

## **FOR IMMEDIATE RELEASE - August 15, 2022**

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### **Franke Proposes Policies to Promote Accountability and Transparency**

As part time elected representatives with other full time jobs there is a restriction on how much we as Councilpeople can learn about our own government. Additionally, often times there are "fires" to put out which make it difficult to focus on the long term. In other words, the urgent can crowd out the important.

The Charter provides "*...all powers of the city shall be vested in the council, which council shall enact municipal legislation as in this Charter provided, adopt budgets, determine policies...* by duly enacted ordinances of this city not in conflict with this Charter."

In a town/region such as ours, where our pool of employees is smaller and attracting outside talent is challenging, there is an even greater urgency to learn from ourselves.

I propose that we use our existing HR Counsel, Jackson Lewis to conduct exit interviews with our employees in perpetuity until/if we hire a dedicated HR Administrator.

Using an independent 3rd party to conduct exit interviews assures unbiased anonymity and that appropriate information will reach City Council as needed. Additionally, outsourcing this service will reduce the work burden internally allowing staff to concentrate on their areas of expertise.

Each exiting employee should receive a written questionnaire. For those who are full-time (read: not seasonal) a followup oral interview is appropriate. Other measures can be taken on an "as needed basis" as determined by HR counsel, in order to inform us that we are providing the best workplace environment for our employees to grow and thrive, and if not, to adopt policies through the passage of ordinances that will clearly articulate the best practices for the workplace.

Additionally, conducting annual Leadership 360 surveys is a step towards further building a system where continuous improvement is a core value.

A Leadership 360 survey is an anonymous survey where leaders receive feedback from their colleagues and subordinates on their skills, effectiveness, behaviors, etc. After the results are compiled the City Council will get the results and the leaders will receive private coaching from a certified professional.

I propose that we seek out a firm to conduct annual Leadership 360 surveys + coaching in perpetuity for those employees who directly report to City Council: the City Clerk and City Manager.

The Clerk and Manager should also be empowered with the authority to implement this vital continuing education tool with their own employees as they see fit.