












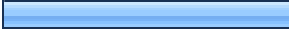



1. What is your position at your City/Town/Special District/Other Governmental Agency?

		Response Percent	Response Count
City Clerk / Town Clerk / Special District Clerk / Other Agency Clerk		60.1%	161
Assistant / Deputy Clerk		25.7%	69
Records Clerk or Similar		1.9%	5
Administrative Clerk or Similar		0.7%	2
Other (please specify)		11.6%	31
		answered question	268
		skipped question	0





2. What is the population of your City/Special District/Other Governmental Agency?

		Response Percent	Response Count
Under 1,000		1.1%	3
1,001 – 10,000		13.5%	36
10,001 – 50,000		34.6%	92
50,001 – 100,000		27.1%	72
Over 100,000		23.7%	63
		answered question	266
		skipped question	2





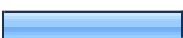
3. How many full-time individuals are employed in your specific department / division, including yourself?

		Response Percent	Response Count
0-1		26.7%	71
2 - 3		43.6%	116
4 - 5		15.4%	41
6 - 10		11.3%	30
Over 10		3.0%	8
answered question			266
skipped question			2






4. How many part-time individuals are employed in your specific department / division, including yourself?

		Response Percent	Response Count
0 - 1		85.6%	220
2 - 3		11.7%	30
4 - 5		1.9%	5
6 - 10		0.8%	2
Over 10		0.0%	0
answered question			257
skipped question			11

5. In relation to the rest of the City/Town/Special District/Other Governmental Agency, how is your position classified?

		Response Percent	Response Count
Department Head		41.2%	110
Division Head / Manager		17.6%	47
Department Supervisor		9.4%	25
Division Supervisor		4.9%	13
Other (please specify)		27.0%	72
		answered question	267
		skipped question	1

6. What is the level of education your organization requires for your position?

		Response Percent	Response Count
Masters Degree or equivalent		0.4%	1
Bachelors Degree or equivalent		41.4%	110
Associate of Arts Degree or equivalent		17.3%	46
High School or equivalent		26.7%	71
Other (please specify)		14.3%	38
		answered question	266
		skipped question	2






7. What professional designations, if any, does your organization require for your position?

		Response Percent	Response Count
Certified Municipal Clerk (CMC)		40.0%	92
Master Municipal Clerk (MMC)		0.9%	2
Notary Public		18.7%	43
Certified Records Manager (CRM)		0.9%	2
Other (please specify)		39.6%	91
		answered question	230
		skipped question	38






8. Which of the following statements applies to you regarding the professional designations of CMC and MMC?






		Response Percent	Response Count
I am working to obtain the CMC designation.		25.1%	66
I have obtained my CMC and will not be pursuing the MMC designation.		16.3%	43
I have obtained my CMC and am working to receive the MMC designation.		31.2%	82
I have obtained my MMC designation.		20.5%	54
I do not wish to pursue a CMC and/or MMC designation.		6.8%	18
		answered question	263
		skipped question	5

9. What is the greatest challenge you currently face in pursuing your professional designation and/or higher education?

		Response Percent	Response Count
Travel and Training Budget Cuts		57.0%	147
Obtaining Supervisor Approval and/or Support		3.9%	10
Location of Trainings		6.6%	17
Cost of Trainings		9.3%	24
Other (please specify)		23.3%	60
		answered question	258
		skipped question	10

10. What is the most valuable source of support CCAC can provide to its membership at the current time?

		Response Percent	Response Count
More Scholarships at Current Amounts		12.4%	32
Fewer Scholarships at Larger/Full Amounts		7.8%	20
More Webinars and Online Training Options		60.1%	155
Longer Hours and Fewer Days at Trainings		11.2%	29
Other (please specify)		8.5%	22
		answered question	258
		skipped question	10

11. What is the best way to encourage member participation at the State and Division levels?			
		Response Percent	Response Count
Membership Interest Cards		3.1%	8
Personal Contact Via Email/Telephone		35.0%	90
Sign-Up Sheet at Trainings and Meetings		6.2%	16
Listserv and Official Word		44.0%	113
Other (please specify)		11.7%	30
answered question			257
skipped question			11

12. In what specific ways can members become more involved and participate with CCAC?	
	Response Count
	142
answered question	142
skipped question	126

13. Do you have any general comments/suggestions regarding CCAC and/or the City Clerk profession that you would like considered?	
	Response Count
	129
answered question	129
skipped question	139

14. OPTIONAL: If you would like to be entered into the randomized drawing for a \$50 American Express gift card (one for each division) please provide your name and City.

	Response Count
	191
answered question	191
skipped question	77

1. What is your position at your City/Town/Special District/Other Governmental

	Other (please specify)	
1	City Clerk/Housing Coordinator/Risk Manager	Jan 25, 2011 2:41 PM
2	Assistant City Clerk/Records Manager	Jan 25, 2011 3:12 PM
3	Assistant to the City Manager/City Clerk	Jan 25, 2011 3:27 PM
4	Administrative Analyst II	Jan 25, 2011 3:51 PM
5	Chief Deputy City Clerk/Records Manager	Jan 25, 2011 3:54 PM
6	Project Analyst	Jan 25, 2011 4:15 PM
7	Senior Records Specialist / Deputy City Clerk	Jan 25, 2011 4:16 PM
8	Administrative Services Manager	Jan 25, 2011 4:21 PM
9	Assistant City Clerk/Records Manager	Jan 25, 2011 4:28 PM
10	City Clerk and Information Systems Director	Jan 25, 2011 4:37 PM
11	Senior Deputy City Clerk	Jan 25, 2011 4:44 PM
12	Director of Administrative Services/City Clerk	Jan 25, 2011 4:47 PM
13	Administrative Assistant/City Clerk	Jan 25, 2011 4:55 PM
14	Assistant to City Manager/City Clerk/Community Development	Jan 25, 2011 6:18 PM
15	Deputy City Clerk performing all City Clerk Duties - City Manager is City Clerk	Jan 25, 2011 6:43 PM
16	City Clerk/Information Resources Director	Jan 25, 2011 6:56 PM
17	Chief Deputy City Clerk	Jan 25, 2011 7:28 PM
18	Senior Deputy City Clerk	Jan 25, 2011 8:47 PM
19	Executive Asst to CM / Deputy Clerk	Jan 25, 2011 9:22 PM
20	Senior Deputy City Clerk	Jan 25, 2011 11:47 PM
21	Acting City Clerk	Jan 26, 2011 12:54 AM
22	Assistant City Manager	Jan 26, 2011 1:28 AM
23	retired - consultant	Jan 26, 2011 5:43 PM
24	Administrative Services Manager/Chief Deputy City Clerk	Jan 26, 2011 6:38 PM
25	Administrative Technician - Confidential and Records Coordinator	Jan 27, 2011 9:08 PM
26	Legislative Director	Feb 2, 2011 5:11 PM
27	Administrative Clerk	Feb 3, 2011 6:49 PM
28	Journey Level	Feb 7, 2011 10:41 PM
29	City Clerk Bureau Manager	Feb 8, 2011 4:19 PM
30	Interim City Clerk	Feb 8, 2011 11:06 PM

1. What is your position at your City/Town/Special District/Other Governmental

Other (please specify)

31 Retired City Clerk MMC Feb 10, 2011 9:18 PM

5. In relation to the rest of the City/Town/Special District/Other Governmental

Other (please specify)

1	None of the above	Jan 25, 2011 2:13 PM
2	office manager	Jan 25, 2011 3:30 PM
3	Department Head at Manager salary	Jan 25, 2011 3:32 PM
4	mid-management	Jan 25, 2011 3:44 PM
5	Confidential - Mid Management	Jan 25, 2011 3:50 PM
6	Key and Management Employee	Jan 25, 2011 3:55 PM
7	Report to City Manager and have no staff to supervise	Jan 25, 2011 3:57 PM
8	Mid Management	Jan 25, 2011 4:15 PM
9	Confidential employee	Jan 25, 2011 4:16 PM
10	Highest in clerk category - Admin Technician III	Jan 25, 2011 4:17 PM
11	Para-professional	Jan 25, 2011 4:17 PM
12	Executive Assistant/Deputy City Clerk	Jan 25, 2011 4:18 PM
13	clerical	Jan 25, 2011 4:18 PM
14	Deputy City Clerk and Admin Secretary to C.M.	Jan 25, 2011 4:22 PM
15	City Clerk is Department Head	Jan 25, 2011 4:24 PM
16	Deputy City Clerk	Jan 25, 2011 4:24 PM
17	Elected Official, Department Head	Jan 25, 2011 4:25 PM
18	Admin assistant	Jan 25, 2011 4:27 PM
19	Management	Jan 25, 2011 4:29 PM
20	Deputy Dept. Head	Jan 25, 2011 4:29 PM
21	Non Management	Jan 25, 2011 4:33 PM
22	Support Staff	Jan 25, 2011 4:33 PM
23	Worker bee/ Minion	Jan 25, 2011 4:33 PM
24	regular employee	Jan 25, 2011 4:33 PM
25	Non-exempt	Jan 25, 2011 4:33 PM
26	Administrative Support Team	Jan 25, 2011 4:39 PM
27	Mid-management, confidential	Jan 25, 2011 4:42 PM
28	Confidential Employee (Deputy City Clerk)	Jan 25, 2011 4:44 PM
29	Records Coordinator/Deputy City Clerk	Jan 25, 2011 4:44 PM
30	Office Manager	Jan 25, 2011 4:45 PM
31	Mid-Management	Jan 25, 2011 4:50 PM
32	Back-Up to City Clerk	Jan 25, 2011 4:52 PM
33	City Clerk	Jan 25, 2011 4:55 PM
34	Support Staff	Jan 25, 2011 5:14 PM
35	elected	Jan 25, 2011 5:27 PM
36	Manadgement/Confidential Non-Exempt	Jan 25, 2011 6:16 PM

5. In relation to the rest of the City/Town/Special District/Other Governmental

Other (please specify)		
37	Confidential	Jan 25, 2011 6:43 PM
38	Administrative Staff to City Manager/Council	Jan 25, 2011 8:00 PM
39	Administrative support unit (Management)	Jan 25, 2011 8:47 PM
40	n/a	Jan 25, 2011 8:53 PM
41	Executive Management (Department Head, and meets with City Manager, City Attorney, Chief of Police, and Division Heads)	Jan 25, 2011 8:54 PM
42	Admin Staff	Jan 25, 2011 9:22 PM
43	Non-competitive service position	Jan 25, 2011 10:07 PM
44	Elected City Clerk	Jan 25, 2011 11:16 PM
45	Elected	Jan 25, 2011 11:27 PM
46	I am a support position - a "represented class" (Teamsters)	Jan 25, 2011 11:47 PM
47	Supervisory/Confidential	Jan 26, 2011 12:48 AM
48	Exec Management	Jan 26, 2011 1:28 AM
49	Newly Formed, Not Designated	Jan 26, 2011 2:53 PM
50	Confidential Unit Member - non management	Jan 26, 2011 5:11 PM
51	was department head	Jan 26, 2011 5:43 PM
52	Elected official--not an employee	Jan 26, 2011 6:18 PM
53	Mid-Management	Jan 26, 2011 6:25 PM
54	Non-Exempt (non-supervisory)	Jan 26, 2011 7:17 PM
55	Confidential, non-union employee	Jan 27, 2011 4:44 PM
56	Non-management employee	Jan 27, 2011 8:55 PM
57	non-exempt staff	Jan 27, 2011 9:08 PM
58	Exempt	Feb 2, 2011 4:46 PM
59	Non-exempt employee	Feb 3, 2011 6:21 PM
60	miscellaneous bargaining unit (aka lowman on totem pole)	Feb 3, 2011 6:49 PM
61	Town Clerk	Feb 7, 2011 10:40 PM
62	Confidential	Feb 7, 2011 10:40 PM
63	Journey Level	Feb 7, 2011 10:41 PM
64	seiu, lowest ranking	Feb 7, 2011 10:55 PM
65	high level clerical	Feb 7, 2011 11:07 PM
66	Single Class	Feb 8, 2011 6:50 PM
67	Department Head/Charter Officer	Feb 8, 2011 8:05 PM
68	Union position - non supervisory	Feb 8, 2011 9:25 PM
69	Confidential Employee/Supervisor to Records Coordinator	Feb 9, 2011 4:56 PM
70	No supervisory classification	Feb 15, 2011 5:38 PM
71	Only one person, me	Feb 15, 2011 9:58 PM
72	Deputy City Clerk	Feb 23, 2011 5:08 PM

6. What is the level of education your organization requires for your position?

Other (please specify)		
1	Bachelors or equivalent is preferred	Jan 24, 2011 9:44 PM
2	The position, until 2006, was elected and no education was required	Jan 25, 2011 3:57 PM
3	City Clerk position is still being developed due to the position previously held by City Administrator	Jan 25, 2011 4:14 PM
4	Elected	Jan 25, 2011 4:15 PM
5	Don't know	Jan 25, 2011 4:17 PM
6	20 years with City/On job training	Jan 25, 2011 4:18 PM
7	Associate Degree highly desirable;	Jan 25, 2011 4:18 PM
8	High School and relevant experience or higher education	Jan 25, 2011 4:24 PM
9	Paralegal Certificate - Sonoma State University	Jan 25, 2011 4:34 PM
10	experience more than education, not really hard specified	Jan 25, 2011 4:44 PM
11	Was appointed after prior city clerk retired after 25 years. I had worked side by side with her for 3 years (even though I was not in her department) very small office. I was familiar with what she did and her duties and decided to take the challenge. I was appointed by City Council to fulfill her unexpired term when she retired and have since been elected twice.	Jan 25, 2011 4:45 PM
12	Associates degree highly desirable	Jan 25, 2011 4:45 PM
13	Education and Experience	Jan 25, 2011 4:51 PM
14	at the time I was hired, my designation was Senior Secretary. I don't believe level of education has been established for Deputy City Clerk to date.	Jan 25, 2011 5:14 PM
15	It does require high level, but I hold a Masters Degree	Jan 25, 2011 5:19 PM
16	MMC Desired and AA Desired	Jan 25, 2011 5:21 PM
17	Our city does not "require" a level of education.	Jan 25, 2011 6:35 PM
18	None and Elected position however, I do have a Bachelors Degree	Jan 25, 2011 6:56 PM
19	In the process of evaluating education requirement	Jan 25, 2011 7:01 PM
20	Some college (business)	Jan 25, 2011 7:25 PM
21	3 years office/supervisor work; or 4 years college courses; or equivalent relevant experience	Jan 25, 2011 9:43 PM
22	Registered voter and resident of the City	Jan 25, 2011 11:27 PM
23	CMC	Jan 26, 2011 2:53 PM
24	No training required for elected position, but I do have a masters and CMC	Jan 26, 2011 6:18 PM
25	CMC; MMC desired	Jan 26, 2011 11:00 PM
26	Elected City Clerk - no ed requirements	Jan 27, 2011 12:02 AM
27	Bachelors is preferred	Jan 27, 2011 12:38 AM
28	Bachelors highly recommended	Jan 28, 2011 3:14 AM
29	Bachelors desirable	Feb 3, 2011 9:17 PM
30	Elected Position	Feb 7, 2011 10:35 PM
31	AA desirable - possess or ability to obtain CMC	Feb 7, 2011 10:45 PM
32	Not specified	Feb 7, 2011 11:37 PM
33	I have a B.A. The previous clerk did not have a degree. We don't have a requirement. This is an elected position.	Feb 8, 2011 4:04 PM
34	Bachelor highly encouraged, but not required.	Feb 8, 2011 4:25 PM
35	It is an elected position; qualifications of voter	Feb 8, 2011 5:02 PM
36	High School plus background of related experience	Feb 8, 2011 6:01 PM
37	Not specified	Feb 11, 2011 5:45 PM

6. What is the level of education your organization requires for your position?

Other (please specify)

38	Elected position, no education requirement	Feb 17, 2011 8:02 PM
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7. What professional designations, if any, does your organization require for

Other (please specify)

1	CMC is preferred	Jan 24, 2011 9:44 PM
2	None	Jan 25, 2011 3:27 PM
3	CMC and Notary	Jan 25, 2011 3:32 PM
4	CMC, highly recommended	Jan 25, 2011 3:33 PM
5	None	Jan 25, 2011 3:37 PM
6	CMC only preferred	Jan 25, 2011 3:42 PM
7	None	Jan 25, 2011 3:48 PM
8	Job description - None. Has not been updated since 1992 when I was appointed. I currently hold CMC and Notary Public.	Jan 25, 2011 3:50 PM
9	CMC or MMC	Jan 25, 2011 3:57 PM
10	CMC and Notary Public	Jan 25, 2011 3:57 PM
11	I'm the first City Clerk that has attained a CMC and an MMC. When I retire, they may require a CMC minimally, but at present, there is no requirement for any certification.	Jan 25, 2011 3:57 PM
12	none	Jan 25, 2011 4:09 PM
13	None	Jan 25, 2011 4:12 PM
14	CMC Preferred	Jan 25, 2011 4:13 PM
15	same as above	Jan 25, 2011 4:14 PM
16	Encourages CMC - Does Not Require	Jan 25, 2011 4:15 PM
17	None at this time.	Jan 25, 2011 4:15 PM
18	Elected	Jan 25, 2011 4:15 PM
19	None	Jan 25, 2011 4:16 PM
20	don't know	Jan 25, 2011 4:17 PM
21	Not required to have any designation	Jan 25, 2011 4:17 PM
22	CMC preferred	Jan 25, 2011 4:17 PM
23	CMC not required, but desirable	Jan 25, 2011 4:18 PM
24	None	Jan 25, 2011 4:19 PM
25	None	Jan 25, 2011 4:22 PM
26	None	Jan 25, 2011 4:23 PM
27	None of the above are required but highly desirable	Jan 25, 2011 4:24 PM
28	I am elected	Jan 25, 2011 4:27 PM
29	None	Jan 25, 2011 4:28 PM
30	none	Jan 25, 2011 4:29 PM
31	none	Jan 25, 2011 4:33 PM
32	none	Jan 25, 2011 4:33 PM
33	prefers CMC	Jan 25, 2011 4:42 PM

7. What professional designations, if any, does your organization require for

Other (please specify)		
34	CMC is preferred but not required	Jan 25, 2011 4:42 PM
35	experience more than education, not really hard specified	Jan 25, 2011 4:44 PM
36	None required	Jan 25, 2011 4:45 PM
37	None	Jan 25, 2011 4:47 PM
38	CMC is desired	Jan 25, 2011 4:50 PM
39	CMC preferred; not required	Jan 25, 2011 4:59 PM
40	Upon my hire, Notary and CMC (upon achieving such) forward	Jan 25, 2011 5:14 PM
41	Notary Public, CMC is desirable	Jan 25, 2011 6:09 PM
42	elected	Jan 25, 2011 6:15 PM
43	Our City does not "require" a professional designation	Jan 25, 2011 6:35 PM
44	CMC desirable	Jan 25, 2011 6:43 PM
45	None	Jan 25, 2011 6:56 PM
46	None required, CMC Desired	Jan 25, 2011 6:56 PM
47	CMC and Notary are desired but not required	Jan 25, 2011 7:01 PM
48	a mix of experience/certification/degree	Jan 25, 2011 7:24 PM
49	A CMC or MMC would be very desirable, and a goal of attaining those designations is stated; however, it is not a requirement to obtain the position.	Jan 25, 2011 7:34 PM
50	It's an elected position	Jan 25, 2011 7:48 PM
51	You could only select one, we require CMC and notary within one year, and CRM also is preferred.	Jan 25, 2011 8:54 PM
52	None required - Desired college degree	Jan 25, 2011 9:22 PM
53	None at this time	Jan 25, 2011 9:27 PM
54	None	Jan 25, 2011 10:07 PM
55	None	Jan 25, 2011 11:16 PM
56	None	Jan 25, 2011 11:27 PM
57	NONE	Jan 26, 2011 1:28 AM
58	CMC preferred	Jan 26, 2011 2:17 AM
59	Elected; none required...but I have my CMC and am a notary	Jan 26, 2011 6:18 PM
60	None	Jan 26, 2011 6:31 PM
61	Prefers CMC, but not required	Jan 26, 2011 6:38 PM
62	None but encourages CMC, MMC, or Notary designations	Jan 26, 2011 7:17 PM
63	None	Jan 26, 2011 7:50 PM
64	not required	Jan 26, 2011 10:14 PM
65	CMC preferred	Jan 26, 2011 10:51 PM
66	CMC; MMC desired; Notary Public	Jan 26, 2011 11:00 PM
67	CMC is preferred	Jan 27, 2011 12:38 AM
68	none	Jan 27, 2011 9:08 PM
69	Both CMC and Notary Public	Jan 28, 2011 8:18 PM
70	None	Feb 3, 2011 6:21 PM
71	at least 2-3 years work related experience in the office field	Feb 3, 2011 6:49 PM
72	CMC desirable	Feb 3, 2011 9:17 PM
73	none by Charter	Feb 7, 2011 10:35 PM
74	None	Feb 7, 2011 10:40 PM

7. What professional designations, if any, does your organization require for

Other (please specify)		
75	None required	Feb 7, 2011 10:41 PM
76	None	Feb 7, 2011 10:48 PM
77	Elected Clerk - FT at a Charter city; additional 10% for CMC or higher written into MOU	Feb 7, 2011 10:48 PM
78	none, but CMC desirable	Feb 7, 2011 10:57 PM
79	In our organization a Bachelor's Degree is worth more than the CMC; the CMC is attainable after appointment to the position.	Feb 7, 2011 11:15 PM
80	Not specified	Feb 7, 2011 11:37 PM
81	CMC or MMC is highly desirable, not required	Feb 7, 2011 11:59 PM
82	None, but MMC and Notary helped get the job	Feb 8, 2011 12:39 AM
83	No requirement. My deputy and I are CMC.	Feb 8, 2011 4:04 PM
84	CMC preferred but not required	Feb 8, 2011 4:19 PM
85	CMC highly desired	Feb 8, 2011 4:25 PM
86	None -- elected	Feb 8, 2011 5:02 PM
87	None, but prefer CMC & Notary	Feb 8, 2011 6:01 PM
88	major course work in business or public admin.; public notary w/in 6 months of hire	Feb 8, 2011 10:58 PM
89	Not specified	Feb 11, 2011 5:45 PM
90	elected position- nothing required	Feb 15, 2011 9:58 PM
91	Elected position, no designation requirement	Feb 17, 2011 8:02 PM

9. What is the greatest challenge you currently face in pursuing your

Other (please specify)		
1	Finding the time to attend during furloughs	Jan 25, 2011 2:13 PM
2	The challenges of coordinating to be out of the office and budgetary constraints	Jan 25, 2011 3:28 PM
3	time away from office - no backup	Jan 25, 2011 3:49 PM
4	Location of training and subject matter	Jan 25, 2011 3:52 PM
5	time	Jan 25, 2011 3:54 PM
6	timing with agenda/meeting cycle - small office	Jan 25, 2011 4:08 PM
7	Time Constraints	Jan 25, 2011 4:13 PM
8	Have the training/time/education - problem is the amount of time to complete paperwork for CMC and then the potential to be required additional training due to new changes in CMC requirements	Jan 25, 2011 4:15 PM
9	None	Jan 25, 2011 4:15 PM
10	Responsibilities that encompass 2 other departments (Human Resources and Risk Management) and need to attend trainings for all 3	Jan 25, 2011 4:21 PM
11	I've worked 2 yrs. and have 3 yrs til retirement so probably won't pursue a CMC	Jan 25, 2011 4:22 PM
12	The onerous job of filling out the form. I have qualified for more than a year, but cannot get through the application process.	Jan 25, 2011 4:25 PM
13	support at the City level	Jan 25, 2011 4:27 PM
14	Difficult to be away from office	Jan 25, 2011 4:31 PM
15	records specific training for self and staff	Jan 25, 2011 4:32 PM

9. What is the greatest challenge you currently face in pursuing your

Other (please specify)		
16	Time	Jan 25, 2011 4:33 PM
17	All of the above.	Jan 25, 2011 4:33 PM
18	All of the above	Jan 25, 2011 4:39 PM
19	cost of training and no backup when out of office	Jan 25, 2011 4:42 PM
20	often, the quarterly meetings fall on packet days or newsletter days (I am the editor of the Town's newsletter)--otherwise, I would LOVE to attend all the quarterly meetings in my Division	Jan 25, 2011 4:42 PM
21	I am blessed to be able to continue education	Jan 25, 2011 4:43 PM
22	Have MMC	Jan 25, 2011 4:59 PM
23	Time out of office	Jan 25, 2011 5:13 PM
24	Timing AND Location of Trainings sometimes out of reach	Jan 25, 2011 5:14 PM
25	Time	Jan 25, 2011 5:21 PM
26	Locatin and Cost of Training both are impacts	Jan 25, 2011 5:29 PM
27	all of the above	Jan 25, 2011 6:15 PM
28	All of the above + Lack of strong support staff to cover while absent	Jan 25, 2011 6:29 PM
29	Difficult to get away from the office and fulfill my responsibilities	Jan 25, 2011 6:56 PM
30	I have a Masters in Mass Communication	Jan 25, 2011 7:01 PM
31	Timing - with a small office and regular Council meeting schedule it is difficult to get away for a full seminar (while having to eat the whole cost).	Jan 25, 2011 8:54 PM
32	No challenges	Jan 25, 2011 9:43 PM
33	The cost, and that IIMC "approved" educational opportunities offer so few points - only 2.69 given at a recent conference - that obtaining the MMC in a reasonable amount of time isn't feasible.	Jan 26, 2011 12:08 AM
34	Family / Time	Jan 26, 2011 1:28 AM
35	N/A	Jan 26, 2011 2:17 AM
36	time with a full plate with work responsibilities and little staff	Jan 26, 2011 5:25 AM
37	Content of training offered.	Jan 26, 2011 7:31 AM
38	Since we are an office of two it is difficult for the two of us to both attend conferences	Jan 26, 2011 5:11 PM
39	Cutting other dept. expenditures to maintain training for staff.	Jan 26, 2011 6:38 PM
40	All Above	Jan 27, 2011 5:21 PM
41	Beyond even the cost, I moved to a new city at age 60 and find it too late to spend that money and time if the management and council do not require designation	Jan 27, 2011 11:58 PM
42	time out of the office	Jan 28, 2011 3:14 AM
43	Balance time out of office with current workload	Jan 28, 2011 8:18 PM
44	A & C both	Feb 2, 2011 4:46 PM
45	With all of the changes in the MMC program, I lost interest in trying to obtain it and don't care anymore. Have been Clerk for 28 years.	Feb 7, 2011 10:37 PM
46	Time Constraints	Feb 7, 2011 10:40 PM
47	lack of time	Feb 7, 2011 10:45 PM
48	Location AND costs - less expensive to fly to major airports;	Feb 7, 2011 10:48 PM
49	dates of training for CMC	Feb 7, 2011 10:54 PM
50	husband is in poor health and can't be left along for more than a day. Also, budget cuts.	Feb 7, 2011 10:57 PM

9. What is the greatest challenge you currently face in pursuing your

Other (please specify)		
51	need classes run on weekends so there is no time away from the office, short staffed and we cannot get away.	Feb 7, 2011 11:07 PM
52	Time away from the office.	Feb 8, 2011 12:03 AM
53	Travel & training budget cuts, location of trainings, carving time away from the office	Feb 8, 2011 1:24 AM
54	Time. There are 2 of us and we have quite a workload. I will also be retiring next year. I am encouraging my deputy to pursue an MMC.	Feb 8, 2011 4:04 PM
55	Funds and time to train. My view of the credibility of the certifications.	Feb 8, 2011 4:25 PM
56	Getting time away from work!	Feb 8, 2011 6:01 PM
57	Travel/Training Budget Cuts and Location/Cost of Trainings	Feb 8, 2011 6:51 PM
58	I retired am only back temporarily	Feb 8, 2011 11:06 PM
59	retired/volunteer	Feb 10, 2011 9:18 PM
60	Time. Too much work, to few hours.	Feb 17, 2011 8:02 PM

10. What is the most valuable source of support CCAC can provide to its

Other (please specify)		
1	Broader topics	Jan 25, 2011 3:52 PM
2	Online training and weekend academies	Jan 25, 2011 4:08 PM
3	More scholarships at larger amounts	Jan 25, 2011 4:08 PM
4	weekend training	Jan 25, 2011 4:17 PM
5	free online courses, more scholarships	Jan 25, 2011 4:18 PM
6	Since I'm not pursuing a CMC I'm more interested in networking where possible	Jan 25, 2011 4:22 PM
7	More point-intensive trainings, i.e. more points earned per training	Jan 25, 2011 4:29 PM
8	relevant training	Jan 25, 2011 4:32 PM
9	I think CCAC provides an awesome mix of educational opportunities.	Jan 25, 2011 4:43 PM
10	more interaction of the processes	Jan 25, 2011 4:44 PM
11	I realize that my support helps CCAC thrive. Offering my help means having to beg to participate. If CCAC sent pleas to City Mgr. offices asking them to recommend their City Clerk's service to the CCAC for specific purpose, it would go a long way.	Jan 25, 2011 6:29 PM
12	webinars only if they are IIMC approved (for staff education/certification)	Jan 25, 2011 7:05 PM
13	Like the webinar idea, but then you lose out on meeting some wonderful clerks!	Jan 26, 2011 5:11 PM
14	All Above	Jan 27, 2011 5:21 PM
15	more scholarships for those brand new to the field to enable them to become educated and more involved sooner	Jan 27, 2011 9:08 PM
16	keeping new law seminar rolling with all the new regs, we need constant updates	Jan 27, 2011 11:58 PM
17	full scholarships for long timers and not just new timers	Feb 7, 2011 10:40 PM
18	for training opportunities? webinars and online at central locations.	Feb 7, 2011 10:48 PM
19	give scholarships to those that have attended conferences in the past and/or have their CMC/MMC. Want to go annual conference and IIMC but budget doesn't allow.	Feb 8, 2011 12:39 AM

10. What is the most valuable source of support CCAC can provide to its

Other (please specify)		
20	Quality, valuable, usable training making time worthwhile and not too distant to spend more time traveling than attending	Feb 8, 2011 5:02 PM
21	more webinars and online & longer hours & fewer days at training. They are equal from my point of view. AND THE LISTSERVE IS FABULOUS!!!!	Feb 8, 2011 6:01 PM
22	Scholarships/amounts should be reviewed to see who applies	Feb 10, 2011 9:18 PM

11. What is the best way to encourage member participation at the State and

Other (please specify)		
1	Program substance, proximity of meeting	Jan 25, 2011 3:15 PM
2	As always scholarships to travel to these meetings.	Jan 25, 2011 3:29 PM
3	Would like to be more involved in legislative; however, being a one-person dept. has caused me not to volunteer	Jan 25, 2011 4:15 PM
4	Change up the meeting dates and locations - having CCAC so close to IIMC meetings makes it tough	Jan 25, 2011 4:16 PM
5	You may do this already, assign a mentor to a new member that will encourage/continue regular contact	Jan 25, 2011 4:22 PM
6	Bring some of the state meetings to the Southern part of the state.	Jan 25, 2011 4:25 PM
7	Mentorship program for those not previously involved	Jan 25, 2011 4:29 PM
8	approval of management/Council	Jan 25, 2011 4:32 PM
9	Electronic Access to meetings for those who live in remote areas	Jan 25, 2011 4:33 PM
10	Create an incentive and/or interest.	Jan 25, 2011 4:33 PM
11	Mentoring by current and past leaders.	Jan 25, 2011 4:43 PM
12	Improve agendas to include substantive training and much less fluff and social activities.	Jan 25, 2011 5:58 PM
13	In jest provide me with 36 hour days. I current work 7am - 7:30 p.m. most days, with later hours on Council evenings.	Jan 25, 2011 6:29 PM
14	Budget cuts have made attending conferences difficult	Jan 25, 2011 7:01 PM
15	Perhaps lowering costs to allow agency/employee costs sharing.	Jan 25, 2011 8:00 PM
16	accessibility financially	Jan 25, 2011 9:22 PM
17	Outreach about pros of serving	Jan 26, 2011 1:28 AM
18	Perhaps board members could personally reach out at conferences. Stop by tables, introduce themselves and get to know the membership.	Jan 26, 2011 6:38 PM
19	Low cost	Jan 26, 2011 11:00 PM
20	making new folks feel included and involved, work to network as well as train, encourage board to get to know all attendees	Jan 28, 2011 3:14 AM
21	Personal phone call--email is getting impersonal	Feb 2, 2011 4:46 PM
22	Location. Location. Location to "lure" us there (Palm Springs, Anaheim, San Diego, Yosemite). We still have training money but sometimes the locations are not desirable.	Feb 7, 2011 10:37 PM
23	Provide relevant, clerk-related, can't-do-without session topics	Feb 7, 2011 10:55 PM
24	I don't know - I am personally just juggling too much to do more! :)	Feb 7, 2011 10:59 PM

11. What is the best way to encourage member participation at the State and

Other (please specify)		
25	When a call for interest is made every effort to utilize those on the list should be made. In addition it should be communicated when the committees will be needed or will be scheduled to start meeting.	Feb 8, 2011 12:50 AM
26	all of the above	Feb 8, 2011 4:04 PM
27	Early information on the courses/training provided to determine the need/value in the workplace	Feb 8, 2011 5:02 PM
28	Can you work out getting more assistance in my office so I can get away to participate?	Feb 8, 2011 6:01 PM
29	Clearly define what is expected in terms of time, cost, etc. vs. everyone has busy schedules	Feb 8, 2011 10:58 PM
30	Sign Up Sheets & Listserv Official Word	Feb 10, 2011 9:18 PM

12. In what specific ways can members become more involved and participate

Response Text		
1	Run for State and Division Board positions	Jan 24, 2011 9:44 PM
2	Serving on committees through remote access/meetings.	Jan 25, 2011 2:13 PM
3	Membership and involvement are declining due to budget cuts and demands placed upon our time. To compete, CCAC needs to offer unique opportunities, such as online training. Conferences need to be examined closely to ensure that they are very productive.	Jan 25, 2011 3:12 PM
4	On-line expertise exchange is available to nearly off if not all; regional meetings to maximize networking and minimize time out of office	Jan 25, 2011 3:15 PM
5	I would like to participate but due to a shortage in funds and lack of personnel to cover my office when I am out of the office, it is extremely difficult to participate. I would suggest allowing participation by email or allowing something to be done in the office.	Jan 25, 2011 3:27 PM
6	Through networking and the Board actively inviting members to participate. I believe a lot of people would like to serve, but need a little encouragement to join in.	Jan 25, 2011 3:28 PM
7	It's hard to put in time while working, I find that I can help more at the conferences when I can attend.	Jan 25, 2011 3:29 PM
8	Capitalize on member's strengths	Jan 25, 2011 3:29 PM
9	Always make themselves available to volunteer in areas needed such as special events or running for board.	Jan 25, 2011 3:31 PM
10	On committees, speaker introductions	Jan 25, 2011 3:32 PM
11	Assist at regional meetings allows members to get better acquainted and more involved.	Jan 25, 2011 3:33 PM
12	Increased communication in simple ways to easily get involved and have a mentor/coach who could assist you with this and make involvement seem possible, realistic. If a person is somewhat hesitant, shy, or not really connected into the City Clerks group, maybe all he/she needs is just a little "prompting" or "gentle push" and someone to go to to ask questions about involvement--even those questions that might seem silly or obviously apparent to others.	Jan 25, 2011 3:37 PM
13	Email information and other items of interest to City Clerks.	Jan 25, 2011 3:41 PM
14	Opportunities for committees that they can do from the office.	Jan 25, 2011 3:42 PM

12. In what specific ways can members become more involved and participate

Response Text		
15	No opinion	Jan 25, 2011 3:42 PM
16	I would like to participate but I don't have the resource or the manpower to let say run for office. However, if there are smaller tasks, like taking this survey or buying/selling raffle tickets, that don't require too much time or travel time, I will be more than happy to do it.	Jan 25, 2011 3:48 PM
17	Committee opportunities	Jan 25, 2011 3:51 PM
18	Members can continue to share valuable information that is pertinent to the profession with each other. Management should also encourage their staff to participate and allow the time needed to do so.	Jan 25, 2011 3:55 PM
19	More local opportunitess - possibly centralized by County.	Jan 25, 2011 3:56 PM
20	Becoming a Board member helped me become more involved and knowledgeable	Jan 25, 2011 3:57 PM
21	The size of our three recognized divisions hinders travel to obtain one day training. Regionally, networking works well, but finding inexpensive speakers whose topics would be eligible for education credit is difficult.	Jan 25, 2011 3:57 PM
22	Join a committee. Learn all you can, Be pro-active. Be willing to work and offer good ideas. Don't be disappointed if your ideas are not used at first. keep trying.	Jan 25, 2011 4:01 PM
23	Provide more opportunities for members to be on committees, etc. Sometimes it seems the same people are chosen which doesn't give others an opportunity.	Jan 25, 2011 4:03 PM
24	perhaps assist with conferences and planning -	Jan 25, 2011 4:08 PM
25	Serving on committees. Attendance at bi-monthly meetings.	Jan 25, 2011 4:08 PM
26	As trainers, use members as focus groups.	Jan 25, 2011 4:12 PM
27	Involvement on committees at both the State and Division level; serving as a mentor.	Jan 25, 2011 4:13 PM
28	I personally face difficulties with being a "one man show", but would love to lend a hand in some capacity.	Jan 25, 2011 4:14 PM
29	How about current and past office holders contact members and encourage them to become involved and provide encouragement along the way.	Jan 25, 2011 4:15 PM
30	Webinars	Jan 25, 2011 4:16 PM
31	I am not sure. But I would like to offer to host a meeting at our community center facility in Colma.	Jan 25, 2011 4:17 PM
32	A member can't be forced into participation. In many cases, they cannot attend even local meetings because of budget cuts. Having opportunities, i.e. being on a committee that doesn't require being out of the office or having webinars or online training, will assist with the feel of community.	Jan 25, 2011 4:17 PM
33	Have meetings in more centralized locations.	Jan 25, 2011 4:17 PM
34	Not sure with the City Clerk. I am researching on how to be more involved & informed	Jan 25, 2011 4:18 PM
35	with budget cuts and short staff, it's hard to dedicate time, unless it is after working hours; willing to do this; quarterly lunch meetings for clerks from surrounding cities would be beneficial to keep members in touch and inspire them to get involved	Jan 25, 2011 4:18 PM
36	I think the CCAC provides opportunities for its members to become involved via the Athenian Dialogues and various committees. I really appreciate the listserv and the information it provides!	Jan 25, 2011 4:19 PM
37	Webinars.	Jan 25, 2011 4:19 PM
38	I feel members can become more involved by participating at Division meetings.	Jan 25, 2011 4:21 PM
39	More personal and one-on-one contact with those Clerks already involved with those of use who are not involved and have no idea what to expect.	Jan 25, 2011 4:23 PM

12. In what specific ways can members become more involved and participate

Response Text		
40	Personally I would love to be more involved in our association but the biggest challenge is actually having the time to participate. Unfortunately it is sometimes even difficult to participate on committees that meet via conference call or email so maybe more opportunities that have a shorter term commitment.	Jan 25, 2011 4:24 PM
41	Approval to attend/participate from City Clerk/Deputy City Manager.	Jan 25, 2011 4:24 PM
42	I think soliciting clerk-written educational articles for the CCAC e-zine would allow more participation and could possibly garner points for community involvement with IIMC	Jan 25, 2011 4:25 PM
43	join committees ~ be proactive	Jan 25, 2011 4:29 PM
44	Leadership support at City/Agency level – in an environment where budgets are strained, the tendency appears to be reduce participation in various organization because it could reduce services to communities. Many cities/agencies do not have the ability to hire part-time temporary help to maintain service levels in the absence of staff.	Jan 25, 2011 4:32 PM
45	I think outreach is very important, & along with my response in #10- I also highly support more online training & webinars. Also I had a direct question - at the April conference, are 1-day registrations offered, and if not, could that be considered in the future. I very much desire attending one-day & similar to the League, I think that should be an option.	Jan 25, 2011 4:32 PM
46	Maybe make committees larger so that more people can be involved.	Jan 25, 2011 4:33 PM
47	The local divisions need to become more engaged. I do not remember the last time that the Central Coast group met.	Jan 25, 2011 4:33 PM
48	If the divisions were smaller, members could host more meetings and attend more often.	Jan 25, 2011 4:34 PM
49	By attending the division meetings of CCAC (ex: SCCAC) which generally does not require a lot of time from the office or a lot of expense.	Jan 25, 2011 4:37 PM
50	By offering points or more points	Jan 25, 2011 4:41 PM
51	I am not sure I understand the question, is it looking for current opportunities or new ideas?	Jan 25, 2011 4:43 PM
52	By personal invite.	Jan 25, 2011 4:44 PM
53	Since it is so hard to get time off work, it would be great if meetings could be more local and maybe bring in trainers to local areas.	Jan 25, 2011 4:45 PM
54	Having the opportunity to access training through webinars and online training would be essential for my office and would afford us to perhaps provide a central location for area clerks to come and learn in a small group atmosphere. Additionally, it would enable those who have not reached CMC to do so through an efficient cost effective method, without having to travel and impact their offices.	Jan 25, 2011 4:46 PM
55	online training with opportunities to post on boards could increase networking opportunities and involvement	Jan 25, 2011 4:50 PM
56	Financial support	Jan 25, 2011 4:55 PM
57	People need to be motivated, and perhaps starting out with something like serving on a committee just to see that it really is not as time consuming as they may think. However, it is tough with this economy to have to go to a location, but if they could do the task through a conference call or email, they would more likely be involved.	Jan 25, 2011 5:06 PM
58	By serving on committees, helping out at events, etc.	Jan 25, 2011 5:13 PM
59	Being a member of a very small department within my organization, time away from the office AND my duties within an 8 hr. day leaves little time for extra-curricular activities; perhaps meetings and events "after hours" might be considered; however, as a single woman with fewer personal responsibilities in the evenings may make me in the minority.	Jan 25, 2011 5:14 PM

12. In what specific ways can members become more involved and participate

Response Text		
60	Members can become more involved by participating on webinars.	Jan 25, 2011 5:19 PM
61	Personal contact. If you meet someone at an event, take note and reach out after the event to see if they are interested in participating.	Jan 25, 2011 5:21 PM
62	When a CCAC member has an interested in getting involved in some way in the organization and tells a board mbr., there should be better follow through. In 2010, I approached someone about my interest at a mtg. and never heard ANYthing about it. At a subsequent mtg, I asked the same person about it and she suggested I contact "someone else". It was done very politely, but left me feeling that I wasn't the type of person wanted to join the group.	Jan 25, 2011 5:27 PM
63	As the economy makes a comeback, hopefully budgets will allow for travel and training for members who wish to attend, but now cannot due to lack of staffing and funding restraints.	Jan 25, 2011 5:29 PM
64	attend division meetings, join committees and stay connected with the official word.	Jan 25, 2011 5:49 PM
65	Unfortunately, with shrinking dollars and staff I can see that it's difficult for people to commit to additional duties outside of their cities. I'm not saying it's impossible, but maybe offering opportunities for teleconferencing might help.	Jan 25, 2011 5:56 PM
66	provide opportunities and events that require small time commitment/travel/expenses	Jan 25, 2011 6:15 PM
67	None that I can think of.	Jan 25, 2011 6:16 PM
68	offer more local trainings and meetings, specially for rural communities	Jan 25, 2011 6:18 PM
69	Sign up for a committee	Jan 25, 2011 6:22 PM
70	We know the value of comradery and of participation in our professional organizations. Time and money have always been an issue. Without support and encouragement to participate from the organizations in which we work, we are doomed to failure.	Jan 25, 2011 6:29 PM
71	They need to see that they can participate and still get their work done. One person offices make it almost impossible to do anything outside of the office.	Jan 25, 2011 6:35 PM
72	Being the Elected City Clerk in one City and the Interim in another City and due to budget cuts which have affected staffing in the City Clerk's department, much more responsibility has fallen on my shoulders. My biggest obstacle is time at this point. I would love to be much more involved, but just do not have the time.	Jan 25, 2011 6:47 PM
73	I think we need more personal interaction between the CCAC Board Members and the general membership at meetings & conferences. I served on the Board for a couple of years, and there was a strong bond that formed within that group. Consequently, we tended to sit together, go out to dinner together, and generally just hang out together at conferences & meetings. I suggest a conscious effort to "spread out" more among the membership and invite more people into the conversations. I've heard from more than one person that there is a clique that runs CCAC, and that it is very difficult to "get in with" that group. This is not meant to be offensive or critical, and I completely understand why this perception happens. I'm just suggesting that maybe the Board Members try sitting at different tables at lunch or invite some "new" people to join them for dinner.	Jan 25, 2011 6:56 PM
74	More web based communication and access like this one is great. Holding free webinars and online training or online meetings.	Jan 25, 2011 7:01 PM
75	By utilizing on-line, conference call, webinar's to offer their talents, vs. traveling to a venue. Many cities just don't have the time/\$ in their budget to go off-site.	Jan 25, 2011 7:03 PM
76	Remote assistance - unless travel is paid	Jan 25, 2011 7:05 PM
77	Service is difficult when travel budgets and staffing have been cut in our cities. Being able to serve "virtually" could help recruitment. I'm not sure of all the ways that could be implemented - but it's worth discussion.	Jan 25, 2011 7:07 PM

12. In what specific ways can members become more involved and participate

	Response Text	
78	Being able to participate via email or telephone without having to travel.	Jan 25, 2011 7:28 PM
79	I am pretty involved and know if I want to be more involved, I could be. CCAC does a pretty good job of getting people involved.	Jan 25, 2011 7:48 PM
80	Regional meetings instead of national or state meetings.	Jan 25, 2011 8:36 PM
81	Volunteer for committees at both state and division level, mentor.	Jan 25, 2011 8:47 PM
82	Provide a greater breadth of scheduling/timing for training opportunities. For a smaller office, and the work demands on most Clerks, it is really difficult to get away for prolonged periods of time. Creating more frequent and condensed seminars may be more appealing for a lot of Clerks - and spread the work of running these workshops amongst the membership. Generate point valuations for those who run the workshops, generate adequate attendance, and compile standards for what each workshop provides. More like guerilla tactics education.	Jan 25, 2011 8:54 PM
83	more online means of educating on individual basis	Jan 25, 2011 9:22 PM
84	Promote your Mentor Program. I was assigned a mentor, sent her an email and have never heard from her.	Jan 25, 2011 11:16 PM
85	Become more internet-oriented. CCAC needs to connect with members all over the state and the best way to ensure participation is through social media and webinars.	Jan 25, 2011 11:27 PM
86	serve on committees, serve at Division and State levels and always encourage fellow clerks to attend meetings/trainings.	Jan 25, 2011 11:27 PM
87	Offer more local get togethers for members. Since I am new to this field, it would be nice to get acquainted with other local City Clerks. Do you still host the monthly Southern Division Luncheons? I have not seen any offered.	Jan 26, 2011 12:48 AM
88	More online training	Jan 26, 2011 12:54 AM
89	It is difficult to participate in CCAC meetings, etc., because of budget cuts and staffing coverage.	Jan 26, 2011 1:45 AM
90	Provide more opportunities to participate from the office or home; e.g. conference materials and webcasts of the conference sessions, particularly for those who are unable to actually attend the conferences for various reasons (finances, etc.)	Jan 26, 2011 2:17 AM
91	Members become more involved IF they are interested and have support from their city (budget).	Jan 26, 2011 5:25 AM
92	1- I think personal contact/relationships are critical. 2- If you ask for a volunteer and get a response, USE THEM. 3- I think "buddy" clerks ought to be available/assigned for all new clerks. 4- With few exceptions, the same names appear constantly. This is not good succession planning for the organization.	Jan 26, 2011 7:31 AM
93	Volunteer to serve on Committees at the Division or State level.	Jan 26, 2011 4:47 PM
94	offering opportunities that don't require travel	Jan 26, 2011 5:43 PM
95	I can't think of any beyond the ones you already provide...	Jan 26, 2011 6:18 PM
96	Start small, such as serving on conference committees, etc, and/or committees that do not require extensive time/travel commitments.	Jan 26, 2011 6:38 PM
97	Randi, I don't have any good ideas at this time but should something come to mind I will email you. Thank you for your support to our profession.	Jan 26, 2011 7:17 PM
98	go to regional meetings	Jan 26, 2011 7:47 PM
99	Not sure, I live far away from most trainings so it is very difficult for me to get to training.	Jan 26, 2011 7:50 PM
100	More local, low-cost or free seminars, training and networking. Our city has cut all funding for attending classes, or workshops. It either comes out of our own pocket, or we don't participate.	Jan 27, 2011 12:00 AM

12. In what specific ways can members become more involved and participate

	Response Text	
101	Members should understand they can help their organization on committees which often only require email or phone participation.	Jan 27, 2011 12:02 AM
102	Interest sign ups and then utilization of those people. We tend to use the same people for everything.	Jan 27, 2011 12:38 AM
103	Rotate more local 1/2 day or 1 day trainings or workshops in 1 or 2 topics and have	Jan 27, 2011 7:01 PM
104	Remember that it is essential to set aside a little time for participation in professional organizations	Jan 27, 2011 8:55 PM
105	Special outreach to new members to help them get oriented and on the right track for certification	Jan 27, 2011 9:08 PM
106	More personal contact and inclusiveness to committees	Jan 28, 2011 1:38 AM
107	serve on committees, volunteer	Jan 28, 2011 3:14 AM
108	Personal contact via email/telephone/in person made by current board members to encourage members to become involved.	Jan 28, 2011 8:18 PM
109	smaller divisions within CA. the division meetings/luncheons are always too far away to attend.	Jan 31, 2011 5:14 PM
110	More general purpose committees to work on state-wide issues would be a good way to get others involved.	Feb 1, 2011 6:41 PM
111	It's becoming more and more difficult for members to get away from the office. It's time to start looking at on-line or conference call opportunities to allow members to stay in their offices.	Feb 2, 2011 5:11 PM
112	With the current economic restraints being faced by many agencies and municipalities, it would be beneficial to offer webinars such as the one offered by the City of Huntington Beach during one of Southern Division meetings.	Feb 3, 2011 6:21 PM
113	Solicit CCAC jobs to fit the talent of the people, i.e. treasurer with a number cruncher, marketing to a creative genius, etc. It's much more fun to be involved when you're talented in what you're doing.	Feb 3, 2011 6:49 PM
114	The CCAC should have a clear breakdown of what the requirements are to become a CMC. The arbitrary assignment of credits from undergraduate programs without a clear explanation of what programs/courses apply and which ones do not is frustrating and cumbersome. There is no clear points-to-credits exchange.	Feb 7, 2011 10:35 PM
115	Serve on Committees and Subcommittees!	Feb 7, 2011 10:36 PM
116	It would be nice to see DIFFERENT Clerks asked to speak on the panels.	Feb 7, 2011 10:37 PM
117	I would love to be more involved but due to small staff of 11 it is nearly impossible for me to leave the office and our education budget is almost none	Feb 7, 2011 10:40 PM
118	Be able to work at office for those that are one girl offices.	Feb 7, 2011 10:48 PM
119	in So Calif - smaller meetings in local areas with webinars - chance to interact socially AND learn together.	Feb 7, 2011 10:48 PM
120	I found that by taking a position on a board, then more likely to participate.	Feb 7, 2011 10:57 PM
121	See #13 below re: Clerks needing to support their Deputies/Assistant Clerks. Perhaps CCAC can have a division or committee exclusively for Deputies so Clerks can realize their importance. I've wanted to sign up for various committees but I haven't had my Clerk's blessing.	Feb 7, 2011 10:58 PM
122	Have Southern as well as Northern Election Law Conferences.	Feb 7, 2011 11:13 PM
123	By making participation easier via teleconferencing and other electronic media.	Feb 7, 2011 11:15 PM

12. In what specific ways can members become more involved and participate

Response Text		
124	No matter the incentive, we don't have time/staff to do what we have to do...I don't know how Clerks find the time. It might help to place taglines that briefly describe the duties, with a link to the newsletter for more detailed information.	Feb 7, 2011 11:37 PM
125	I would know more if I knew more. How can I be involved? How can I be involved without making a long term committee to a committee? How can I offer knowledge and experience in "draft" form for others to incorporate into training materials, or not depending on its usefulness...in other words, get us working at the jump start levels, providing those who can take greater responsibility with starter materials, cutting their time down, too. Somethign like that.	Feb 8, 2011 12:03 AM
126	I think that membership should be encouraged to contribute Articles to the Official Word.	Feb 8, 2011 12:50 AM
127	I certainly appreciate all that the Board Members do on behalf of our profession, but unfortunately I don't have the time to volunteer.	Feb 8, 2011 1:24 AM
128	My involvement is limited by workload issues. We have cut back staffing to 1997 levels while our population continues to increase. I would love to hear how other cities are coping with these same issues.	Feb 8, 2011 4:19 PM
129	Attending the CCAC conferences and workshop	Feb 8, 2011 4:19 PM
130	Some members may be interested but have had no personal contact to encourage them; if the same people continue to stay in their positions year after year, newer members aren't likely to submit their name	Feb 8, 2011 5:02 PM
131	By serving on committees.	Feb 8, 2011 5:56 PM
132	This is a difficult question to answer because for myself, due to short staffing I don't have the time to participate in addition to attending training.	Feb 8, 2011 6:01 PM
133	When they offer to volunteer, contact them and use them.	Feb 8, 2011 6:50 PM
134	?	Feb 8, 2011 10:58 PM
135	Convenient meeting/seminar/training locations	Feb 8, 2011 11:06 PM
136	Through the mentoring program; by volunteering for committees and other opportunities;	Feb 9, 2011 4:56 PM
137	Local contact by longterm clerks in the area to have that personal contact/touch	Feb 10, 2011 9:18 PM
138	Can't think of other ways. I'd like to attend most of the workshops and meetings, but I don't have the ability to take as much time out of the office.	Feb 15, 2011 5:38 PM
139	Consider restructuring and defining the committees--maybe more committees similar to Oregon. At the annual conference, do a "pep rally" type event where members sign up for committees. Select names at random to sit at VIP tables (President Margaret did this). Select names at random to facilitate session or at least introduce sessions.	Feb 17, 2011 1:09 AM
140	Boards, volunteerism, etc. Many opportunities, not enough time.	Feb 17, 2011 8:02 PM
141	Serving on committees	Feb 23, 2011 8:36 PM
142	I think if more points were given towards certification, people would be more motivated to be involved.	Mar 1, 2011 11:33 PM

13. Do you have any general comments/suggestions regarding CCAC and/or the

Response Text		
1	None at this time.	Jan 24, 2011 9:44 PM

13. Do you have any general comments/suggestions regarding CCAC and/or the

Response Text		
2	Work with the FPPC to offer more filing officer trainings. The training is scarce, yet the responsibilities are significant. Keep up the good work!	Jan 25, 2011 2:13 PM
3	Change conference site policy to easy to reach locations - Tahoe is beautiful and the conference looks good but we can't attend due to travel time/costs.	Jan 25, 2011 3:15 PM
4	I would look to see if there is training that could be accomplished in northern California for CMC certification. It is extremely hard with no budget to travel to southern California, pay for hotels and training, and take time away from the office when you are an office of one.	Jan 25, 2011 3:27 PM
5	I would, respectfully, suggest that each of us, as Board Members (whether CCAC or any of the divisions) take the opportunity at conferences and meetings to join the membership at their table(s) to encourage feedback and participation. We would be more approachable and members would have the opportunity to engage with Board members on an informal basis at their table.	Jan 25, 2011 3:28 PM
6	I think it's important if we can make our agencies understand how important our profession is because some just don't understand how important it is.	Jan 25, 2011 3:29 PM
7	Raise respect for the deputies and assistants that do a large portion of the work of the office.	Jan 25, 2011 3:29 PM
8	Maybe someday providing more follow-up and interaction when assigning mentors. I never heard from mine.	Jan 25, 2011 3:31 PM
9	increased involvement with FPPC is good	Jan 25, 2011 3:32 PM
10	In thinking about succession planning/training, it might be plausible to consider a "Clerk in Training" designation. Sometimes, in agencies, an employee cannot attain the Certified Municipal Clerk designation because one person has the title/position and administers the duties and has the direct responsibilities. However, once that Clerk/Secretary retires, it would be fabulous if there were a way to have the employee receive the designation immediately, (provided, of course, he/she had all the required training). Possibly, this situation already exists, but, if not, it's a thought.	Jan 25, 2011 3:37 PM
11	Try scheduling a meeting on a Tuesday or Wednesday instead of a Thursday or Friday.	Jan 25, 2011 3:41 PM
12	The association might benefit if its leadership would act less like an insider's club and, instead, reach out to less active members.	Jan 25, 2011 3:42 PM
13	One person departments makes attending training very difficult. Some is scheduled for agenda packet days.	Jan 25, 2011 3:44 PM
14	Thank you for the scholarships. Without it, I don't think I would have achieved my CMC designation.	Jan 25, 2011 3:48 PM
15	CCAC gets better and better each year! Your doing a great job! Terrific Leadership.	Jan 25, 2011 3:49 PM
16	More specific training about the job duties of a city clerk. Review agenda preparation, resolution and ordinance preparations, what constitutes consent calendar items, etc. Review the day to day things we do.	Jan 25, 2011 3:50 PM
17	Offer more day trainings and in southern california	Jan 25, 2011 3:51 PM
18	Since the recertification requirement was dropped, I don't have a tool to justify training. Travel/training is frozen unless it is required to maintain certification.	Jan 25, 2011 3:52 PM
19	I hope that more training will be available via internet or that more scholarships be available. The scholarship process lacked and caused confusion for those who were waiting to find out if they were awarded any money. I think the communication can be a little better.	Jan 25, 2011 3:55 PM
20	Not at this time.	Jan 25, 2011 3:56 PM

13. Do you have any general comments/suggestions regarding CCAC and/or the

Response Text		
21	Discounts for those who applied & did not qualify for a scholarship or for multiple registrations	Jan 25, 2011 3:57 PM
22	I'm privileged to be a member of an organization that puts such a high value on education.	Jan 25, 2011 3:57 PM
23	I love the training, I wish we had more that we could accomplish. We need to reach out and do more interactively for our recognition	Jan 25, 2011 4:01 PM
24	I think CCAC is a wonderful organization that helps Clerks professionally and personally. While the organization is statewide, it feels like a smaller, close knit group.	Jan 25, 2011 4:03 PM
25	The content in New Law is really valuable and relevant yet the point value is really low. Thank you to all the Clerks and Deputies who contribute to our professional organization. Very much appreciated!	Jan 25, 2011 4:08 PM
26	Make certification less passive. Require some testing mechanism rather than just be present at events. (See the CRM model at www.icrm.org)	Jan 25, 2011 4:12 PM
27	CCAC should continue its efforts to promote the profession, providing templates, talking points, press releases, etc. to its members.	Jan 25, 2011 4:13 PM
28	I am very thankful for the mentor program...promote it and keep it up! I am much closer to my CMC than originally thought.	Jan 25, 2011 4:14 PM
29	I would like to see a Records Retention/Archiving/Document Management System subgroup by Division which focuses strictly on records including ways to encourage Departments to get on board with the process. This may be in place I'm just not familiar. I would really like to start a group for the cities in my County, but again being a one-person dept., I have hesitated to try and take this on.	Jan 25, 2011 4:15 PM
30	There is a lot to learn in this profession. Occasional refresher courses would be great for those that stop at the CMC level. I have great admiration for anyone that is in the Clerk profession.	Jan 25, 2011 4:15 PM
31	I would certainly like to be more active, but, again the budget constraints and staff reductions make it extremely difficult.	Jan 25, 2011 4:16 PM
32	I am enjoying having a real career path. I am grateful to CCAC for providing that direction for me. It's been a great thing in my life.	Jan 25, 2011 4:17 PM
33	Have members share creative ways in which they obtained points toward their CMC or MMC. Also share creative ways their offices have handled the budget cuts, i.e. contracting out for some services, stopping other services, doing other services more efficiently. We all can use an extra idea or two.	Jan 25, 2011 4:17 PM
34	At this time I am restricted to furthering City Clerk education however will pursue as time permits	Jan 25, 2011 4:18 PM
35	newsletter is a great way to disseminate information and important updates/changes (sharing knowledge/experiences); thanks for doing this; needs to emphasize the importance of the city clerk's role in the organization; learning and acquiring new skills is vital to maintain the respect for the profession	Jan 25, 2011 4:18 PM
36	Not at this time.	Jan 25, 2011 4:19 PM
37	I sincerely appreciate the extra work the city clerks do as office holders and commend you all for it. You do an excellent job on top of your full time job as a city clerk!	Jan 25, 2011 4:19 PM
38	I would really like to see a Bachelors Degree under Public Administration that is specific for City Clerks.	Jan 25, 2011 4:19 PM

13. Do you have any general comments/suggestions regarding CCAC and/or the

Response Text		
39	Many City Clerks from smaller agencies have multiple job functions and depend on the CCAC for Clerk related training. However, there is a perception that some of the CCAC leadership does not value those people or their skills as highly as someone with a City Clerk only title. Taking a look at the needs and skill sets of all CCAC members might get more people involved. Perhaps some options at the CCAC or New Law Conferences that is geared towards multi-function clerks or on how to juggle the basic functions with very little staff or resources would be good.	Jan 25, 2011 4:21 PM
40	Before an individual can be designated a "Deputy City Clerk" they must have some training and/or experience in the position.	Jan 25, 2011 4:23 PM
41	I am very thankful for the support of the CCAC and the Clerk profession. I have received several scholarships to attend trainings, which lead to me obtaining my CMC designation. When the time comes, and I'm sure it will, I hope to be more actively involved in my association	Jan 25, 2011 4:24 PM
42	Thank you for your support!	Jan 25, 2011 4:24 PM
43	I think letting individuals know that CCAC reimburses costs will allow more clerks to consider being on the board.	Jan 25, 2011 4:25 PM
44	Need to develop uniform standards for procedures and interpretation of state law throughout the state. I think it makes us look unprofessional and disorganized when Clerks interpret laws differently across the state.	Jan 25, 2011 4:29 PM
45	With the many cutbacks and recent retirements, the listserve is invaluable to those who have need instant answers to various situations which they have not previously encountered. The emphasis on supporting each other through the listserve should be highlighted and encouraged. Everyone benefits!	Jan 25, 2011 4:29 PM
46	Would like to see more information on legislation that impacts the profession and what we are doing to impact (and create) new legislation.	Jan 25, 2011 4:31 PM
47	The existing leadership is doing a fine job, although I believe that its resources are limited to their ideas and thoughts.	Jan 25, 2011 4:32 PM
48	More technical courses - especially related to areas outside of our expertise. With shrinking budgets, Clerk's roles must be expanded to other areas of municipal government. Making Clerks more marketable and recognized within the City framework is critical. thanks for this opportunity.	Jan 25, 2011 4:32 PM
49	I wish I had more time to participate in CCAC meetings and trainings. I love my profession and want to learn all I can.	Jan 25, 2011 4:34 PM
50	I would suggest that the division meetings focus more on practical training for the Clerk profession, and preferably award IIMC points for the sessions.	Jan 25, 2011 4:37 PM
51	I appreciate the time it takes to survey and analyse the information. This is a great organization.	Jan 25, 2011 4:43 PM
52	I would appreciate more/continual updates regarding the filing of Form 700, Form 400, etc. There are so many and it becomes a bit confusing to me on requirements and such.	Jan 25, 2011 4:44 PM
53	Yes, In addition to the required hours of training I wish there was an exam that would credit one in obtaining their CMC such that a supervisor's personal conflict could not eliminate it or discredit it, especially after it has been obtained.	Jan 25, 2011 4:44 PM
54	I am disappointed that training is so often the first thing to be cut in many budgets. I think online training is the wave of the future since it doesn't require travel and can be done while we are in the office. I would rather be able to network face to face, of course, because many of the benefits of seminars go beyond the actual information.	Jan 25, 2011 4:45 PM
55	developing a class that provides all 60 of the required educational points that can be a combination of in-class and online sessions at a more affordable cost	Jan 25, 2011 4:50 PM

13. Do you have any general comments/suggestions regarding CCAC and/or the

Response Text		
56	It would be a great idea to offer some online opportunities that can either count towards the Education or Experience portion of the CMC requirements.	Jan 25, 2011 4:52 PM
57	Thank you to everyone on the Board for your service to this great profession. I appreciate all that you do for the membership!!	Jan 25, 2011 5:06 PM
58	I feel that sometimes the divisions forget we are all members of one organization, not three separate ones. Not sure how to overcome this, but I feel as if it is something that definitely needs to be addressed.	Jan 25, 2011 5:13 PM
59	After nearly 9 years on the job, I'm still learning.	Jan 25, 2011 5:14 PM
60	Networking is a very valuable tool. Participation in our organization at any level is of benefit to all.	Jan 25, 2011 5:21 PM
61	more points	Jan 25, 2011 5:27 PM
62	None.	Jan 25, 2011 5:49 PM
63	I noticed that certain scholarships are only available to members that haven't attended conferences and I don't think that should be a restriction as we are all facing economic hardships and could benefit from the assistance. Also, more scholarships from IIMC / CCAC to attend the conferences would be helpful. Lastly, online training and/or teleconferencing for meetings would be useful too.	Jan 25, 2011 5:56 PM
64	Pursuit of a Bachelor's degree and MMC designation are too difficult, so I opted for the BA. Recent leadership at CCAC level has been embarrassing and lends no credibility to the profession.	Jan 25, 2011 5:58 PM
65	More one day academy sessions - sometimes it's hard to get away for 2-3 days but one day may be easier.	Jan 25, 2011 6:09 PM
66	None.	Jan 25, 2011 6:16 PM
67	we have really benefited from the city clerk's list serve, it's a great service	Jan 25, 2011 6:18 PM
68	Please understand that we want to participate and have valuable contributions	Jan 25, 2011 6:29 PM
69	Work with IIMC to clarify CMC requirements and to allow State-required Notary Public training to be included towards CMC points.	Jan 25, 2011 6:43 PM
70	I think that there is currently a trend to shift the City Clerk responsibilities to the City Manager and do away with the City Clerk position, partly due to budget constraints, but I think also due to lack of knowledge of the critical nature of the position. I think that CCAC could assist in promoting the profession and educating CM's as to the necessity of the position and the benefit to the City of having a qualified City Clerk.	Jan 25, 2011 6:47 PM
71	I still think CCAC should be more vocal about encouraging their members to obtain college degrees. We have an excellent program at San Joaquin Delta Community College that gets very little press, and as far as I know, no CCAC scholarships are available for that program.	Jan 25, 2011 6:56 PM
72	I think the City Clerk profession rocks! Thanks for all that you guys do.	Jan 25, 2011 7:01 PM
73	We have an amazing organization - forward thinking and a true support to all within our profession.	Jan 25, 2011 7:03 PM
74	Keep up the good fight - it will get	Jan 25, 2011 7:05 PM
75	I think there are numerous opportunities for Members to get involved with CCAC or at the Division; however, I find that I want to be sure I'm first devoting 100% of my time and energy to my job as City Clerk, then whatever time I have to spare I can devote to other worthy causes. Now that my son is out of high school and has left home, I have more time to devote to those other "worthy causes."	Jan 25, 2011 7:34 PM
76	N/A	Jan 25, 2011 8:00 PM
77	I am finding an MMC is becoming less prestigious because I can argue that I am doing higher level work without participating at conferences.	Jan 25, 2011 8:36 PM

13. Do you have any general comments/suggestions regarding CCAC and/or the

Response Text		
78	<p>I believe our profession would greatly benefit from a master archive. Our listerv is a great resource, but we see numerous inquiries that come in that are repeats. It would be fantastic if the League of California Cities could partner with CCAC, and our agencies create a full-time position of a California Local Agency Master Archivist. This individual's job would be taking the legislative records of all cities and creating a master library (hence consolidating the collective California intelligence of how local agencies handle local issues). For instance, if agencies put forward a ban on marijuana, the Archivist would collect all legislation passed and categorize, etc for the State to pull from.</p> <p>Likewise, then launch a consolidated Clerk wiki - an actual collection of current best practices that agencies can offer - or a dedicated professional can be paid to go out and collect.</p>	Jan 25, 2011 8:54 PM
79	Webinars, video access to past conferences	Jan 25, 2011 9:22 PM
80	For question #7, my City requires both CMC and Notary Public commission.	Jan 25, 2011 10:03 PM
81	I would like a seasoned City Clerk to come to Colusa and provide recommendations since I have only been a part-time City Clerk for a year and a half and don't have prior experience as a City Clerk.	Jan 25, 2011 11:16 PM
82	The cost of attending trainings and meetings is prohibitive to many smaller jurisdictions, such as mine. Many Clerks are facing larger workloads and smaller staffing levels. In the beginning of my term as Clerk, I was excited about the CMC designation. However, I have become discouraged by the overall costs of the requirements. My city does not pay for any of my training or travel like in the larger cities. I have been Clerk for five years and am no longer actively pursuing the CMC designation because I cannot afford to travel to the meetings and pay thousands of dollars for training in Southern California.	Jan 25, 2011 11:27 PM
83	No	Jan 25, 2011 11:27 PM
84	PLEASE do not schedule the New Law Seminar (at least every other year) during the period that Nomination Papers are due.	Jan 25, 2011 11:47 PM
85	It would be nice if the New laws/Election Seminar were offered in Southern California in alternate years.	Jan 26, 2011 12:48 AM
86	N/A	Jan 26, 2011 5:25 AM
87	1- Re: this survey, it should have allowed comments in addition to checking a bubble. (My title may make me eligible to attend Department Head meetings but I am not paid a Department Head salary.) 2- There is too much duplication and not enough variety in meeting content between Division and State. 3- We need a more concerted effort to coordinate travel and meetings (Northern, Central, Southern) so that they are not all on the same week - e.g. I would attend Central Div. meetings if they were scheduled 1-2 weeks before/after the Northern Div meeting.	Jan 26, 2011 7:31 AM
88	In regards to the elimination of the recertification, individuals who have obtained their CMC/MMC are able to go in and out of conferences as there is no reason for them to need to get checked in. I know this is the choice of the individual and their conscience, but just thought I'd put it out there.	Jan 26, 2011 5:11 PM
89	I think CCAC continues to do an excellent job of working within the confines of current financial difficulties. I would like to see more regional training opportunities partnered with perhaps ARMA or CAPIO to allow better attendance but perhaps smaller groups	Jan 26, 2011 5:43 PM
90	I think the organization does a great job of promoting the profession and keeping us informed of what we need to know.	Jan 26, 2011 6:18 PM

13. Do you have any general comments/suggestions regarding CCAC and/or the

Response Text		
91	points are very hard to get and training is expensive. At times I feel I am 'paying' for the distinction of MMC rather than 'earning' the distinction. The appearance of the certification being "all about the money" is out there. Hope my feedback does not effect my chances of the drawing!	Jan 26, 2011 6:25 PM
92	None	Jan 26, 2011 7:17 PM
93	I enjoy my interaction with members when I have chance to attend meetings/trainings	Jan 26, 2011 7:47 PM
94	I loved the nuts and bolts training because it laid such a great foundation for the entry level clerk and maybe this is already occurring but I would love a venue that reviewed current challenges (problems faced/solutions found) City Clerks are facing.	Jan 26, 2011 10:34 PM
95	I really liked the idea that we would have a unified "elevator speech", and appreciated all the hard work that went into it. unfortunately, the final outcome still seems beaurocratic and stilted and if I really said that to someone trapped in an elevator with me, they would leave at the earliest floor. Unfortunately, I have not done any better at improving it myself! I fantasize that some day we will have a one- or two-sentence summary that makes people's eyes light up and they say "oh!". I really appreciate the training opportunities and moral support the CCAC provides, and all the hard work done by the volunteers. I'm very proud to be a member of the organization.	Jan 26, 2011 10:51 PM
96	Those that have experience reach out or offer assistance and mentoring to those who are relatively new to the profession. Certification seems cumbersome and expensive. I would answer Q 8 differently, but I cannot afford classes now.	Jan 27, 2011 12:00 AM
97	Always concerned with getting the recognition from City Managers and other Management Team Members that is deserved. We are not glorified secretaries.	Jan 27, 2011 12:02 AM
98	Reaching out to membership is a great way to get a feel for what we need. Great idea.	Jan 27, 2011 12:38 AM
99	Conduct more local trainings for different staff levels	Jan 27, 2011 7:01 PM
100	In theses tough economic times, Webinars and/or on-line training to work toward CMC would be ideal.	Jan 27, 2011 8:55 PM
101	The association does an outstanding job of communicating with members. keep up the good work.	Feb 1, 2011 6:41 PM
102	Revert back to paper membership renewal and accept checks--not everyone has PayPal	Feb 2, 2011 4:46 PM
103	I would just like to thank each and every one of you for your hard word and dedication to our profession and organization. Missing you,	Feb 2, 2011 5:11 PM
104	To attract additional members from special districts and other agencies, CCAC should look at renaming the organization's name to assimilate IIMC's.	Feb 3, 2011 6:21 PM
105	The entire CMC training and certification process should be reevaluated and allow for individuals to present white papers or research documents that would count as credit and help certify individuals. Or there should be an online examination to take to finish the process rather than dragging it out.	Feb 7, 2011 10:35 PM
106	I guess webinars would be great. If there is no money and hard to get out of the office, it's nearly impossible to participate.	Feb 7, 2011 10:40 PM
107	Still love my job! More training for the electronic methods - we're going there how can we make it more accessible/sharing what others do/ teaching by showing! inviting people in to see best practices. Not sure about MMC - as retiring in 3 years but may consider it yet. Still learn something new every day.	Feb 7, 2011 10:48 PM
108	no. I think that the CCAC is a wonderful organization and the City Clerk profession is one of the best, at least for me it has been the best.	Feb 7, 2011 10:57 PM

13. Do you have any general comments/suggestions regarding CCAC and/or the

Response Text		
109	CCAC should encourage Clerks to promote/support their Deputies more: allow Deputies to participate in committees; succession management/prepare them for future positions as Clerk. Deputies need support from their Clerks -- perhaps CCAC can suggest ways for Clerks to realize this.	Feb 7, 2011 10:58 PM
110	I think a Bachelor's Degree should be required for all full City Clerk positions. This would make the position more comperable with other professional titles.	Feb 7, 2011 11:13 PM
111	Change the certification requirements so that classes can be taken on line. This is crucial.	Feb 7, 2011 11:15 PM
112	--	Feb 7, 2011 11:37 PM
113	I think the education points for the CMC is ill-considered. I think it would be a good idea for the CCAC to have their own certification program that is more specific to California and more useful to the profession.	Feb 8, 2011 12:03 AM
114	Doing a great job. Keep it up.	Feb 8, 2011 12:39 AM
115	I think more effort needs be made to pay forward and to train those up and coming into the profession.	Feb 8, 2011 12:50 AM
116	Great job to all the Board Members, past and present! I appreciate all that you do to promote, educate, and inspire those in the City Clerks profession!	Feb 8, 2011 1:24 AM
117	no	Feb 8, 2011 4:19 PM
118	I have been in the profession for 30 years so may look at the above differently than newer City Clerks. Information on new laws and their effects are of value. Info. on how other Cities have dealt with issues/laws/circumstances or ideas for change are of interest.	Feb 8, 2011 5:02 PM
119	I think the CCAC is doing a fabulous job providing needed training and a valuable network of very capable and knowledgeable members who are ALWAYS willing to help each other out.	Feb 8, 2011 6:01 PM
120	Need to integrate and mentor other/new clerks into leadership roles. Current expertise is appreciated but need to get others trained for positions.	Feb 8, 2011 6:50 PM
121	More variety of training topics. More training options	Feb 8, 2011 9:25 PM
122	I think CCAC is doing a great job.	Feb 8, 2011 11:06 PM
123	As a clerk in a small community I often-times find it difficult to attend conferences due to budget restraints and staff back-up for attending meetings and taking care of business. The scholarship program is especially good for new clerks and deputies. CCAC is a wonderful opportunity to connect with clerks. I would have liked to have become more involved, however, I did not have time or support of management to attend meetings.	Feb 9, 2011 4:56 PM
124	Encourage professional dress - even if others in city do not do so - image & education important	Feb 10, 2011 9:18 PM
125	None that I can think of at the moment.	Feb 15, 2011 5:38 PM
126	The board is doing a fantastic job. Excellent goals.	Feb 17, 2011 1:09 AM
127	Provide better practical training on actual clerk functions and less touchy-feely self-engagement training.	Feb 17, 2011 8:02 PM
128	I believe the organization does a wonderful job in all areas of the profession .	Feb 23, 2011 8:36 PM
129	None at this time.	Mar 1, 2011 11:33 PM