



## Legislation Text

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**File #:** 211193., **Version:** 1

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### **Approval of Succession Planning Policy - Policy E-10 (B)**

The City Commission approve Human Resources Policy - E-10 Succession Planning Policy.

In March of 2021, the City Auditor's office of the City of Gainesville conducted an internal succession planning audit. It was found that there was a lack of a formal and centralized citywide succession planning program. As a result, it was recommended that the City adopt a formal succession planning policy for the organization. The purpose of this policy is to ensure continuity of operations at the City of Gainesville by regularly assessing the potential for turnover of employees in key positions, developing employees to ensure a supply of internal talent is ready to compete for key positions, and to provide a seamless transition in leadership.

The City is committed to ensuring all selections are based on merit and fitness alone, and without regard to race, color, gender, age, religion, national origin, marital status, sexual orientation, disability, or gender identity.

#### **Strategic Connection:**

This item ties to Goal 5 "Best in Class" Neighbor Services in the City's Strategic Plan

No fiscal impact.

The City Commission approve Human Resources Policy - E-10 Succession Planning Policy.