


CITY OF HALLANDALE BEACH, FLORIDA
MEMORANDUM
CM17-122

DATE: September 18, 2017

TO: Honorable Mayor and City Commissioners

FROM: Roger M. Carlton, City Manager 

SUBJECT: Announcement of Roger's Raiders Class of 2018

During the City Commission meeting of March 15, 2017, the Roger's Raiders Program was approved. The Program is designed to recognize up and coming City employees who have demonstrated the initiative to apply and write a 1000 word essay on "How they would make Hallandale Beach a better place."

The program includes twelve monthly lunch meetings with the City Manager, Deputy City Manager, Assistant City Managers and a guest speaker. Topics will include a range of subjects that will broaden knowledge of public service, the community and enhance leadership skills. Each Roger's Raider will be assigned a task that is outside their comfort zone but of interest to them. They will be required to volunteer 5-10 hours per week to complete the task and at the end of the year, will receive a \$5,000 non-pensionable stipend. In addition, each Roger's Raider will be partnered with either the Deputy City Manager or Assistant City Managers for mentoring opportunities. This program not only serves to help our young employees, but also will become the basis for a succession plan which staff will complete for City Commission discussion during the latter part of FY 17/18.

Much to our surprise and great pleasure, 33 employees applied to become Roger's Raiders. An interview panel including Deputy City Manager Nydia Rafols-Sallaberry, and Assistant City Managers Jeremy Earle, Steven Parkinson, and Greg Chavarria, as well as Human Resources Director, Radu Dodea, was established. While all applications were exceptional, the selection process required a short list of applicants be established and interviews scheduled. Accordingly, 17 employees were interviewed and 12 have emerged as the Roger's Raiders Class of 2018. The 12 employees are:

Name	Department	Position	Tenure
Carolyn Rose	Police	Police Officer	9 Years
Denton Lewis	IT	IT Application Support Analyst	Less than 1 Year
Eric Houston	Dev. Services	Mobility & Transport Planner	1 Year
Faith Phinn	CRA	Accounting Clerk	1 Year
Kadene Shaw	Human Services	Social Worker I	4 Years
Kenneth Bowe	Parks & Rec	Recreation Aide I	5 Years
Kristin Ramirez	Parks & Rec	Events & Marketing Volunteer Coordinator	2 Years
Maria Chevasco	Dev. Services	Permit Clerk	Less than 1 Year
Noemi Sandoval	Finance	Senior Accountant	Less than 1 Year

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Susan Fassler	DPW	Green Initiative Coordinator	2 Years
Tom Camaj	Procurement	Contract Coordinator	3 Years
Vanessa Leroy	Dev. Services	Associate Planner	4 Years

While the above employees have been selected as the Roger's Raiders Class of 2018, we will also recognize and establish activities for the applicants who were not selected. This will help to ensure that those good employees remain motivated and become applicants again in subsequent years. I read all 33 essays and found many innovative ideas, deep thinking and motivation. This is all good!

Please join me in congratulating the Roger's Raiders Class of 2018 and wish them well as they advance in their careers. The selected candidates will be introduced to the City Commission during the October 4, 2017 Regular Meeting.

Cc: Roger's Raiders Applicants
Jennifer Merino, City Attorney
Senior Management Staff
All City Employees