

Pros of a Contract

You probably save money over the long term even though you pay more per hour as you don't pay payroll benefits and insurance costs

Greater specialized, expertise to the job

Flexibility-year to year on terms of contract

Currently long- term historical knowledge, familiarity with EDA, long-term contract

Don't need to provide office space/equipment

Cons of a Contract

For same or more hours, you maybe be able to obtain more hours of work by hiring directly

Less control on day to day work

Not able to do on-site work that is necessary for EDA work or needs of the Director

Build relationships, visits, cover office, help other city offices

Doesn't meet the goals of EDA in jobs in Marshall

Work is patterned on daily/weekly tasks work and not on a project basis or assigned as needed.

Pros of In-House Admin

Able to do on-site work that is necessary for EDA work or needs of the Director

Build relationships, visits, cover office, help other city offices

Stronger more synchronized team that can allow flexibility in work assignments from EDA and other departments

More direction in day to day work

Meets the goals of EDA in jobs in Marshall

Utilization of on-site staff greater than off-site and thus greater productivity gained

Cons of In-House Admin

Will likely cost more over time with wage/benefit growth

Lose historical knowledge initially

Training, knowledge gain and loyalty building required

Provide office space/equipment

More difficult in making employee change if needed