

# Uncivil List:

What needs to change in  
municipal hiring?

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Boston



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# 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** @GoMiamiDade

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](https://miamidade.gov/busdriver)

**WORK THRIVE here**

Become A Driving Force In Our Community...

**\$5,000 Sign-On Bonus**

APPLY NOW [miamidade.gov/busdriver](https://miamidade.gov/busdriver)

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



**Miami-Dade County Department of Transportation and Public Works**

Published by Salesforce Marketing Cloud · May 18 at 3:10 PM

We're hiring! Become a full-time bus operator and earn a \$5,000 sign-on bonus. Applications are being accepted through Wednesday, May 25. Find out more in this month's edition of #Mobility305: <https://bddy.me/3G4UmX1> #GoMiamiDade

Click to tag products

5,163 People reached 289 Engagements Distribution score [Boost post](#)

49 4 Comments 20 Shares



**DID YOU KNOW?**

**CAREER ADVANCEMENT**

opportunities are available for Bus Operators.

**DID YOU KNOW?**

All Metrobuses are equipped with

**FULL-ENCLOSURE SHIELDS**

to keep operators safe.



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

• 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 THRIVE** *here* **MIAMI-DADE COUNTY**

Become A Driving Force  
In Our Community...

**\$5,000**  
Sign-On Bonus

APPLY NOW

► [miamidade.gov/busdriver](https://miamidade.gov/busdriver)



# THANK YOU





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