as a Vacation Buy Back Program and a Comprehensive Wellness Program, is to encourage employees to prioritize work-life balance.

The City provides these benefits, along with other Milestone Awards and the recently increased funding of \$30/employee to support departments with annual recognition initiatives/events.

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I am formally requesting that Narcan be provided in every AED unit at City of Plano buildings, especially public libraries and recreational departments. There are good Samaritan laws in Texas that would protect whoever administers aid, "A person who in good faith administers emergency care at the scene of an emergency or in a hospital is not liable in civil damages for an act performed during the emergency unless the act is willfully or wantonly negligent." And if you are not sure if someone is overdosing or not, it has been proven that Narcan will not harm someone if you give it to them and they are not overdosing on an opioid.

**RESPONSE:**

Plano Fire-Rescue and the Plano Police Department are ensuring widespread availability of Narcan 24 hours a day by equipping all fire department emergency response vehicles and all patrol officers with Narcan. Fire Department EMTs and paramedics are extensively trained to respond to narcotic overdoses. Narcan is one component of that response. Fire-Rescue also trains all police officers on the use of Narcan annually to ensure they are prepared to safely administer Narcan when appropriate.

While Narcan is generally regarded as harmless, complications can arise when administering Narcan in the setting of a narcotic overdose. These complications include aspiration, which can worsen the situation instead of making it better.

Our medical director prefers we continue maintaining our current Narcan availability in the City with police and fire personnel to ensure all employees' safety and the best outcomes for our patients.

Thank you for your suggestion.

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I've noticed that it is harder to find healthy options made with quality ingredients in the nearby restaurants for an affordable price, and also in the vending machines in our building (Municipal Center). Most of the staff in our department bring their lunch for this reason. This vendor is putting machines in some of the area hospitals in Plano. The offerings seem both affordable and healthy. It would allow staff a healthy lunch option if they forgot their lunch or just didn't want to have to go out in inclement weather. Also, if it was installed in a public area, it would benefit the public as well, if they came in at lunch to pay their water bill and could grab something for lunch at the same time.

From what I am told, the food is all freshly prepared locally and a bar code is affixed to each container and scanned into the machine when it was filled with the contents and expiration date. The machine will not allow any expired food to vend and will shut down all together if power is lost or the temperature rises to an unsafe level. In looking at the offerings, it seems to have enough variety as well. With permission, I am happy to find out more information. I have included a link to the website <https://www.farmersfridge.com/smart-fridge>

**RESPONSE:**

The City has a contract with Canteen Vending to provide the vending machines across all City locations. Previously, our contract with Canteen specified that a certain percentage of the vending items had to be a healthy option. Ultimately, the contract had to be modified because the healthy items did not sell at a sustainable rate.

Our vending contract will be eligible for renewal in about 18 months. Prior to accepting bids on a new contract, our procurement office plans to test the market which would include surveying interested employees for suggestions such as this one.

Thank you for your suggestion.

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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.*