

Finding Successors – Finding Future Leaders in your City Staff



Thursday, May 12, 10:15 AM

2022 League of California Cities City Leaders Summit

Your Panel



Moderator

Karen Pinkos
City Manager,
City of El Cerrito



Damien R. Arrula
City Administrator,
City of Placentia



Rhonda Shader
Mayor,
City of Placentia



Timothy Davis
Partner,
Burke, Williams
& Sorensen



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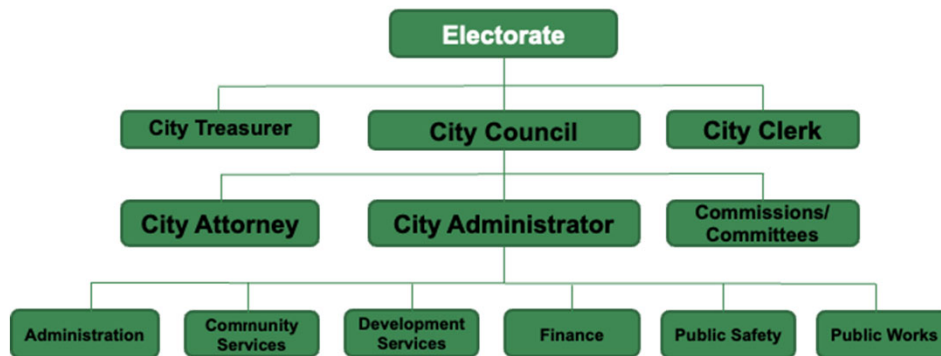




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City Administrator,
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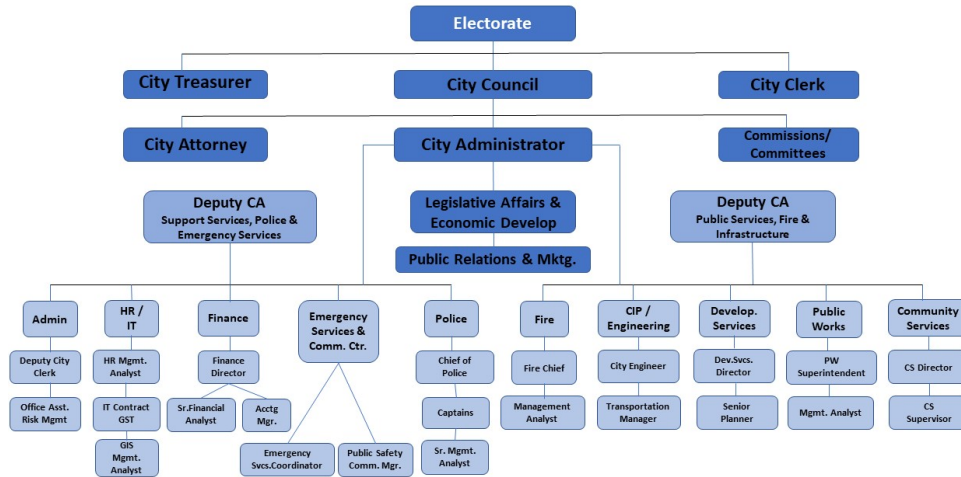
Placentia's Org Chart - Before Organizational Chart



Placentia's Org Chart - After

Succession Planning and Reorganization Chart

Phase I



Invest in Our Team Initiative

- Monthly Trainings
- Leadership Academy Development Series
- Succession Planning with each Department
- Executive Management Retreat
- Departmental Retreats
- Idea Generator Program
- Brown Bag Citywide Luncheons

Challenges and Opportunities

- Start with a goal
- Fulfill your objectives (phase 1, phase 2, etc.)
- You don't have to do it all at once, but you need to start somewhere
- Funding shouldn't be the sole driver
- Don't be afraid to be creative



Rhonda Shader
Mayor,
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Elected Officials Role

- Elected Officials should be championing succession planning
- Succession planning must be a leadership priority
- Financial resources for succession planning must be prioritized or worked around
- Require evidence of a formal plan from the City Administrator



Timothy Davis
Partner,
Burke, Williams & Sorensen



Legal Considerations

- Compliance with internal policies and practices
 - Personnel rules
 - Administrative regulations
 - MOUs
 - Benefit Resolutions
- EEO considerations
- Creating equitable opportunities is a critical component to a legally defense program

OTHER BENEFITS FROM SUCCESSION PLANNING

- Identifies your most qualified future leaders
- Creates structure for training and development
- Improves critical decision making
- Improves employee job satisfaction and increase morale

Q&A with Panelists



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