

TIME FOR CHANGE

WHAT... HOW... WHY...

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What Did CACASA Do?

- ❑ CASAP Revised By-laws
 - ❑ Special Achievement Award procedure calendar
 - ❑ Oral Exam eligibility extension
 - ❑ License Exams & Renewal fees
 - ❑ Minimum education requirement equivalency
 - ❑ The Oral Appraisal Exams
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CASAP Revised By-laws

- GOOD Job CASAP!!
 - Ratified by CACASA
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SPECIAL ACHIEVEMENT AWARDS CALENDAR

- Vagueness of process as printed in CACASA Handbook
 - Clarified procedure and Timelines.
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ORAL EXAM ELIGIBILITY

- ❑ Current eligibility is two years after successful written score.
 - ❑ Recommendation is to extend eligibility to five years following successful written.
 - ❑ Decision is pending from CDFA.
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EXAM & RENEWAL FEE PROPOSAL

- Intended to create awareness to the degree of licensure required.
 - Fee commensurate to applicant compensation/salary.
 - Funding as opportunity for improvements at CDFA, i.e. database, increased frequency of exams, on-line testing, etc.
 - Pending CDFA approval.
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MINIMUM EDUCATION REQUIREMENTS

- Current Minimums:
 - Ag: Four-year degree (acceptable);
 - W&M: Two-year degree (acceptable);
 - One Ag license in hand qualifies for W&M
 - Proposed Change:
 - Ag: Same as above;
 - W&M: Four-year degree (acceptable);
 - Possession of Ag or W&M will qualify for the other.
 - Regulatory change? Pending CDFA approval.
 - CCR Sections 105 and 108
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ORAL APPRAISAL INTERVIEW CHANGES

- What didn't change:
 - Panel; and
 - There will be an interview.
 - Structure:
 - Only four questions; 2 plus 2
 - One hour; 20 minutes and 40 minutes.
 - One hour per license; 4 questions each.
 - Questions oriented towards "application" of skills and knowledge.
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SO, WHAT'S THE ISSUE?

- ❑ Not the “issues” as previously used.
- ❑ History has significance.
- ❑ It's knowing how to manage.
- ❑ How you apply your knowledge.
- ❑ Presentation skills will be evaluated.

“The Issue isn't the Crisis; the Issue is HOW we handle the crisis.” -

Unknown

WHAT IS YOUR PROBLEM?

"We cannot solve problems by using the same kind of thinking we used when we created them." – Albert Einstein

ORAL INTERVIEW TOPICS

- Administration
 - Budget
 - CACASA
 - CDFA
 - DMS
 - DPR
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TOPICS Cont.

- Ethics
 - Leadership
 - Management
 - Philosophy
 - Scenario
 - Supervision
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ADMINISTRATION

- Administration?
 - Public Administration?
 - Difference between Administration and Management? Does it matter?
 - Know how county government operates?
 - Actions requiring Board approval.
 - How is an item placed on "Agenda"
 - Know how a state contract gets approved.
 - Have you attended a Board meeting?
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ADMINISTRATION Cont.

- ❑ What is the “Brown Act” What is it’s significance?
 - ❑ FMLA, FLSA, etc.
 - ❑ “Conflict of Interest”
 - ❑ Fair Political Practices Act
 - ❑ Sexual Harassment, Diversity, etc.
 - ❑ Violence in workplace policy.
 - ❑ How a Commissioner or Sealer is appointed or can be removed from office.
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BUDGET

- What can be budgeted?
 - What are its components?
 - How is a budget developed?
 - How would you reduce?
 - Process of adopting... how?
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BUDGET

- How do you “balance?”
 - What are the main funding sources of your budget?
 - “Leave without-pay” have any impact?
 - Are Work Plans a form of budget?
 - Government Code Section 54985
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CACASA

- ❑ What is CACASA?
 - ❑ Who are its officers? Their term?
 - ❑ How does it function?
 - ❑ How do items get placed on its agenda?
 - ❑ How are “actions” determined?
 - ❑ Executive Director? Why?
 - ❑ Standing Committees? Function?
 - ❑ Program Committees? Function?
 - ❑ Know what is in the CACASA Handbook.
 - MOU’s and Guidelines
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CDFA

- ❑ Know CDFA's organizational structure.
 - ❑ Understand functional areas.
 - ❑ How contracts with CAC are developed.
 - ❑ Who administers licensing exams?
 - ❑ What is the Calif. Agricultural Resource Directory?
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CDFA cont.

- ❑ In what functional area is the Liaison located?
 - ❑ Can CDFA declare emergency, how?
 - ❑ Explain the relationship between CAC and CDFA?
 - ❑ Know function of State Board of Food and Agriculture.
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DMS

- ❑ Who does DMS report to?
 - ❑ W&M program relationship with which Branches?
 - ❑ Relationship with NIST. Who is NIST?
 - ❑ What does “*uniform standards of weights and measures*” mean to you?
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DMS cont.

- Does your county recognize seals from other counties? Do you agree with that policy? Why?
 - Device Registration fees, are you charging the max? Why?
 - Variable frequency of inspection. What? How? Why?
 - Explain the relationship between County Sealer and DMS.
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DPR

- ❑ What is department head title of DPR? How? Report to whom?
 - ❑ Affiliation(s)?
 - ❑ Funded how?
 - ❑ ERR affect to your county? Improvements?
 - ❑ How DPR provides funding to counties.
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DPR cont.

- ❑ Why no EIR for use of pesticides?
 - ❑ 100% use reporting, pros and cons.
 - ❑ EJ; significance?
 - ❑ Explain the relationship between the CAC and DPR.
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ETHICS

- ❑ “Code of Ethics” – CACASA HB.
 - ❑ Do work habits reflect work ethic?
 - ❑ Ethics/Standards/Enforce/Morale
 - ❑ Off-hours versus On-hours.
 - ❑ “Token(s) of appreciation”
 - ❑ Doing the “right” thing versus having the “right” to do it
 - ❑ CCR Title 3. F&A, Div. 1, Ch. 2 Art. 1, Sect. 101
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LEADERSHIP

- ❑ What does it mean to you?
 - ❑ Who is? Title required?
 - ❑ How does a leader lead?
 - ❑ Can it be learned or is it genetic?
 - ❑ Two types of leadership. Difference? Significance?
 - ❑ Characteristics of a good leader.
 - ❑ Leadership failures.
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MANAGEMENT

- ❑ Category/Classification or...
 - ❑ Definition – verb or noun.
 - ❑ Understanding the relativity of all these topics and how they are respectively applied.
 - ❑ What is MBWA? How is it effective?
 - ❑ Professional Growth.
 - ❑ Succession planning, and mentoring.
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PHILOSOPHY

- ❑ Why should these kinds of changes be made to the structure of the Oral Exams?
 - ❑ What do **you** see as the “pros and cons?”
 - ❑ What is the vision of your career?
 - ❑ What do you think can help you the most to achieve that goal?
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PHILOSOPHY

- ❑ Do you know how understanding your personality profile/type will alleviate your stress, whether in your personal life or job?
 - ❑ *"One for All, and All for One!"*
 - ❑ How does this relate to relationships held by Commissioners and Sealers with the rest of the world?
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PHILOSOPHY

- ❑ What is "*your*" enforcement philosophy?
 - ❑ How do you view the state/county relationship.
 - ❑ "*Do, or do not... there is no try.*" – Yoda. What is the relevance of this quote to attitude?
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PHILOSOPHY

- *"[There is a] difference between what you have the right to do, and what is the right thing to do."* – Potter Stewart, U.S. Supreme Court Justice
 - *"We cannot solve problems by using the same kind of thinking we used when we created them."* – Albert Einstein
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SCENARIO

- Based on an actual occurrence.
 - May be asked prior to interview or as one of two non-prep questions.
 - Could be a phone call you must answer during the interview.
 - Press Release.
 - Review of actual circumstances faced. What is your assessment? Would you have handled it differently and how?
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SUPERVISION

- ❑ What is “Supervision?” What does it entail?
 - ❑ Is it or isn’t it “manipulation?” Why?
 - ❑ What is FLSA? Why is it something a supervisor should know?
 - ❑ How can “informal leadership” affect a supervisor?
 - ❑ Is it “supervision” or “micro-management?”
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SUPERVISION

- How much technical knowledge does a supervisor need to possess?
 - What are the effects of a lack of supervision?
 - Delegation or laziness?
 - Progressive Discipline.
 - What “rights” do you have to direct staff to perform what kind of work?
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Suggested Reading:

how

Why HOW We Do Anything Means
Everything... in Business (*and in Life*)
by Dov Seidman

Leadership Wired – [www.injoy.com/
newsletters](http://www.injoy.com/newsletters)

The Exceptional Presenter by Timothy J.
Koegel

OK... How do I find out?

- ❑ Talk to your Commissioner or Sealer...
 - ❑ Talk to your department's Deputies, Assistant, etc.
 - ❑ Network with other applicants.
 - ❑ Talk with Liaisons before March 15th.
 - ❑ Attend a Board of Supervisor meeting.
 - ❑ Attend Deputy and CACASA meetings.
 - ❑ Attend CASAP workshops, join CASAP!
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