

RESOLUTION NO. 2005-767

Adopted by the Sacramento City Council

October 25, 2005

APPROVING THE CITY MANAGER'S SUCCESSION PLAN

BACKGROUND

- A. Various factors, including aging of the baby boom generation and changes in retirement packages, have resulted in high numbers of City employees eligible to retire within three to five years.
- B. The most significant number of potential retirees is in upper management - 60% of Charter Officers, Assistant City Managers, Department Heads and Division Managers will be eligible to retire in 3-5 years.

BASED ON THE FACTS SET FORTH IN THE BACKGROUND, THE CITY COUNCIL RESOLVES AS FOLLOWS:

Section 1 The City Manager is authorized to implement the first City of Sacramento Succession Plan, which calls for the creation of a Leadership Development Institute (LDI) to identify, assess, and develop staff with leadership potential and yield a talent pool to meet short and long term leadership requirements.

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Exhibit A: City of Sacramento Succession Plan: Growing Leaders

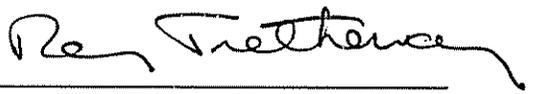
Adopted by the City of Sacramento City Council on October 25, 2005 by the following vote.

Ayes: Councilmembers Cohn, Fong, Hammond, McCarty, Pannell, Sheedy, Tretheway and Waters.

Noes: None

Abstain: None

Absent: Mayor Fargo



Vice-Mayor Ray Tretheway

Attest:



Shirley Concolino, City Clerk