

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

Presentation Panel





JON SHULL

CHIEF EXECUTIVE OFFICER

CALIFORNIA JOINT POWERS

INSURANCE AUTHORITY

PANELIST



CHRIS CONSTANTIN

CITY MANAGER

SAN DIMAS

PANELIST



ANDY HALL
CITY MANAGER
IMPERIAL BEACH

PANELIST



JIM LEWIS
CITY MANAGER
PISMO BEACH

San Dimas



34,000 residents



70 full-time employees
126 part-time employees



15 square miles

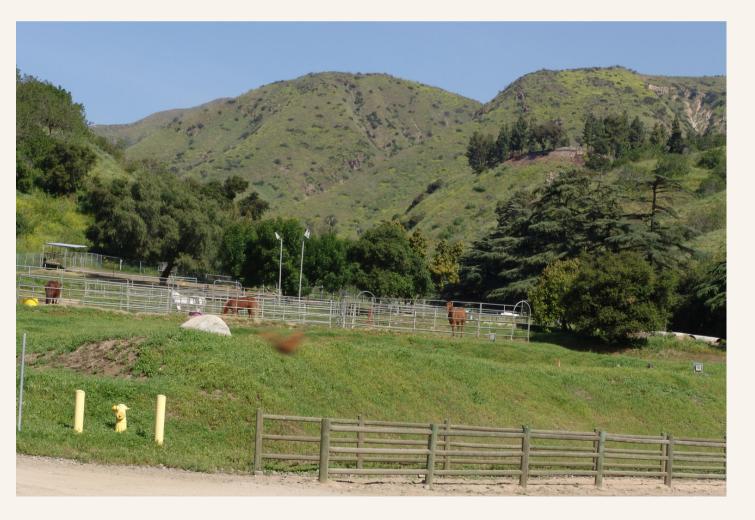


City departments include
Administrative Services, Building &
Safety, City Attorney, City Clerk, City
Manager, Community Development,
Economic Development, Engineering,
Environmental Services, Finance,
Housing, HR, Planning, Parks and
Recreation, Public Works



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



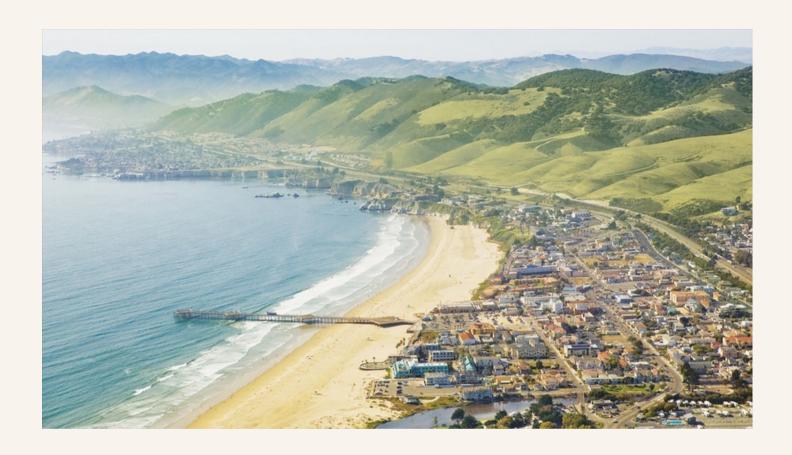
3.6 square miles



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





Q. with regard to succession planning?

Q. of training and educating your employees?

Q. succession planning during the hiring process?

Q. What are you doing to retain employees?

Q. create a culture of change within your agency?

Audience Q & A

