SMALL CITY SUCCESSION PLANNING: CREATING A CULTURE OF GROWTH
Agenda

MEET THE PANELISTS

MEET THE CITIES

DISCUSSION

SUCCESSION PLANNING STRATEGIES

EMPLOYEE TRAINING AND EDUCATION

HIRING AND RETAINING EMPLOYEES

HOW TO CREATE A CULTURE OF GROWTH

AUDIENCE Q&A
San Dimas

- 34,000 residents
- 70 full-time employees
- 126 part-time employees
- 15 square miles

City departments include
- Administrative Services
- Building & Safety
- City Attorney
- City Clerk
- City Manager
- Community Development
- Economic Development
- Engineering
- Environmental Services
- Finance
- Housing
- HR
- Planning
- Parks and Recreation
- Public Works

Contracts police, fire, and animal control services
Imperial Beach

- 26,000 residents
- 80 full-time employees
- 70 part-time employees
- 4.2 square miles

City departments include Administration, Building, Community Development, Engineering, Finance, Fire, Grounds and Facilities, Marine Safety, Parks and Recreation, Planning, Sewer, Tidelands Maintenance

Contracts police, fire and animal care services
Pismo Beach

- 8,000 residents
- 99 full-time employees
- 50 part-time employees
- 3.6 square miles
- City departments include Building, City Attorney, City Clerk, City Manager, Engineering, Finance, HR, IT, Parks and Facilities, Planning, Public Works, Recreation
- Contracts fire support with Cal Fire
What are you doing with regard to succession planning?
Q. What do you do in terms of training and educating your employees?
Q. Are you considering succession planning during the hiring process?
Q. What are you doing to retain employees?
Q. What are you doing to create a culture of change within your agency?
Audience
Q & A
THANK YOU

For a copy of the slides, or a transcript of the session notes, please email oberdial@cjpia.org