

TO: Mayor and Members of City Council

THRU: Douglas Hewett, City Manager
FROM: Jerry Clipp, Director, Human Resource Development

DATE: June 28, 2024

RE:
Mandatory Education for Council Members

COUNCIL DISTRICT(S):
All

Relationship To Strategic Plan:

Goal V, 5.3: This education will promote an organizational climate that fosters an exceptional, diverse, engaged, and healthy workforce that delivers excellent services.

Executive Summary:

Staff was directed to research and provide recommendations for mandatory training for City Council members. Currently, all leadership in the City of Fayetteville are offered development opportunities. After research, it was determined that the best option for this education would be through our employment attorneys at Jackson Lewis.

Background:

A request was made in early 2024 to provide recommendations for mandatory training for City Council members. It was suggested that topics such as harassment, communication, and social media guidelines be considered.

Issues/Analysis:

Factors such as time and cost were considered in this process. UNC School of Government offers a program specifically for local elected leaders but few of the classes cover the topics desired. Our concern is that if we want to be consistent in providing the same training, we are not guaranteed that these classes are offered every year. Cost is also a concern.

We also reached out to several individuals in the community that may be able to provide the desired training. However, those contacted are not interested in this project.

We reached out to our employment attorneys at Jackson Lewis. This group is willing to provide the training.

Budget Impact:

Training can be provided for a flat fee of \$4800 plus expenses (likely just mileage). We can also record the training to provide for those who may not be able to participate in the live session and for future training if legislation doesn't change.

Options:

One option is to provide training through the UNC School of Government which may not be consistent and cover topics desired and would be more costly.

Another option is to provide training through Jackson Lewis where training will be consistent, it can be recorded, and has a flat fee.

Last option is to provide no training to Council members.

Recommended Action:

Provide training through Jackson Lewis.

Attachments:

Memo to Councilmember Hondros