



Colonial Heights City Council Meeting Agenda Item Executive Summary

ITEM: Presentation – Proposed New Employee Career Development Program

DEPARTMENT: City Manager/Human Resources

PROPOSED ACTION:

No Council action proposed or requested at this time; This item is to allow for a staff presentation on the proposed new Employee Career Development Program.

BACKGROUND:

Discussed at previous meetings; As part of the FY2012-13 Budget Development, the staff and Council engaged in a general discussion of the City's existing Career Development Program for Public Safety employees.

At that time, the Council supported the City Manager's recommendation that funding for the program be temporarily suspended for at least the first six months of the fiscal year due to budget constraints

It was also agreed that during this suspension, the staff would utilize that time to review the overall program, with a focus on two primary goals: (1) to review the effectiveness of the Public Safety program and (2) to attempt to develop much broader program that would enable the city to offer similar career development opportunities to a wider range of – if not all – city employees. That analysis has been completed and the staff is now ready to present it recommendations regarding same to the Council.

BUDGET/FINANCIAL IMPACT:

Funding for this item was { } included { } not included in the current-year budget {X} N/A

RECOMMENDATION:

Staff is recommending Council consider the information/recommendation(s) as presented and review same for further, detailed discussion at the Council Retreat in January.

ATTACHMENTS:

None (*A written report will be presented at the meeting*).

{X} Staff will be making a detailed presentation on this agenda item at the meeting.

{ } Staff will provide brief comments and answer questions on this item at the meeting.

{ } This is a routine procedural item and no presentation is planned for the meeting.

Councilmembers who have any detailed questions or would like to request additional information regarding this item are encouraged to contact the City Manager at their earliest convenience.