

Succession Planning in Bellevue, Nebraska

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Bellevue, Nebraska

- About Bellevue
- Succession Plan (SP) Implementation
- Research & Fairfax County, VA
- Core Elements and Steps of Succession Planning
- Lessons Learned in Bellevue



About Bellevue

- Bellevue, Nebraska
 - Home of Offutt AFB
 - Bellevue University
- Population 55,510
 - Unemployment Rate <3.0%
- Part of the Omaha – Council Bluffs MSA
- Peak employment +/- 520
 - 271 FTE
 - 117 PTE
 - 130 Seasonal



SP Implementation

“Every day in the United States, 10,000 people turn 65. And according to the Pew Research Center, millennials now outnumber baby boomers in the workplace, 76 million to 75 million, while millennials will make up 75 percent of the workforce just 10 years from now.”

Patrick Ibarra - The Mejorando Group



SP Implementation

“Succession planning does not have to be a costly endeavor. However, if left unaddressed, the organization may experience substantial sunk costs in terms of lost knowledge of organizational history and of policies/procedures. It may also suffer from decreased performance and customer satisfaction.”

Christine Smith - Baker, Tilly, Virchow, Krause, LLP



Research

- ICMA
 - Christine Smith
 - Patrick Ibarra
- ASPA
- Fairfax County, VA
- City of Bellevue, NE



Core Elements



***Succession Planning in Government:
Why it is still relevant***

By Christine Smith



10 Steps of SP

Step 1: Identify Strategic Needs of Department

Step 2: Identify Key Positions

Step 3: Complete Profile of Key Positions

Step 4: Identify Competencies for Key Positions

Step 5: Identify the Development Pool

City-Wide Competency Model

(Bellevue Succession Plan, p. 18)





10 Steps of SP

Step 6: Complete Profile of Development Pool

Step 7: Gap Analysis

Step 8: Establish Development Plans

Step 9: Integrate into Strategic Plan and Budget

Step 10: Evaluating SP Implementation



Lessons Learned

- Don't underestimate the importance
- Don't reinvent the wheel
- Don't spend a lot of money unless you have it
- Don't underestimate staff involvement
- Allow flexibility in the plan
- Be patient . . . the process takes time



Contact



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Questions/Comments?

Additional Information...





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