

Uncivil List:

What needs to change in municipal hiring?

DENVERS

Panel



Corren Johnson

Director, Baltimore
City Department
of Transportation



Jack Davies
HR Director,
City & County of
Denver



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



Founder, Midori
Valdivia
Consulting



Alexandra Hallowell
Director of Transit Priority, MBTA
Boston



DESIGNING CITIES & DENVERS

#NACTO2023

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



Designing Cities 2023: DENVER

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







SOCIAL MEDIA MARKETING



Miami-Dade DTPW @



We're hiring & we need you to help us reach our goal of becoming the world's best provider of transportation services across the globe. Apply now for the full-time bus operator position & receive a \$5,000 sign-on bonus. Be part of the team that moves Miami:miamidade.gov/busdriver

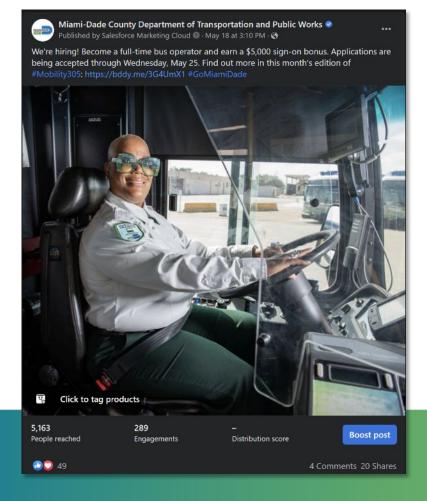


11:00 AM · May 23, 2022 · Salesforce - Social Studio

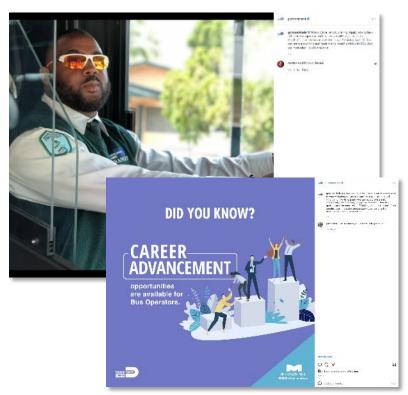
Your safety always comes first at Miami-Dade County, which is why all Metrobuses are equipped with full-enclosure operator shields. Learn more & apply now at miamidade.gov/busdriver #GoMiamiDade #NowHiring















THE OPPORTUNITIES: RECRUITMENT EVENTS







JOIN THE MIAMI-DADE COUNTY FAMILY



Mayor Daniella 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 33128

March 23, 2022 - Miami Dade College - Homestead Campus 500 College Terrace, Homestead, FL 33033

April 20, 2022 - Miami Dade College - Hialeah Campus 1780 W 49th Street, Hialeah, FL 33012

May 25, 2022 - D. A. Dorsey Technical College 7100 NW 17th Ave, Miami, FL 33147

June 22, 2022 - Miami Dade College - Kendall Campus 11011 SW 104 Street, Miami, FL 33176

July 20, 2022 - Miami Dade College - North Campus 11380 NW 27th Avenue, Miami, FL 33167

August 24, 2022 - Miami Dade College - Doral Campus 3800 NW 115th Avenue, Doral, Florida 33178

September 21, 2022 - FIU - Modesto A. Maidique Campus 11200 SW 8th St, Miami, FL 33199

October 26, 2022 - Aventura Library 2930 Aventura Blvd, Aventura, FL 33180

November 16, 2022 - City of West Miami - Rebecca Sosa Facility 1700 SW 62nd Avenue, Miami, FL 33155

December 14, 2022 - Phichol Williams Community Center 951 SW 4th Street, Homestead, FL 33030

January 25, 2023 - North Dade Regional Library 2455 NW 183rd St, Miami Gardens, FL 33056

· COMPETITIVE SALARIES · GROUP MEDICAL AND DENTAL · FLORIDA RETIREMENT SYSTEM · PAID HOLIDAYS · VACATION & SICK LEAVE · TUITION REIMBURSEMENT · REMOTE WORKING/FLEXIBLE SCHEDULE OPPORTUNITIES

February 22, 2023 - West Dade Regional Library 9445 Carol Way, Miami, FL 33165







THE OPPORTUNITIES: INCENTIVES FOR BUS OPERATORS













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