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City hires HR firm to evaluate employees

By Chad Koenen

The Starbuck City Council hopes that a nearly \$6,000 study by an Alexandria-based HR firm will be an investment that will pay dividends in the future.

"I think it is a good investment to get on the right track," said Councilwoman Jeannie Pladsen.

Pladsen, who is on the personnel committee, told the council on Monday night that the city lacks proper job descriptions for its seven full time and five part time employees. By contracting with an Alexandria-based human resources company known as the Competitive Edge, Pladsen said the city can get updated job descriptions for all 12 city employees and teach department heads how to give proper performance reviews.

Pladsen said it is her hope that the \$5,915 the city will spend on the study will be one way that the city will spend money to eventually save money.

Councilman Tom Goracke, who is also on the personnel committee, agreed with Pladsen that the city needs to update its job descriptions and teach department heads and the council how to give proper performance reviews.

"I feel the same way that we need this service to get on the right track," he said.

By contracting out with The Competitive Edge, Pladsen said she hopes the city will be able to more effectively explain to employees what is expected from them on a daily basis and clear up any miscommunication. She explained The Competitive Edge was recommended to the city by the city attorney.

Councilman Jamie Logan said by not properly updating the job descriptions the city could be putting itself at risk down the road. In the past he explained, the city did some comparable work studies but as the employees and jobs have changed over the years those studies have become obsolete.

In order to update the city's job descriptions the council approved spending \$3,215. The remaining \$2,700 approved by the council will go toward designing a new performance review process for the city and teach all of the supervisors and council how to properly give a performance review.

The in-depth study is a one-time fee and Goracke said the goal is to use the company this coming year to help get the city back on track.

More information

next week

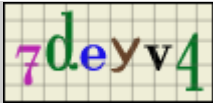
For more information concerning Monday's regularly scheduled Starbuck City Council meeting, check out next weeks issue of the Starbuck Times.

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