

## FEATURED COURSES

# Executive Leadership Development Core Continuing Education Classes in OAKLAND

The CSAC Institute is offering three of its most popular courses at the *Alameda County Training Center* in Oakland.

Institute courses provide a *unique opportunity* for California counties to expand their capacities through one-day classes that are:

- 👉 **Practical**
- 👉 **Content-rich**
- 👉 **Timely**
- 👉 **County-focused**

### For County Supervisors, Senior Executives and Managers

Each of these courses is designed to expand the knowledge competencies of elected officials and senior county staff to better understand the core areas of county governance. Institute courses provide policy and practical background to help county leaders ask **better questions**, give **better answers**, and **expand county capacity**.

### Hands-On Learning

Interactive presentations and small group discussions highlight each class and provide participants with a hands-on, policy-level examination of governance issues. Small groups share county-level approaches. Participants receive content-rich resources and reference materials.

### Expert Faculty

Faculty for each course are recognized experts in county governance and leadership. They bring practical experience in both crafting state policy and implementing services in counties.

For Registration and Detailed Information Please Visit:  
[www.csacinstitute.org](http://www.csacinstitute.org)

### Financing California Counties CI 151

Have you found yourself overwhelmed trying to understand the financial reports from county programs? Or worse yet, trying to explain county finances and revenues to your constituents?

This course provides an in-depth examination of the federal, state and local county funding sources and how those funds are typically spent. The class explores county discretionary levels with key funding sources and how the funds may be spent. Participants discuss various methods to communicate the challenges of county finances to the community.

The class examines the history and consequences of major elements in county funding including:

- ◆ Proposition 13
- ◆ Realignment
- ◆ ERAF and More ERAF
- ◆ Proposition 172
- ◆ CalWORKs
- ◆ VLF
- ◆ Proposition 1A
- ◆ The State Budget Collapse ... and more!



**Instructor:** Diane Cummins

Ms. Cummins served as Chief Fiscal Policy Advisor to the President pro tem of the State Senate and has held numerous leadership positions in the state Department of Finance. Ms. Cummins was involved in the creation of many of today's county financing laws.

**Friday, 26 April 2010** 10:00–3:30  
Oakland ♦ \$75/person for counties ♦ 3 credits

See the other side for two more core governance courses you won't want to miss:

- ◆ **Local Governance in California**
- ◆ **Labor Relations in Local Government – Negotiating Contract Changes**

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## Labor Relations in Local Government – *Negotiating Contract Changes*

CI 153

- ☞ “How do we do takebacks in the middle of a collective bargaining agreement?”
- ☞ “How do we introduce the concept of furloughs in an agreement and what’s the impact on total employee compensation?”

These are just two of the issues that will be examined in this timely course designed for county supervisors and senior executives.



The class examines the basics of labor negotiations and renegotiations, keys to concession and takeback bargaining in the middle of a collective bargaining agreement, unfair practices, and employee benefits.

Strategies and practices to approach labor to change contracts are discussed along with techniques to negotiate takebacks and furloughs along with other opportunities to reduce costs and maintain an effective and productive workforce. The session considers the issues of costs for benefits and concessions, and why employee costs continue to rise even when COLA's are limited.

The class explores the board versus staff role in negotiations, negotiating layoffs and furloughs, the cost impact of furloughs, and strategies for negotiating contract changes and limiting contract costs. The class also examines techniques for maintaining productive relationships with employee organizations during these difficult times and discussions.

**Instructors:** *Richard Whitmore*, partner, and *Richard Bolanos*, partner, Liebert Cassidy Whitmore; and *John Nicoll*, Assistant County Executive Officer and HR Director, Ventura County.

**Friday, 12 March 2010** 10:00–3:30  
Oakland ♦ \$75/person for counties ♦ 3 credits

### Oakland Package Discount

Attend all three courses in the series  
for just \$60 each.

*Click on “multiple courses” when you register*

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## Local Governance in California

CI 150

*JPA's, MOUs, Special Districts, Cities, LAFCo, COGs, Counties, MPOs and the list goes on ... There's **nothing** simple about California's governance structure!*

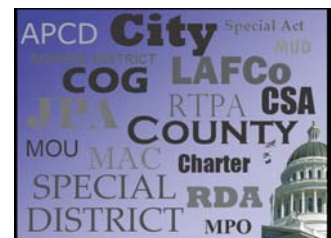
We have a complex system of providing state, federal and local services through local governments. It's hard to understand and even more difficult to explain to constituents.

This course is designed to help you make sense of the who, what and how's of local agencies in California!

The class provides an overview of government structure and responsibilities in California. It helps unravel the alphabet of local agency acronyms and responsibilities and sort out the broad responsibilities counties have to provide a vast range of often unrelated services. A brief history of California governance and how we got to where we are is followed by a review of the roles and responsibilities of cities, counties, special districts and other local agencies.

The challenges and opportunities of regional agencies and overlapping agency jurisdictions are examined. Participants explore various local agencies counties can create to provide services – such as county service areas and financing districts – and the role of LAFCo in managing formation and changes of agencies.

Highlights also include strategies for communicating regional and municipal county services and responsibilities to constituents, and the mandatory versus discretionary services counties provide.



**Instructors:** *Dr. Tim Hodson*, Executive Director of the Center for California Studies at California State University, Sacramento; and *Bill Chiat*, CSAC Institute director and former senior executive in state, county, city and special district governments.

**Friday, 23 April 2010** 10:00–3:30  
Oakland ♦ \$75/person for counties ♦ 3 credits

For detailed information and to register for these courses, visit: [www.csacinstitute.org](http://www.csacinstitute.org).

Look for information on the website about other Institute courses and about becoming a *California Credentialed County Supervisor* or a *California Credentialed County Senior Executive*