Presentation Overview

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Introduction

Succession Planning

A deliberate and systematic effort by an organization to ensure leadership continuity in key positions, retain, and develop intellectual and knowledge capital for the future while encouraging individual advancement.
Introduction

Succession Planning is NOT

• A one time event
• Decided by one individual
• Used solely for individual career advancement opportunities
• Reacting only when a position becomes available (or someone retires)
• Relying solely on knowledge/comfort with candidates
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## Regional Significance

<table>
<thead>
<tr>
<th>Organization</th>
<th>Total Employees</th>
<th>Total (age 50+)</th>
<th>Percentage (age &gt; 50)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sacramento Suburban Water District</td>
<td>70</td>
<td>34</td>
<td>49%</td>
</tr>
<tr>
<td>Placer County Water Agency</td>
<td>230</td>
<td>160</td>
<td>70%</td>
</tr>
<tr>
<td>City of Folsom*</td>
<td>53</td>
<td>15</td>
<td>28%</td>
</tr>
<tr>
<td>City of Roseville</td>
<td>1,106</td>
<td>424</td>
<td>38%</td>
</tr>
<tr>
<td>San Juan Water District</td>
<td>47</td>
<td>29</td>
<td>62%</td>
</tr>
<tr>
<td>Regional Totals</td>
<td>1,506</td>
<td>662</td>
<td><strong>AVERAGE 44%</strong></td>
</tr>
</tbody>
</table>

*Water and Wastewater employees only
Note: City of Sacramento provided data at 55+ = 25%
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With your management’s approval, would you be interested in participating in a Young Professionals Committee sponsored by the RWA and member agencies?

Answered: 18   Skipped: 0

- Circulated to regional YPs
- 18 participants as of 02/06/2020
If RWA were to sponsor a Young Professionals Committee, what would be your main motivation for participating? (select all that apply)

Answered: 18    Skipped: 0

- Information Share with...
- Guest Speakers/Les...
- Stay Up-to-Date o...
- Network/Make Connections ...
- Other (please specify)
Survey Results: Question 3

If RWA were to sponsor a Young Professionals Committee, what events would you be interested in participating? (select all that apply)

Answered: 18  Skipped: 0

- Education Events (e.g.,)
- Water Sector Speakers Bro...
- Community Outreach...
- Mixers/Social Gatherings
- Other (please specify)
If RWA were to sponsor a Young Professionals Committee, would you be interested in serving on its advisory board? (If no, skip to question 6)

Answered: 16    Skipped: 2
Survey Results: Question 6

Please let us know if you have any comments, suggestions or questions.

- I’m interested to hear more about what the main goals of this committee might be. Is this meant to be centered around YP networking in the region, knowledge transfer through mentorship, or encouraging collaborative work? It sounds like a great opportunity in any case, though I will be eager to hear more about the structure and goals before determining my anticipated level of commitment. Thank you for organizing this!
  1/30/2020 1:22 PM

- Seems like a great program to be part of.
  1/30/2020 8:33 AM

- Excited for this!
  1/27/2020 10:52 AM

- Interested to see how this turns out and looking forward to participating!
  1/23/2020 3:20 PM

- Thank you to person(s) who spearheaded this committee. I’m excited about the purpose of the committee and look forward to becoming more involved with RWA.
  1/15/2020 11:08 AM

- Great idea! I look forward to networking with others in Sacramento
  1/15/2020 9:55 AM
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Path Forward

Young Professional’s Committee Charge

• Prepare an action plan
• Communicate the action plan to the RWA Board, members, and affiliates
• Host leadership training on succession planning
• Plan and host regular Young Professional Network* activities

* Young Professional’s Network will be the at-large group with events/brown bags while the Young Professional’s Committee will be the 6 volunteers from the survey
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Thank You!

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