Managing Millennials vs. Millennial Managers

with Brett Channing, Eric Figueroa, David Gassaway, and Ryder Smith

Your Panelists

Brett Channing
Yorba Linda, CA
1984

David Gassaway
El Dorado Hills, CA
1983

Eric Figueroa
Mountain View, CA
1969

Ryder Smith
Ketchikan, AK
1974
Your Panelists

Brett Channing
Yorba Linda, CA
1984

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Things Have Changed

Millennials aren’t just the young people in the corner.

They’re professionals, just like you.

If city managers can understand the millennial mindset, they can initiate positive change that will remain long after retirement.
### Top 9 Challenges Facing the Profession

<table>
<thead>
<tr>
<th>Challenge</th>
<th>Response Ratio</th>
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<tbody>
<tr>
<td>Negative stigma of high salary/benefit packages</td>
<td>71.60%</td>
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<tr>
<td>Building &amp; navigating relationships with City Councils</td>
<td>62.20%</td>
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<td>The reputation of the industry being tarnished by a few bad (but well-publicized) eggs</td>
<td>49.00%</td>
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<tr>
<td>A lack of upcoming talent to replace retiring City Managers</td>
<td>39.60%</td>
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<tr>
<td>Managing multiple generations of talent</td>
<td>22.60%</td>
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<tr>
<td>Lack of diversity (age, gender, race, experience, etc.)</td>
<td>20.70%</td>
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<tr>
<td>Inconsistent or poorly defined performance evaluation process</td>
<td>18.80%</td>
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<td>Restrictions to contract negotiations</td>
<td>15.00%</td>
</tr>
<tr>
<td>Lack of resources/support for transitioning into CAO role</td>
<td>7.50%</td>
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This CCMF survey was completed in January 2018.

### Generations

**Gen X**  
1960 to 1980

**Millenials**  
1981 to 2000
Our Objectives

1. Understand Millennials
2. Create A Team Environment
3. Manage Mobility
4. Future-Proof Your Workplace

Understanding Millennials

- Access to nightlife and good schools
- Cool places to rent and own
- Income increases to tax deductions
- High job satisfaction
Create A Team Environment

• Culture matters as much as pay
• Invest in recruiting resources to sell your city
• Promote the benefits of your work culture

Manage Mobility

How can we help first-time millennial managers succeed?
Future-Proof Your Workplace

• Capture knowledge, processes and systems for new staff
• Maintain good HR
• Pensions may affirm that position levels change often
• Train millennials to lead (not just push paper)
• Influence culture to create leaders

Questions?

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