



# Public Law Specialty Certification Committee Report

Friday, September 15, 2017    General Session; 10:15 a.m. – 12:15 p.m.

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## **CHARGE FOR AD HOC PUBLIC LAW ATTORNEY DEVELOPMENT & SUCCESSION COMMITTEE**

### **Purpose**

The purpose of the Public Law Attorney Development & Succession Committee (the “Committee”) is to define and direct the implementation of a new Public Law Attorney Development and Succession Program. The purpose of the program will be to develop and enhance among Department members the diverse set of legal, technical, practical and interpersonal skills necessary to succeed as a City Attorney or senior member of a City Attorney’s Office. The Committee is envisioned to be a standing committee of the Department, consisting of approximately nine members, focused on identifying the skills development needs of Department members who are new to municipal practice or who wish to strengthen their municipal practice foundation. An additional objective of the committee is to engage and connect more experienced practitioners with newer practitioners in order to encourage departmental contribution, connectivity, and continuity; provide mentoring opportunities; encourage effective knowledge transfer; and enhance succession planning within the Department and the profession to benefit all Department members and cities. This program would provide educational programming, mentoring, and professional networking opportunities facilitated by more experienced practitioners for Department members wishing to build and expand their knowledge of both the hard and soft skills integral to municipal practice.

### **Program Structure and Format**

The programming and networking components of the program will be provided as voluntary “add on” opportunities in conjunction with regularly scheduled Department programming and conferences and via webinar presentations. As a component of the program, newer member participants will be encouraged to present and contribute to content, as well as attending educational and professional networking programs. Newer Department members who choose to participate will earn formal recognition by the Department for completing a defined number of program educational and professional networking components. Program requirements necessary for completion and recognition will be defined and regularly reviewed by the Committee.

Those who complete the program would benefit in a number of ways. Participants would attain greater recognition of the evolving complexities of our practice, promote and foster attorney proficiency and competency in the fundamentals of municipal practice, and obtain League issued recognition of completion of a core curriculum representing a baseline knowledge of essential facets of municipal practice (e.g., public law ethics, the role of the City Attorney, conflicts of interest, Brown Act, meeting rules and procedures, due process fundamentals, police power scope and principles, and public law litigation fundamentals). It is envisioned that the recognition of completion would provide a useful indicator of baseline municipal knowledge for City Attorneys hiring deputies and assistants and for law firms hiring public law associates.

Committee membership should reflect the objectives of the program to integrate seasoned practitioners with newer or less experienced members and the committee should include members who reflect a diversity of experience and perspective.