



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

MODERATOR



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. 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