



## Legislation Text

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**File #:** 181294, **Version:** 1

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### 181294 SUBSTITUTE 1

#### ALD. COGGS, LEWIS, STAMPER AND JOHNSON

Substitute resolution directing the Department of Employee Relations to cooperate in the creation and implementation of succession plans for all City departments.

This resolution directs the Department of Employee Relations to guide City departments in the creation and implementation of succession plans. The resolution also directs the City departments to present their individual succession plans to the Finance and Personnel Committee within six months of adoption of this resolution.

Whereas, The City has recently experienced increasing turnover of employees as more staff reach retirement age or separate from City employment; and

Whereas, The current trend of high levels of retirement at the City is projected to continue and increase into the future; and

Whereas, Low unemployment rates in the region and nationwide have made it challenging to retain existing employees and recruit new employees for employment at the City; and

Whereas, All City departments have been affected by retirements and separations and will continue to be affected into the future; and

Whereas, Despite staff shortages and turnover, City departments must continue to be able to provide a high level of service to residents and visitors of the City of Milwaukee; and

Whereas, To address this issue, the Common Council, through the adoption of the 2019 Budget, has directed the Department of Employee Relations to cooperate with all City departments to create succession plans for those departments; and

Whereas, Through succession plans for all City departments, the City will be able to develop strategies on continuing to provide City residents and visitors with a high level of service despite employee turnover; now, therefore be it

Resolved, By the Common Council of the City of Milwaukee, that the Department of Employee Relations shall guide City departments in the creation and implementation of succession plans for all City departments for key technical, professional and/or management-level positions; and, be it

Further Resolved, That the succession plan for each City department shall include, but not be limited to, workforce analysis, the identification of key positions, competency modeling and gap analysis, and leadership assessment and development; and, be it

Further Resolved, That the City departments shall each present their completed succession plans to the Finance and Personnel Committee within six months of adoption of this resolution.

LRB 172866-2  
Aaron Michelson  
12/6/2018