TRAINING/SEMINARS OUTSIDE FORMAL HIGHER EDUCATION RELEVANT TO THE POSITION

FINANCE/BUDGETING/DEBT

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| --- | --- | --- |
| Course Title | Institution/Organization | Date |
| Community Block Development Grant Training (CDBG) | State of Nebraska Department of Community and Economic Development (DCED) | 11/16/05 |
| Cost of Green Revisited | US Green Building Council (USGBC) | 7/01/07 |
| Leading Your Community in Saving Money, Energy and the Environment | ICMA University | 4/22/08 |
| Cash Flow Opportunity Calculator | US EPA | 5/22/08 |
| Building Upgrades Calculator to Assess Energy Savings Upgrades to Commercial Buildings | US EPA | 8/31/08 |
| Performance Contracting | US EPA | 3/24/09 |
| Revolving Loan Funds | US EPA | 5/7/09 |
| Causes and Symptoms of Fiscal Pressure | Pennsylvania Employees Labor Relations Association (PELRAS)/Ballard Spahn LLC | 10/22/10 |
| The Challenge of Sustaining Your Local Government | PELRAS/Pennsylvania Economy League | 10/22/10 |
| Finance Strategies to Move Forwards | PELRAS/Ballard Spahn/Municipal Recovery Association | 10/22/10 |
| Financing for Today’s Market Environment | PELRAS/Concord Financial Advisors | 10/22/10 |
| Strategies for Moving Financially Forward | PELRAS/Banc of America Capital Corporation | 10/22/10 |
| Tax Enhancements | PELRAS/Ballard Spahn | 10/22/10 |
| Managing in a Down Economy | PELRAS, Campbell Durrant Beatty Palomino & Miller | 10/22/10 |
| Act 47 of 1987 Municipalities Recovery Act | PELRAS/Pennsylvania Department of Economic Development (DCED) | 10/22/10 |
| Chapter 9: Municipal Bankruptcy | PELRAS/Ballard Spahn/Municipal Recovery Institute | 10/22/10 |
| Tax Increment Financing Act of 1990 | APMM | 1/21/11 |
| Unfunded Mandates: Getting the Numbers and Asking for Relief | APPM/Pennsylvania Local Government Commission | 1/21/11 |
| Municipal Labor Costs | APPM/Ballard Spahn | 5/18/11 |
| The Pension Crisis: Tomorrow Has Arrived | APMM/Mockenhaupt Benefits Group | 5/18/11 |
| Partnering with the Private Sector | ICMA University | 5/19/11 |
| Wage and Hour Payouts | PELRAS/Ballard Spahn | 3/22/12 |
| Pensions 101 | PELRAS/Campbell Durrant Beatty Palomino & Miller | 3/24/12 |
| Budgetopolis | ICMA University | 5/22/12 |
| Unseen Dangers in Your Municipalities: Three Myths That Can Hurt Revenue, Increase Danger for Executives and Create Negative Press | APMM | 5/23/12 |
| Finding Funding for Your Community | PELRAS/Delta Development Corporation | 10/12/12 |
| Financial Stress: Down in the Trenches | PELRAS/APPM | 10/12/12 |
| It’s All About Generating Revenue & Reducing Costs | PELRAS/Pennsylvania Economy League/Delta Development Corp | 10/12/12 |
| The Story of the Budget | APMM | 2/7/13 |
| Leading Your Organization (and elected officials) to Fiscal Health and Wellness Through Priority Based Budgeting | International City/County Management Association (ICMA) University | 2/6/14 |
| Debt Management Policies and Post Issuance Compliance Practices | APMM | 2/6/14 |
| Basic Training and Certification Examination for Tax Collectors | PTCA/DCED | 4/4/14 |
| Capital Markets | GFOA-PA | 4/28/14 |
| Ethics | GFOA-PA | 4/28/14 |
| GSAB 67 and 68 | GFOA-PA | 4/28/14 |
| New Pension Accounting Standards | GFOA-PA | 4/28/14 |
| Evaluation of Internal Controls | GFOA-PA | 4/29/14 |
| Leading with Laughter | GFOA-PA | 4/29/14 |
| Payment Transformation: From Paper to Electronics | GFOA-PA | 4/29/14 |
| Cash Management In Today’s Marketplace | GFOA-PA | 4/29/14 |
| White Collar Crime | GFOA-PA | 4/30/14 |
| Technology in the Municipality | APPM | 2/2/15 |
| The ABCS of Municipal Bonds | GFOA-PA | 4/26/15 |
| Foundations of Government Accounting and Basic Internal Control | Government Finance Officers Association-PA  (GFOA-PA) | 4/27/15 |
| Fully Understanding Your Fiduciary Responsibilities As An Investment Steward | GFOA-PA | 4/27/15 |
| Revenue Forecasting and Analysis | GFOA-PA | 4/27/15 |
| Bond Market Update | GFOA-PA | 4/28/15 |
| Local Government Issuers: How to Approach the Bond Market to Obtain Low Cost of Capital While Protecting Yourself in More Regulatory Markets | GFOA-PA | 4/28/15 |
| The Finance Sector in Emergencies and Continuity Planning | GFOA-PA | 4/28/15 |
| Strategic Planning for Government Finance Officers | GFOA-PA | 4/28/15 |
| How to Improvise, Adapt and Innovate in An Ever Changing World | GFOA-PA | 4/28/15 |
| Implementing Strategic Plans | Association of Pennsylvania Municipal Managers (APPM)/Rutgers University | 5/20/15 |
| 50 Shades of Green: The ABCs of Nutrient Credits | GFOA | 6/17/15 |
| Tax Claims | Pennsylvania Tax Collectors Association (PTCA) | 10/17/15 |
| Accounting Practices | PTCA | 10/17/15 |
| Bonding | PTCA | 10/17/15 |
| Court Cases Affecting the Impositions and Collection of Taxes | PTCA | 10/18/15 |
| Tough Times Toolbox: Difficult Budget Planning | APMM | 2/18/16 |
| The Value of Transparency | GFOA | 5/22/16 |
| The Fiscally Resilient Organization Is a Risk Free Organization | GFOA | 5/22/16 |
| Local Government Finance and the Sharing Economy | GFOA | 5/22/16 |
| Capital Budgeting for Short Term Assets | GFOA | 5/23/16 |
| Fiscal Impacts of Land Use | GFOA | 5/23/16 |
| GFOAs Small Government Reporting | GFOA | 5/23/16 |
| Effectively Managing Grants | GFOA | 5/23/16 |
| Muni Bonds Best Practices | GFOA | 5/23/16 |
| Budgeting Process | GFOA | 5/24/16 |
| The Finance Officers Guide to IT | GFOA | 5/24/16 |
| Budgeting for Long Term Assets | GFOA | 5/24/16 |
| Accurate and Effective Forecasting | Government Finance Officers Association (GFOA) | 5/25/16 |

HUMAN RESOURCES/PERSONNEL/COUNCIL RELATIONS

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| --- | --- | --- |
| Main Street USA | Iowa DCED | 10/01/00 |
| Advanced Volunteer Recruitment, Motivation and Management and Fundraising | Iowa DCED | 2/12/05 |
| Essentials of Human Resources | Fred Pryor Seminar | 10/10/05 |
| Surviving in Today’s City Management World | ICMA University | 10/11/05 |
| Emotional Intelligence | ICMA University | 10/10/2008 |
| Expand Your Leadership Style-Increase Your Effectiveness | ICMA University | 5/11/11 |
| Manager as a Role Model: Like It or Not You Are the Face of Your Municipality | PELRAS/Campbell Durrant | 5/18/11 |
| Social Media Nightmares | PELRAS/Ballard Spahn | 3/21/12 |
| Modified Duty: Getting Your Employees Back to Work | PELRAS/Campbell Durrant Beatty Palomino & Miller | 3/22/12 |
| Personnel Records and Administration | PELRAS/Campbell Durrant Beatty Palomino & Miller | 3/22/12 |
| Family and Medical Leave Act | PELRAS/Ballard Spahn | 3/22/12 |
| Is It You or Is It Me? Creating a Workplace of Culture Civility | APMM/NJMM (NJ Managers Association) | 5/23/12 |
| Recruiting and Retaining Millennials: How Google Ruined It For All Of Us | APMM/NJMM | 5/23/12 |
| Discipline and Discharge in the Public Sector: Getting It Right | PELRAS/Campbell Durrant Beatty Palomino & Miller/Ballard Spahn | 10/12/12 |
| Successful Board Orientations and Retreats | APMM | 2/7/13 |
| Handling Heart and Lung Claims | PELRAS/Ballard Spahn | 3/20/13 |
| You’re Not Smart Enough to Hide: Personnel Policies | PELRAS/Campbell Durrant Beatty Palomino & Miller | 3/20/13 |
| What Small Municipalities Need to Know About Personnel Policies & Employment Issues | PELRAS/Campbell Durrant | 3/20/13 |
| Military Leave Issues in Public Employment | PELRAS/Campbell Durrant | 3/20/13 |
| Disabled Employee Solutions | PELRAS/Ballard Spahn | 3/21/13 |
| New Hazards in Hiring: Criminal Background Checks and Beyond | PELRAS/Ballard Spahn | 3/21/13 |
| The Affordable Health Care Act and Health Care | PELRAS | 3/19/14 |
| Employment Law 101 | PELRAS | 3/20/14 |
| Policy Ethics Hot Button Issues Under ADA | PERLAS | 3/20/14 |
| Effective Discipline Without Liability | PELRAS | 3/21/14 |
| Balancing the First and Second Amendment | APMM | 5/21/14 |
| Customer Service | ICMA University | 5/22/14 |
| Conflict Resolution | APMM | 5/23/14 |
| Engagement, Motivation and Leadership | ICMA University | 2/12/15 |
| What Problems a Rogue Elected Official Can Cause and How to Deal with Them | PELRAS | 3/18/15 |
| Conflict Resolution | APMM | 5/20/15 |
| Positioning Employees for Retirement Security In a Changing World | APMM | 2/18/16 |
| Using Design Thinking to Generate Innovative Solutions | APMM | 2/18/16 |
| The Advantage of Professional Managers | ICMA University | 4/21/16 |
| Understanding and Embracing the Differences Between Each Generation In the Workplace | APMM | 5/18/16 |
| Changed for Good Leading Transformation in Your Organization and Community | ICMA University | 5/20//15 |
| Successful Manager/Council Relations | ICMA University | 5/21/2016 |

SUSTAINABILITY/ENVIRONMENT/COMMUNITY DEVELOPMENT

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| --- | --- | --- |
| Smart Growth Training | NM DCED | 03/01/06 |
| Community Planning, Land Use and Legal Land Use Training | Nebraska Planning Association | 11/12/06 |
| LEED Neighborhood Developing Rating System | USGBC and NRDC | 2/12/07 |
| Balancing Water Quality and Smart Growth Goals | ICMA/US EPA | 7/25/07 |
| Leadership In Energy and Environmental Design | USGBC | 11/10/07 |
| Rapid Deployment and Energy Efficiency Toolkit | US EPA | 4/22/08 |
| Dealing and Diffusing Angry Citizens | ICMA University | 9/01/08 |
| Effective Customer Services and Listening Skills | Iowa City University | 09/01/08 |
| LEED for Homes | USGBC | 8/01/2009 |
| Local Governments as Facilitators in Creating Environmentally Sensitive Areas | USGBC | 8/02/09 |
| Implementation Tools for Redevelopment: using Planning Regulations to Improve Communities and Neighborhoods | APMM/Glen Brick Properties/Delaware Valley Regional Planning Commission | 1/21/11 |
| Connecting Suburban and Urban: Intergovernmental Solutions | APMM/University of Pittsburgh School of Public and International Affairs | 5/18/11 |
| Sustainable Communities | ICMA University | 1/17/13 |
| Coalition on Sustainable Communities | APMM | 1/18/13 |
| Your Leadership Playbook | ICMA University | 2/7/13 |
| Local Government and Cyber Vulnerability | APMM | 2/8/13 |
| The Right to Know Act | PELRAS/Campbell Durrant | 3/21/13 |
| Zoning Decisions | PA Governors Center for Local Government and Pennsylvania Township Supervisors Association (PSATS) | 5/6/14 |
| Attack of the Municipal Cell Tower | APMM | 5/21/14 |
| Building Your Community’s Future | APMM | 2/12/15 |
| Civic Engagement | APMM | 2/12/15 |
| Democratic Skills for Public Leaders | ICMA University | 2/17/16 |
| Drones: A Moving Target | APMM | 5/18/16 |
| Public Engagement: Vital Leadership Skills In Difficult Times | ICMA University | 5/19/16 |