Uncivil List:
What needs to change in municipal hiring?
Corren Johnson
Director, Baltimore City Department of Transportation

James Fisher
Deputy Director & Chief Administrative Officer, Miami-Dade County Department of Transportation and Public Works

Jack Davies
HR Director, City & County of Denver

Midori Valdivia
Founder, Midori Valdivia Consulting

Alexandra Hallowell
Director of Transit Priority, MBTA Boston
Keys to Retention

- Hire self-motivated, engaged individuals
- Give them the best employee experience possible, from recruitment, to their first day and beyond
- Ensure caring, visible, and approachable leadership
- Provide flexibility when possible
- Intentionally develop talent and encourage career growth
- Recognize effort and performance
- Encourage and prioritize personal well-being and healthy relationships
UNCIVIL LIST
What Needs to Change in Municipal Hiring
May 16, 2023

Presented by
James E. Fisher, Esq.
Deputy Director and CAO

Miami-Dade County Department of Transportation and Public Works (DTPW)
THE STRATEGIES FOR RECRUITING AND HIRING

• Employee and Leadership Development Opportunities
• Internship and Apprenticeship Programs
• Multidisciplinary Strategy and Coordination
• Reporting and Tracking of Recruiting Efforts and Attrition
• Developing Partnerships with Recruiting Efforts
• Leveraging Social Media to Recruit and Hire
• Outreach
THE OPPORTUNITIES: RECRUITMENT EVENTS

JOIN THE MIAMI-DADE COUNTY FAMILY

Mayor Danielle Levine Cava, the Human Resources Department and CareerSource South Florida invite you to attend:

The Mayor’s
Career & Job Fair
9:00 a.m. – 1:00 p.m.

February 23, 2022 - Stephen P. Clark Center 111 NW 1st Street, Miami, FL 33130
March 23, 2022 - Miami Dade College – Homestead Campus 500 College Terrace, Homestead, FL 33033
April 20, 2022 - Miami Dade College – Hialeah Campus 1500 W 45th Street, Hialeah, FL 33012
May 26, 2022 - D.A. Dorsey Technical College 7100 NW 17th Ave, Miami, FL 33147
June 22, 2022 - Miami Dade College - Kendall Campus 1101 SW 104 Street, Miami, FL 33176
July 20, 2022 - Miami Dade College - North Campus 11360 NW 27th Avenue, Miami, FL 33167
August 24, 2022 - Miami Dade College - Doris Campus 37850 NW 115th Avenue, Doral, Florida 33178
September 21, 2022 - FAMU – Modesto A. Maidique Campus 11200 SW 8th St, Miami, FL 33199
October 26, 2022 - Aventura Library 3920 Aventura Blvd, Aventura, FL 33180
November 10, 2022 - City of West Miami – Rebecca Sosa Facility 1700 SW 54th Avenue, Miami, FL 33145
December 14, 2022 - Primrose Williams Community Center 951 SW 4th Street, Hialeah, FL 33010
January 25, 2023 - North Dade Regional Library 2465 NW 183rd St, Miami Gardens, FL 33055
February 22, 2023 - West Dade Regional Library 9445 Carol Way, Miami, FL 33185

- Competitive Salaries - Group Medical and Dental - Florida Retirement System - Paid Holidays
- Vacation & Sick Leave - Tuition Reimbursement - Remote Working/Flexible Schedule Opportunities
THE OPPORTUNITIES: INCENTIVES FOR BUS OPERATORS

WORK here

Become A Driving Force In Our Community...

$5,000 Sign-On Bonus

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miamidade.gov/busdriver
THANK YOU