

C7 AB A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, DIRECTING THE CITY ADMINISTRATION TO BEGIN DEVELOPING A WELL-STRUCTURED SUCCESSION PLAN TO ENSURE A SEAMLESS TRANSITION FOR THE NEXT MIAMI BEACH CHIEF OF POLICE AS THE CURRENT POLICE CHIEF APPROACHES THE END OF THE DEFERRED RETIREMENT OPTION PROGRAM (DROP).

Applicable Area:

MIAMI BEACH

COMMISSION MEMORANDUM

TO: Honorable Mayor and Members of the City Commission

FROM: City Attorney Ricardo J. Dopico

DATE: October 30, 2024

TITLE: A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, DIRECTING THE CITY ADMINISTRATION TO BEGIN DEVELOPING A WELL-STRUCTURED SUCCESSION PLAN TO ENSURE A SEAMLESS TRANSITION FOR THE NEXT MIAMI BEACH CHIEF OF POLICE AS THE CURRENT POLICE CHIEF APPROACHES THE END OF THE DEFERRED RETIREMENT OPTION PROGRAM (DROP).

RECOMMENDATION

BACKGROUND/HISTORY

ANALYSIS

The attached Resolution was prepared at the request of the sponsor, Mayor Steven Meiner.

FISCAL IMPACT STATEMENT

None at this time.

Does this Ordinance require a Business Impact Estimate?

(FOR ORDINANCES ONLY)

If applicable, the Business Impact Estimate (BIE) was published on:

See BIE at: <https://www.miamibeachfl.gov/city-hall/city-clerk/meeting-notices/>

FINANCIAL INFORMATION

CONCLUSION

Applicable Area

Citywide

Is this a "Residents Right to Know" item, pursuant to City Code Section 2-17?

No

Is this item related to a G.O. Bond Project?

No

Was this Agenda Item initially requested by a lobbyist which, as defined in Code Sec. 2-481, includes a principal engaged in lobbying? No

If so, specify the name of lobbyist(s) and principal(s):

Department

City Attorney

Sponsor(s)

Mayor Steven Meiner

Co-sponsor(s)

Commissioner David Suarez
Commissioner Joseph Magazine

Condensed Title

Direct City Administration to Develop a Succession Plan for the Chief of Police.
(Meiner/Suarez/Magazine) CA

RESOLUTION NO. 2024 - _____

A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, DIRECTING THE CITY ADMINISTRATION TO BEGIN DEVELOPING A WELL-STRUCTURED SUCCESSION PLAN TO ENSURE A SEAMLESS TRANSITION FOR THE NEXT MIAMI BEACH CHIEF OF POLICE AS THE CURRENT POLICE CHIEF APPROACHES THE END OF THE DEFERRED RETIREMENT OPTION PROGRAM (DROP).

WHEREAS, the City of Miami Beach (the "City") is a unique, coastal community which is not only a tourist destination, but more importantly, a premier place to live, and should always be treated as such with the highest level of public safety; and

WHEREAS, to that end, the current Chief of Police is within two (2) years of the end of his participation in the Deferred Retirement Option Program ("DROP"), signaling the urgent need for leadership transition planning; and

WHEREAS, it is unquestionably in the best interest of the City to maintain continuity in the leadership of the Police Department to ensure public safety and the continued implementation of effective law enforcement strategies; and

WHEREAS, a well-structured succession plan will provide for the smooth transition of leadership, avoid disruptions in the functioning of the Police Department, and maintain the trust of the community; and

WHEREAS, succession planning involves the identification and preparation of potential internal and external candidates who are capable of assuming the role of Chief of Police, as well as the creation of a timeline and roadmap for the transition; and

WHEREAS, the proposed timeline should include benchmarks, such as the following: no later than 12 months prior to the conclusion of the Police Chief's participation in DROP the implementation of leadership transition plans should begin; no later than the 6-month mark interim arrangements or a permanent selection should be finalized; and no later than the 3-month mark there should be final preparations for a full leadership handover and execution of new directives; and

WHEREAS, the City Administration should ensure that the succession plan includes opportunities for leadership development, mentorship, and professional growth for potential candidates within the Police Department; and

WHEREAS, the ideal successor will possess extensive experience in leadership criteria including, but not limited to, the following:

- a. 21st-century policing practices
- b. High-tech solutions
- c. Community policing
- d. Fostering partnerships with stakeholders in the industry (i.e., Sheriff's Office)
- e. Union Negotiations
- f. Proven ability to work collaboratively with unions, addressing concerns while ensuring compliance with City policies.
- g. Demonstrated focus on recruiting qualified personnel to meet the growing needs of the Department.

- h. Capable of enhancing morale within the Department, fostering a positive work environment, and leading by example.
- i. Must be able to implement City commission policies effectively, ensuring that the Department remains responsive to community needs and City Commission priorities, including public safety initiatives and modernization efforts; and

WHEREAS, a carefully designed succession plan is critical to ensuring that the next Chief of Police is well-prepared to lead the department and to continue the Department's commitment to transparency, accountability, and community engagement, and the City Administration is hereby directed to develop a comprehensive succession plan for the position of Chief of Police in anticipation of the current Chief's retirement; and

WHEREAS, the succession plan shall include strategies for identifying and developing potential candidates; and

WHEREAS, it is essential to evaluate internal leaders who have demonstrated strong leadership skills (including handling personnel issues), alignment with City Commission policies, and who have gained the trust and boosted the morale for Police Department personnel (including union relations); and

WHEREAS, considering external applicants may bring fresh perspectives, innovation, and leadership approaches; however, external candidates should have extensive experience leading large departments, along with experience with tourism, large-scale events, crowd control, working in high-profile media markets, navigating union dynamics, and recruiting talent from diverse backgrounds; and

WHEREAS, the City Administration should consider incorporating an interim program/shadow effect and begin conducting an evaluation of candidates, who will be capable of addressing future challenges while maintaining stability and morale; and

WHEREAS, the City Administration shall provide regular updates to the Mayor and City Commission on the progress of the succession plan's development and implementation.

NOW THEREFORE, BE IT DULY RESOLVED THAT THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, hereby direct the City Administration to begin developing a well-structured succession plan to ensure a seamless transition for the next Miami Beach Chief of Police as the current Police Chief approaches the end of the Deferred Retirement Option Program (DROP).

PASSED and ADOPTED this ____ day of _____, 2024.

ATTEST:

Steven Meiner, Mayor

Rafael E. Granado, City Clerk

(Sponsored by Mayor Steven Meiner)

APPROVED AS TO
FORM & LANGUAGE
& FOR EXECUTION



City Attorney

10/23/2024

Date

MAF