



YOUR SUCCESS IS OUR SUCCESS

The heart of our agency is our role as a trusted advisor and partner for your organization. The goal of this program is for local officials to take the knowledge and skills gained from these classes back to their respective governments and agencies and apply them to make a positive difference.



CLGE

CENTER FOR LOCAL GOVERNMENT EXCELLENCE

celebrating **10** *years*
2015 2025

November 5-6, 2025

In-Person and Livestream

**Pennington Biomedical Research Center -
C.B. Pennington Conference Center**
2328 Irene Drive, Baton Rouge, LA 70808



Our Mission

Founded in 2015, the **Center for Local Government Excellence** was created to equip local officials and their staffs with practical knowledge and skills they can immediately apply to improve their governments. By strengthening their capacity to serve, the Center helps enhance the quality of local government services and the effectiveness of local government audits.

This program focuses on real workplace issues and provides practical solutions that can be evaluated and replicated. Through this proactive approach, participants not only gain knowledge, skills, and abilities to support career development, but also benefit from opportunities to engage with Legislative Auditor personnel and network with peers in a supportive environment.

Based on survey responses, we have prepared a professional and solution-oriented workshop to help improve your agencies' leadership and fiscal management. Kicking off Day 1 is nationally-recognized public speaker **Christel Slaughter**, who brings more than 30 years of experience leading organizational change to hundreds of clients across the United States. Building on her foundation, LLA leaders will advise you on the necessity of proper documentation and staying compliant with retirement rules. Closing out our first day, **Tone at the Top** will be an open dialogue between the audience and a panel of experts in government and business leadership.

Communication is key to success, so be sure to come back on Day 2 to learn the importance of delivering essential information to your decision makers. Want to stay out of trouble? Listen closely as LLA attorneys teach about public records and common ethics issues. Lastly, hear our favorite presenter, **Jenifer Schaye**, address fiduciary responsibilities to close things out.

Registration

CLGE is a **complimentary** training provided by the Louisiana Legislative Auditor. Since the event is livestreamed, participants can attend virtually or in-person in Baton Rouge, whatever best fits their schedule and learning style. Click [HERE](#) to register or visit our website at lla.la.gov/clge. Course materials will be posted on the CLGE website when they are available. Prior to the training, registrants will be provided a link to the live broadcast. Questions? Call Liz Martin at **(225) 339-3995** or email clge@lla.la.gov.

Certification

This training qualifies for a maximum of 9.5 hours of Continuing Professional Education (CPE) credit, which for CPAs is based on verified actual education hours attended on an individual course basis in accordance with Louisiana State Board of CPAs rules. Everyone attending at least one class will receive a CPE transcript, and all transcripts will be emailed a few weeks after the workshop. The Louisiana State Bar Association has approved this workshop for a maximum of 9.5 hours of Continuing Legal Education (CLE) credit. In-person attendees will receive the Course Attendance Form at the workshop. Livestream attendees must check the box requesting CLE when signing into the broadcast to receive via email the Course Attendance Form with instructions. Records will be maintained for five years.

Who should attend?

Anyone responsible for managing, utilizing, or accounting for public funds, such as:

- Accountants and others who perform accounting, finance, and budgeting functions
- Clerks
- Purchasing agents and staff
- Administrative staff
- Department heads
- Elected officials
- Members of governing bodies such as councils, police juries, school boards, and other boards and commissions
- Auditors and contract accountants
- Consultants and advisors to local governments

The Center for Local Government Excellence programs benefit officials and employees new to local government and serve as a refresher for long-time public servants.

PROGRAM AGENDA
November 5-6, 2025
Pennington Biomedical Research Center
Baton Rouge

WEDNESDAY, NOVEMBER 5, 2025
Governmental Leadership

8:00 – 8:20 a.m.

Log-In Opens for Livestream Attendees;
In-Person Registration/Coffee and Pastries

8:20 – 8:25 a.m.

Welcome by Legislative Auditor
Michael J. "Mike" Waguespack, CPA

8:25 – 8:30 a.m.

Welcome and Program Overview by Judith Dettwiler, CPA,
CIA, Director of Local Government Services

8:30 – 9:30 a.m.

Bridging the Gap: Leading Across Five Generations

Christel Slaughter, PhD
President and Chief Executive Officer
SSA Consultants

Today's local government workforce spans five generations, each bringing unique perspectives, values, and communication styles. This interactive session will explore the defining characteristics of each generation, the myths and realities that influence workplace interactions, and the challenges that arise when different generational expectations collide. Participants will learn strategies for building bridges across generations, improving collaboration, and turning potential conflict into a competitive advantage. Practical tools and real-world examples will help leaders foster inclusivity, increase engagement, and harness the strengths of every age group in their organizations.

9:30 – 9:40 a.m. Break

9:40 – 10:40 a.m.

**Turning Tension into Teamwork:
Practical Conflict Resolution Skills**

Christel Slaughter, PhD
President and Chief Executive Officer
SSA Consultants

Conflict in the workplace is inevitable — but left unmanaged, it can erode trust, lower productivity, and damage relationships. In this session, participants will learn how to recognize the root causes of conflict, adapt their approach to different personalities and situations, and use proven tools to de-escalate tension. Through case examples and practical frameworks, attendees will gain strategies for handling difficult conversations, addressing conflict early, and turning disagreements into opportunities for stronger collaboration. Leaders will leave with actionable skills to create a healthier, more productive work environment for their teams.

10:40 – 10:50 a.m. Break

10:50 a.m. – 11:50 a.m.

Documentation of Conflicts

Tina R. Michelli, SPHR, SHRM-SCP
Human Resources Manager

This session equips Louisiana Local Government employees with the skills to document workplace conflicts accurately and professionally. Building on strategies from the Conflict Resolution session, participants will learn why proper documentation matters, what details to capture (and avoid), and how to create records that are factual, fair, and compliant with organizational and legal requirements. Through practical examples and hands-on exercises, attendees will leave with the tools and confidence to document conflicts consistently, supporting both effective resolution and organizational accountability.

11:50 a.m. – 1:20 p.m. Lunch Break

1:20 – 2:20 p.m.

Retirement Rules Made Clear: Who's Covered, Who's Not, and Why It Matters

Kenneth J. "Kenny" Herbold, ASA, EA, MAAA, CFA
Director of Actuarial Services

Learn which employees must be enrolled in Louisiana's retirement systems, who can opt-out, and how to meet enrollment and reporting requirements. This session will also share best practices to help your agency stay compliant—even when you don't (think you) have any active participants.

2:20 – 2:30 p.m. Break

2:30 – 4:00 p.m.

Tone at the Top Panel Discussion

Michael J. "Mike" Waguespack, CPA, Legislative Auditor;
Kim Hunter Reed, PhD, Commissioner of Higher Education,
Louisiana Board of Regents; and
Christel Slaughter, PhD, SSA Consultants

The tone from the top is important for setting expectations in an organization and setting the foundation for how good public business is to be conducted. It also helps ensure that business practices align with the organization's values and principles. Although initial tone at the top starts with the Board and upper management, all in the organization play a part in promoting and carrying out good, ethical, public business practices. This panel will discuss the importance of tone from the top in their organizations and local government entities; examples of positive negative consequences related to having or not having an effective tone at the top; strategies for implementing an effective tone at the top; and panelists will answer related questions.

THURSDAY, NOVEMBER 6, 2025

Fiscal Management

7:30 – 7:55 a.m.

Log-In Opens for Livestream Attendees;
In-Person Registration/Coffee and Pastries

7:55 – 8:00 a.m.

Welcome and Program Overview by
Lizzie Schexnayder, MSHRLD, CTP
Professional Development Manager

8:00 – 9:00 a.m.

Delivering Essential Information to Decision Makers

Barry O. Kelly, MBA, CIA
Special Projects Senior II

This session will explore the importance of providing governing boards and other decision makers with timely, relevant, and reliable information. Participants will learn what types of information are most critical for oversight and decision making. The presentation will also highlight common pitfalls—such as incomplete, outdated, or overly technical reporting—that can impair effective decision-making. By the end of the session, attendees will better understand how to frame and deliver information that strengthens governance and supports sound decision making.

9:00 – 9:10 a.m. Break

9:10 – 10:10 a.m.

Public Records

Angela M. Heath, LLA, CFE
Senior Attorney

This presentation provides an overview of the Louisiana Public Records Law, (La. R.S. 44:1, *et seq.*), including the legal framework that defines public records, the rights of the public to access them, and the obligations of government bodies to provide them. Participants will learn the scope of the law, key definitions, timelines for responses, common exemptions, and best practices for compliance. The session will also address recent developments, practical challenges for public entities, and strategies to handle requests effectively.

10:10 – 10:20 a.m. Break

10:20 – 11:20 a.m.

Common Ethics Issues

Patrick Virgadamo, CFE
Senior Attorney

This presentation will help public servants identify and understand common issues that may arise concerning compliance with the Louisiana Code of Governmental Ethics. The course will specifically discuss issues concerning restrictions on compensation and gifts from prohibited sources, prohibited participation and transactions involving a public servant's agency, and compliance with annual ethics training requirements. The presentation will also discuss the role of the Board of Ethics in providing guidance on and regulating compliance with the Code of Governmental Ethics.

11:20 – 11:30 a.m. Break

11:30 a.m. – 12:30 p.m.

Fiduciary Responsibilities – Local Government Budget Act

Jenifer Schaye, CFE
General Counsel

In this session, the fiduciary responsibilities of public officials will be explained in general. In addition, the mandates of the Local Government Budget Act will be detailed.

To attend this dynamic and
informative program,
[click here to register!](#)

*“Wow! Excellent content and wonderful speakers. Knowledge is
power, and you guys are providing the knowledge.”*

- March 2025 CLGE Participant

For our in-person attendees, dress is business casual. Coffee, water, and snacks will be available each morning. Lunch will be on your own each day.

In compliance with the Americans with Disabilities Act, if you need special assistance, please contact Liz Martin at (225) 339-3995 or clge@lla.la.gov.