

## City of Hallandale Beach City Commission Agenda Cover Memo

<b>Meeting Date:</b>	March 15, 2017		<b>Item Type:</b> <small>(Enter X in box)</small>	<b>Resolution</b>	<b>Ordinance</b>	<b>Other</b> <div style="text-align: center;">X</div>	
<b>Fiscal Impact:</b> <small>(Enter X in box)</small>	<b>Yes</b>	<b>No</b>	<b>Ordinance Reading:</b> <small>(Enter X in box)</small>	<b>1<sup>st</sup> Reading</b>		<b>2<sup>nd</sup> Reading</b>	
	X						
<b>Funding Source:</b>	To be determined in FY 2017/18		<b>Public Hearing:</b> <small>(Enter X in box)</small>	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>
					X		
<b>Account Balance:</b>	N/A		<b>Advertising Requirement:</b> <small>(Enter X in box)</small>	<b>Yes</b>		<b>No</b>	
						X	
<b>Project Number :</b>	N/A		<b>Quasi Judicial:</b> <small>(Enter X in box)</small>	<b>Yes</b>		<b>No</b>	
						X	
<b>Contract/P.O. Required:</b> <small>(Enter X in box)</small>	<b>Yes</b>	<b>No</b>	<b>Strategic Plan Priority Area:</b> <small>(Enter X in box)</small>  <div style="display: flex; justify-content: space-between;"> <div>Safety</div> <input type="checkbox"/> </div> <div style="display: flex; justify-content: space-between;"> <div>Quality</div> <input checked="" type="checkbox"/> </div> <div style="display: flex; justify-content: space-between;"> <div>Vibrant Appeal</div> <input type="checkbox"/> </div>				
		X					
<b>Sponsor Name:</b>	Roger Carlton, City Manager		<b>Department:</b> <b>Human Resources</b>	Radu Dodea, Interim Human Resources Director			

### Short Title:

Roger's Raiders

### Staff Summary:

#### **BACKGROUND:**

The City of Hallandale Beach ("the City") is committed to identifying future leaders and key contributors who have the desire and potential to grow in their careers. To support career development of select individuals, the City is proposing to create a **Leadership Development Program** ("Roger's Raiders"). This program will provide individuals, who have successfully competed, with an opportunity to participate in strategic learning events and informal mentoring.



## **DISCUSSION:**

In order to sustain operational leadership excellence in the City of Hallandale Beach ("the City"), the senior management team is proposing a Leadership growth strategy to pro-actively identify and develop employees who have the potential to hold future leadership and key individual contributor positions.

City employees from all departments who are early in their careers will be given an opportunity to compete for selection to the Leadership Development Program (Roger's Raiders). The competition will be simple, and it will require employees to submit an essay "How to make the City of Hallandale Beach a Better Place". A committee will select 10 candidates who will participate in the program for a year. The diverse group of participants will agree to give 5-10 hours per week of their own time to work on special projects throughout various departments. Upon successful completion of the program, they will be given a bonus of \$5,000 (non-pensionable) and will become eligible for promotion assuming a vacancy is available.

Roger's Raiders will participate in strategic learning events, designed to provide employees with more visibility to senior management and encourage them to consider career growth in areas across the organization.

The program is designed to pro-actively develop employees and provide them with new learning experiences to prepare for future roles in the City. The timing of career movement is contingent on other organizational drivers and future openings created through retirement or attrition.

## **WHY ACTION IS NECESSARY:**

The City of Hallandale Beach, like most municipalities, faces difficulty in recruiting and retaining young employees who seek a career in government. This program will identify talent and help to accelerate their development. It will also help up develop a succession plan which is important for senior management recruitment.

## **FISCAL IMPACT:**

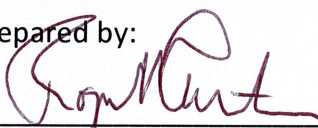
Upon completion of the Leadership Development Program, each participant will receive a one-time, non-pensionable bonus of \$5,000. Staff anticipates the initial group to be comprised of no more than ten participants, requiring a total budget of \$50,000 which will be budgeted in the Fiscal Year 2017/18 Budget.

### **Proposed Action:**

The City Commission consider and endorse the program. Comments and suggestions will be appreciated.

### **Attachment(s):**

Prepared by:



Roger Carlton