State of California . The Natural Resources Agency . Department of Parks and Recreation

PROJECT MANAGEMENT

March 24-27, 2014

Training Syllabus



William Penn Mott Jr. Training Center



Memorandum

- Date: March 14, 2014
- To: Supervisor
- From: Theresa Bober, Department Training Officer Training Section Department of Parks and Recreation
- Subject: Employee Attendance at Formal Training Project Management Group 1 – Week 2

An employee from your office will soon be attending the formal training program described in the attached. Please insure that the employee is fully prepared to attend the session and that the groundwork is laid for the employee's implementation of the training upon returning to work. You can assist with capturing the full value of the training by taking the following steps:

Prior to Training

- 1. Make sure that **specific** employee needs are identified and, if necessary, called immediately to the attention of the Training Coordinator.
- 2. Review with the employee the reason for the employee's attendance.
- 3. Review objectives and agenda with the employee.
- 4. Discuss objectives and performance expected after the training.

Immediately Following Attendance

- 1. Discuss what was learned and intended uses of the training.
- 2. Review the employee's assessment of the training program for its impact at the workplace and review the due date of the Post-Training Evaluation form.
- 3. Support the employee's use of the training at the work place.

Prior to Three Months Following Training

- 1. Employee after discussion with the supervisor login to the Employee Training Management System (ETMS) to complete the Post-Training Evaluation form.
- 2. Supervisor evaluates the effectiveness of the training on the employee's job performance and login to the ETMS to complete the Training Effectiveness Assessment form.

Thank you for your assistance in seeing that the full benefit of training is realized.

Attachment

cc: Participant

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Mission Statement Training Section

The mission of the Training Section is to improve organizational and individual performance through consulting, collaboration, training, and development.

TRAINING SECTION STAFF

Theresa Bober	Department Training Officer
Chuck Combs	Training Specialist
Sara M. Skinner	Training Specialist
Karyn Lombard	Training Specialist
Dave Galanti	Training Specialist
Matt Cardinet	Cadet Training Officer
Travis Gee	Cadet Training Officer
Pamela Yaeger	Assistant Program Coordinator
Edith Alhambra	Assistant Program Coordinator
Michael Bartenetti	Assistant Program Coordinator
Rogers Williams	Program Assistant

THE MISSION

of the California Department of Parks and Recreation is to provide for the health, inspiration and education of the people of California by helping to preserve the state's extraordinary biological diversity, protecting its most valued natural and cultural resources, and creating opportunities for high quality outdoor recreation.



FORMAL TRAINING GUIDELINES

Welcome to formal training, an essential component in your career development.

Since 1969, our Department has been providing a continuously changing number of diverse training programs at its main training facility, the William Penn Mott Jr. Training Center and other locations including Marconi Conference Center. The Department strives to enhance your learning and job performance with formal training of the highest quality.

Our Department's dedication to training is only one aspect of its commitment to you and to the public. This commitment is costly and represents an important investment in you and your career. You and the Department realize a return on that investment by your positive participation in formal training itself and post training follow-through.

The program you will be participating in is described in this training syllabus, which outlines what you can expect from this training and what is expected of you. This syllabus details what you should do before you leave for training; what to do when you arrive; what you will be doing while in training; and, importantly, what you should be able to do when you return to your work site. Specifically:

- 1. SYLLABUS: Your copy of this syllabus is an important part of your training experience and should be brought with you to Training. Read it before you arrive and review it following the program along with material you received at training.
- PRE-TRAINING ASSIGNMENTS: Your completion of pre-training assignments is essential to the success of your training. You are responsible for all reading assignments in preparation for classroom sessions. Time will be provided during working hours to accomplish any assignments which involve either individual or group efforts and resources.
- 3. TRAVEL: Arrange your travel to and from the training site through your District or Office. (No reimbursement for travel expense including per diem costs will be approved for travel not specifically authorized in advance by the District Superintendent). Individuals may claim reimbursement for incidental expenses incurred as outlined in DAM 0410.6.

- 4. HOUSING: Housing will be assigned to you on a shared-room basis and will be available from 3:00 p.m. on the date of arrival to 10:00 a.m. on the date of departure. The Department provides your room and board expenses at the Marconi Conference Center only. No per diem allowance will be authorized for living off-grounds. This does not preclude living off-grounds at your own expense. In the event of an emergency, staff must know your room assignment; therefore, you may not switch rooms without staff approval. Overnight guests are not allowed in the buildings unless registered beforehand at the front desk in the Marconi Conference Center Administration Building.
- 5. <u>ENROLLMENT OR HOUSING CANCELLATION POLICY</u>: To cancel participation in a course, the participant must have their District Superintendent or Section/Office Manager send an email to the Training Specialist assigned to the course requesting to remove the participant. If you do not need lodging or must change or cancel your reservation for lodging, you must contact the Mott Training Center or Training Specialist assigned to the course at least 72 hours prior to your date of arrival. Lodging, registration, and associated fees will be charged to the employee's District or Section/Office if a training cancellation is received with less than 72 hours notice.

The Training Section is committed to ensuring that the reservation that has been made for you is accurate and needed.

- 6. MEALS: Meals will be provided from dinner on the date of arrival through lunch on the date of departure. Meals will be served at 7:00 a.m. for breakfast, 12:00 noon for lunch, and 6:00 p.m. for dinner. Hot or box lunches may be provided on some days. If you require a special diet, notify the Marconi Conference Center no later than one week before your scheduled arrival.
- 7. CLOTHING: Field uniforms as found in "Description of Required Field Uniforms", DOM Chapter 2300, Uniform Handbooks, not including optional items, will be worn daily by all uniformed employees during formal training sessions <u>unless</u> <u>otherwise specified in the Program Attendance Checklist</u>. Non-uniformed employees shall wear apparel normally worn on the job. Appropriate attire includes apparel suitable for professional office dress. It does not include such items as shorts, t-shirts, tank tops, or sandals.

Because we are on the conference grounds with many other groups, and the image we project as State Park employees is important not only during working hours but off duty hours as well, your informal sportswear should be appropriate.

- 8. COURSE LEADERS: The formal training you will attend is developed and, for the most part, conducted by experienced State Park employees in field and staff positions. Some courses will be conducted by qualified instructors from other agencies and educational institutions. Your course leaders have proven their ability and knowledge in their profession, and provide a level of expertise difficult to match.
- 9. TRAINING SECTION STAFF: Chuck Combs is your Training Specialist and has been assigned the responsibility for your training group. During the program, you may be asked to assist Training Section Staff in the logistics of your training program (organizing field trip transportation, supervising classroom breaks, etc.). Training Section Staff will do all within their power to make your training experience pleasant and meaningful.
- 10. ATTENDANCE: Regular attendance is a critical course requirement and your participation is important to the success of this training. All absences, except those of an emergency nature, must be approved in advance by the Training Specialist.
- 11. TRAINING MATERIALS: May be made available to you at both your unit and at the Marconi Conference Center. Handout materials issued at your unit should be brought to training for possible use. A conference binder or notebook will be issued to you at the training session for note taking and convenience in handling materials. Please bring your own pens and pencils.
- 12. CELL PHONES: As a courtesy to your fellow participants and course leaders ensure that your cell phone is turned off during classes. Participants should not be receiving or making cell phone calls during class time. Please limit those calls to your breaks.

Please remember that cell reception is poor at Marconi. There is a payphone which takes prepaid phone cards or coins. If you have a phone in your room you can also use a prepaid calling card. There is one computer available for checking email in the Administration Building. There is also wi-fi access, which requires a pre-established account or a fee for use which cannot be charged to your room.

- 13. TELEPHONE: Limit phone calls during classroom hours to urgent business or emergencies. Anyone wishing to contact you by telephone during working hours should call (415) 663-9020.
- 14. POST-TRAINING ASSIGNMENTS: In connection with formal training are to be completed under the direction of your supervisor.

15. SAFETY/COMFORT REMINDER: The Northern California Coastal Rainforest experiences an average of 70 inches of combined rain and fog annually. We will be training at the beginning of the wet season, so be prepared for adverse weather. Bring rain gear and layered work clothing that will allow you to stay comfortable while working/hiking in inclement conditions. There will be poison oak at this training.

Warning – Poison oak, which many people find highly irritating to the skin, is prevalent in this area. Persons who may have sensitivities are advised to take care to not come in contact with this plant while hiking and working, and should take any other preventative measures as may be appropriate.

Marconi Conference Center PLANNING INFORMATION

To make your visit as comfortable and satisfying as possible, please take a few moments to read the following.

CHECK-IN/CHECK-OUT

Please check in at the Front Desk. Follow the signs for Check-in.

Check-in: 3 p.m. to 11 p.m. Check-out 7 a.m. to 10 a.m. (Bring your key)

Late check-out (after 10 a.m.) will incur an additional day's charge.

DINING

Meals are served in Redwood Dining Hall. Breakfast buffet: 7 a.m. to 9 a.m. Lunch buffet: 11:30 a.m. to 1:30 p.m. Full service dinner: 6 p.m. to 8 p.m.

LODGING

You may wish to bring: shampoo, flashlight, comfortable shoes for hilly trails. Please note cooking and other appliances, candles and incense are not allowed, and food should not be kept in your room as it attracts insects.

PARKING

Please park in designated parking spaces only and observe the law regarding spaces for the handicapped. Campers, recreational vehicles and motor homes are not permitted.

DRIVING

Please drive slowly and carefully, yielding to pedestrians, bicyclists and animals. The speed limit is 15 mph, and all signs and barriers must be observed.

GAS STATIONS

The closest gas station is located in Point Reyes Station, 15 minutes to the south.

TELEPHONES

Your guestroom has a private telephone number which you can give callers after you check in, as well as a port for your modem. All outbound telephone and modem calls require a toll-free 800 number. Bring your calling card for phone calls; check with your ISP for 800number access. Most cellular phones DO NOT work at Marconi Conference Center.

MESSAGES, FAXES, MAIL

If your callers would like to leave a message, give them this number:

Front Desk Telephone: (415) 663-9020 You may also want to give them your lodging building, room number and name of conference, to expedite receiving emergency messages.

We post messages for guests on the message board. We'll also post a notice if you receive mail or a package. *Emergency messages will be delivered.*

If you wish to receive a fax, use this number: Front Desk Fax: (415) 663-1731 We will post a notice on the message board when your fax arrives and collect the service charge when you pick it up.

If you wish to receive mail, use this address: (your name), (conference name) c/o Marconi Conference Center P.O. Box 789, 18500 State Route 1 Marshall, CA 94940

We will post a notice on the message board and hold your mail at the Front Desk.



Marconi Conference Center's guestrooms overlook Tomales Bay

♦ EMERGENCIES

Between 11 p.m. and 7 a.m., the recorded message on (415) 663-9020 tells callers how to contact a guest or Marconi staff member in an emergency.

\$ GUEST SERVICES

In the front desk area we have games, reading material and a VCR with a selection of movie videos; volleyball, badminton and horseshoe equipment; ice, irons and ironing boards, all at no charge. Our commissary sells snacks, cold drinks, personal hygiene items,

flashlights/batteries, writing supplies, stamps. We have a selection of Marconi souvenirs such as shirts, hats, mugs and other items that make wonderful remembrances of your stay with us. Our Front Desk staff can also help you with local information.

BUSINESS CENTER

The Business Center is located in the Pelican Building lounge and is open 7 am to 11 pm. For your convenience, we are pleased to provide **free of charge**, the following services: Internet / E-mail

- Computer with MS Office
- ♦ LaserJet Printer
- Photocopier

WALKING & EXPLORING

Marconi Conference Center is a unit of the California State Park system and all natural elements such as branches, pine cones, mushrooms and flowers are protected by state

law and may not be removed. Camping and campfires are not permitted.

We suggest walking on designated footpaths to avoid poison oak. The pine needles can be slippery—please use caution. We recommend flashlights at night.

SMOKING

State law prohibits smoking in or within 50 feet of Marconi Conference Center buildings. Ashtrays are located at entrances, on decks and on patios. Smoke only in paved areas and please use extreme caution when smoking on the property.

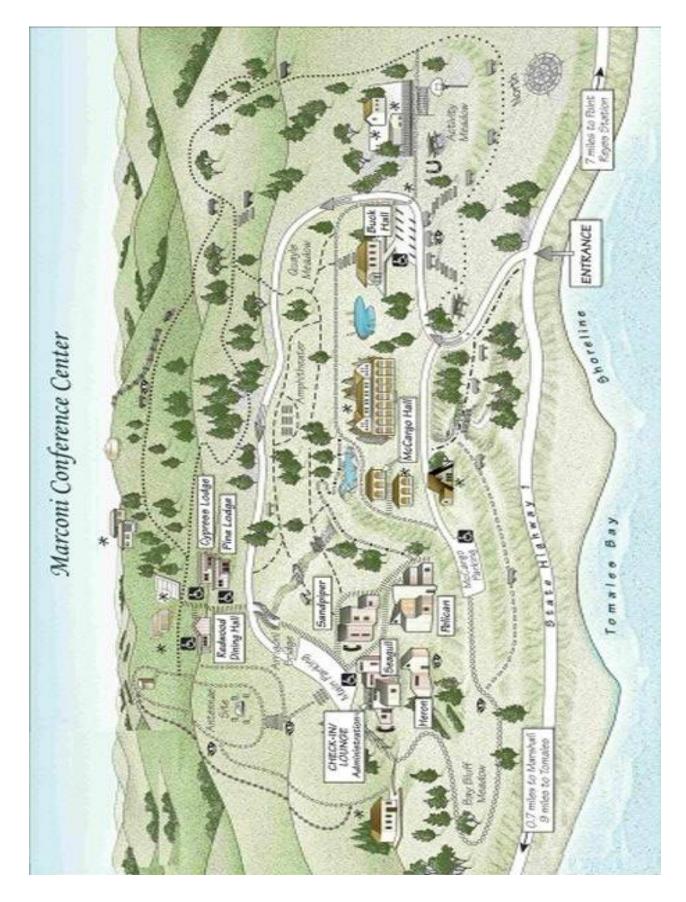
PETS

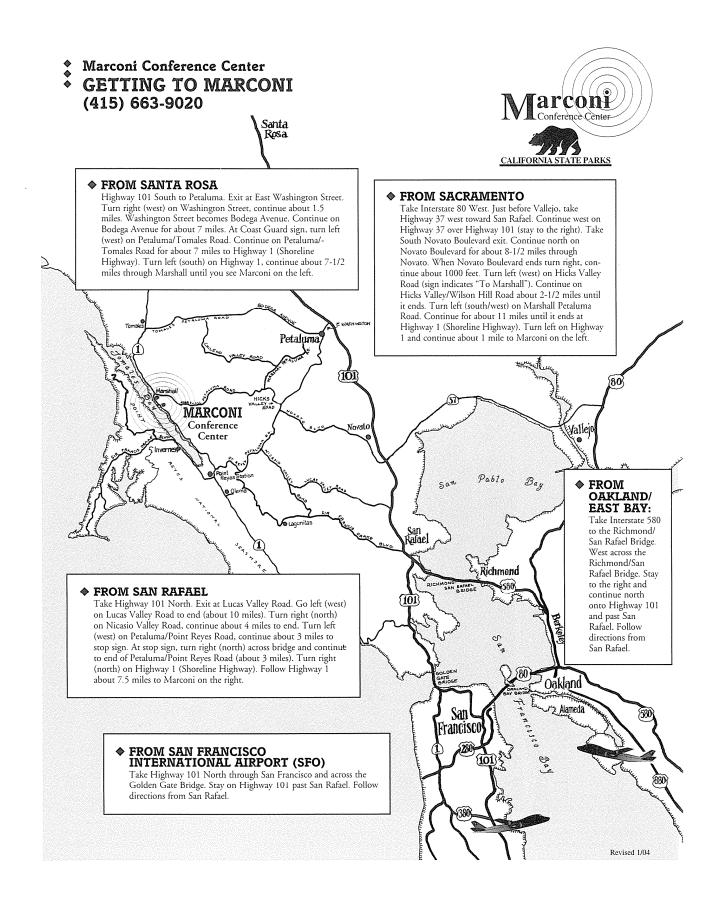
With the exception of guide dogs for the handicapped, *pets are not permitted* in Marconi

Conference Center buildings and cannot remain on the property overnight. Dogs must be on a leash at all times.

ENJOY!

We hope that between highly productive meetings you'll have some time to appreciate the rich human and natural history that surrounds us here. Please let us know if there is anything we can do to enhance your stay.





PROGRAM ATTENDANCE CHECKLIST

- _____1. Arrange your travel through your District Office/Headquarters Section.
- 2. Remember to bring the following with you to training:
 - **D** Program Syllabus, study guide, and all pre-training assignments.
 - Personal Safety Equipment (eye, ear, head, and hand protection).
 - Coveralls or appropriate work clothing.
 - □ Foul weather gear due to the possibility of rain during the program. It is required that you bring rain gear with you.
 - D Proper field uniform, see Formal Training Guidelines #7.
 - **C** Coffee cup, reusable water bottle, alarm clock, pens and pencils.

POST-TRAINING ASSIGNMENT

Prior to ninety days after the completion of this program, the employee and his/her supervisor should sit down and discuss the impact and assess the effectiveness this program has had on the employee. Then both the supervisor and employee should login to the Employee Training Management System (ETMS) and complete the Post-Training Evaluation form (an email will be sent to both employee and supervisor notifying them that the evaluation needs to be completed).

The post-training evaluation process is intended to provide a bridge between classroom instruction and the on-the-job application of training. The information obtained through this process will assist the training participant, supervisor, and Mott Training Center in providing a return on the investment the Department has on training.

PROJECT MANAGEMENT TRAINING GROUP 1 – WEEK 2 A G E N D A – March 24-27, 2014

This program will be conducted at the Marconi Conference Center, Buck Hall. Field sessions will be held at various Marin District Parks. Vans will transport you to and from the Field sessions and will leave the Marconi Conference Center promptly at 0800 daily and return by 1700 on the field day.

Monday March 24

1300-1400 1400-1500 1500-1700 1700-	Project Management/Development Needs Natural and Cultural Concerns CEQA and Environmental Compliance and Permits REGISTRATION: Check in at the Marconi Registration Building	Newland Osanna/Chamberlin Archambault/Newland All
1800-	Dinner	All
Tuesday <u>March 25</u>		
0700-0800	Breakfast	All
0800-0900	Transportation to Mount Tamalpais, Samuel P. Taylor and Tomales Bay State Parks	All
0900-1700	Rotating Labs: Steep Ravine Cabins Devils Gulch Trail Lagunitas Creek Retaining Wall Tomales Bay Bishop Pines Tomales Bay Campsites	
1800-	Dinner	All
Wednesday March 26		

March 20		
0700-0800	Breakfast	All
0800-1700	Team Development of Project	
	 PEF/Detailed Project Description 	
	Permit Drafting	
	Detailed Budget	
	Project Agreement	
1200-1300	Lunch	All
1800-	Dinner	

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Thursday March 27

<u>March 27</u>		
0700-0800	Breakfast	All
0800-1130	Group Presentations	Dumont/Martin/Fields/
	Each Group Turns in Project PEF with Associated	Cahill/Musillami
	Documents to be Reviewed by Service Center Team.	
	Service Center Team Critiques and Makes a	
	Recommendation.	
1130-1200	Class III Prep and Departure	Combs

PROJECT MANAGEMENT TRAINING

PROGRAM OUTLINE

PROGRAM ORIENTATION	1.0
PROJECT MANAGEMENT Project Management/Development Needs Lecture Field Labs	1.0
OPPORTUNITIES AND CONSTRAITS Natural and Cultural Concerns	
CEQA and Environmental Compliance and Permits	1.0
<u>PROJECTS</u> Field Labs	8.0
Team Development of Project	8.0
PEF/Detailed Project Description	
Permit Drafting Detailed Budget	
Project Agreement	
PROJECT PEF PRESENTATIONS	3.5
PROGRAM EVALUATIONS	0.5
TOTAL HOURS2	24.0

Project Management

Course Objectives by Outline

Three separate three day classes spread out over 1-3 months. Class 1 – Project Development, Class 2 – Project Compliance/Permitting and Contracting, Class 3 Project Implementation. Class would be open to District and Sector Maintenance Chiefs, District Service Managers, Senior and Environmental Scientists, Cultural Specialists, Sector Superintendents, Supervising Rangers and Maintenance Supervisors and Administrative Officers.

Introduction to Project Management

- 1. Department Program Organization Structure
 - 1.1. Department Mission and the Core Program Areas
 - 1.2. Review Current Organizational Charts
 - 1.2.1. Sacramento Headquarters
 - 1.2.2. District Core Program Management
 - 1.2.3. Units
 - 1.3. Coordination with Core Programs
 - 1.3.1. Cultural Resource Management
 - 1.3.2. Natural Resource Management
 - 1.3.3. Interpretation and Education
 - 1.3.4. Recreation
 - 1.3.5. Mission Based Revenue Enhancement
 - 1.3.6. Law Enforcement
 - 1.3.7. Administration
- 2. Primary Project Prioritization
 - 2.1. Health and Safety (Fire, Life, Safety)
 - 2.2. Protection of Prime Resource
 - 2.2.1. Natural
 - 2.2.2. Cultural
 - 2.3. Preservation of Investment
 - 2.4. Providing Education and Information
 - 2.5. Facility Improvement
- 3. Infrastructure Project Program
 - 3.1. Where does the Money Come From
 - 3.2. PID
 - 3.2.1. Program Categories
 - 3.2.1.1. Natural
 - 3.2.1.2. Facilities
 - 3.2.1.3. Cultural
 - 3.2.1.4. Interpretation and Education
 - 3.2.1.5. Revenue Generation
 - 3.2.2. Funding Programs

- 3.2.2.1. Deferred Maintenance
- 3.2.2.2. Capital Outlay
 - 3.2.2.2.1. Minor
 - 3.2.2.2.2. Major
- 3.2.2.3. Category II

Project Development

- 1. Introduction to Project Management
 - 1.1. Project Management Process
 - 1.2. Development of Project Scope
 - 1.3. Project Development Criteria
 - 1.4. Project Budget Development
 - 1.5. Use of Project Infrastructure Data Base (PID)
 - 1.6. Contract or In-House Project Implementation?
 - 1.7. Project Scheduling
 - 1.8. Management of Project Implementation
 - 1.9. Post Project Evaluation, Monitoring and Maintenance Schedules
 - 1.10. Project Management Exercise
- 2. Project Management Process
 - 2.1. Laws and Legal
 - 2.2. Planning
 - 2.3. Design
 - 2.4. Construction
 - 2.5. Monitoring
 - 2.6. Meeting Customer Needs
- 3. Project Development Criteria
 - 3.1. Scope Development
 - 3.2. Front End Work
 - 3.2.1. Natural and Cultural Constraints/Impacts
 - 3.2.2. Compliance with Control Agency
 - 3.2.3. Anticipated Design Requirements
 - 3.2.4. Identification of Special Skill Sets for Implementation
 - 3.2.5. Environmental Documents (CEQA Compliance)
 - 3.2.5.1. NEPA Nexus?
 - 3.3. Initiation of Project Development Team
 - 3.4. Alternative Development 3.4.1. No Action Option
 - 3.5. Facility and Visitor Constraints/Impacts
 - 3.6. Control Agencies Coordination
 - 3.6.1. Water Quality Control Board
 - 3.6.2. Fish and Wildlife
 - 3.6.3. Department of Health Services
 - 3.6.4. Department of Toxic and Controlled Substances

- 3.6.5. Air Quality Control Board
- 3.6.6. Army Corps of Engineers
- 3.6.7. US Fish and Wildlife Service
- 3.6.8. National Marine Fisheries
- 3.6.9. Coastal Commission
- 3.7. PEF Development
- 4. Project Budget Development
 - 4.1. Development of Accurate Budget Based on Project Development Criteria
 - 4.2. PID Budget Sheet
- 5. Use of Project Infrastructure Data Base (PID)
 - 5.1. Use of PID
 - 5.2. PID Levels of Readiness
 - 5.2.1. Level 1-6

Project Implementation

- 1. Contract or In-House?
 - 1.1. Design Assignment
 - 1.2. Construction Assignment
 - 1.3. In-house Project Assignment
 - 1.3.1. Workforce Management
 - 1.3.2. Workforce Development
 - 1.3.3. Depletion of Operations Work Crews
 - 1.4. Interagency CCC Project Assignment 1.4.1. Production Based Contracting
 - 1.5. Private Contractor Assignment
 - 1.5.1. Specifications
 - 1.5.2. Contract Terms and Conditions
 - 1.6. Project Management Assignment
 - 1.6.1. Matched to Workforce Assignment
 - 1.6.2. Skill of State's Representative
 - 1.6.3. Depletion of Operations Management
- 2. Budgeting
 - 2.1. BCP Development
 - 2.1.1. Minor and Major Capital Outlay Projects
 - 2.1.2. Personnel
 - 2.1.3. Equipment
 - 2.2. PID Project Development
 - 2.3. Detail Scope of Work
 - 2.4. Development of Realistic Cost Estimating
 - 2.4.1. Planning, Environmental Review, Permit Costs
 - 2.4.2. Design, Plans, Specifications Costs
 - 2.4.3. In-house/Contract Costs Estimating

- 3. Escalation
- 4. Project Scheduling
 - 4.1. Bench Mark Development
 - 4.2. Timeline Development
 - 4.2.1. Project Time Line
 - 4.2.2. Task Time Line
 - 4.3. Project Details Assignment
 - 4.4. In-house Project Scheduling
 - 4.5. Working with Technical Services and/or Service Center
- 5. Management of Project Implementation
 - 5.1. Management of Contracts and Contractors
 - 5.1.1. Use of Contract Inspectors and State Representatives
 - 5.2. Management of Service Centers
 - 5.3. Management of In-house Crews
 - 5.4. Bench Mark Management
 - 5.5. Quality Control
 - 5.6. Natural Progression of Work
 - 5.7. Punch List Development
 - 5.8. Mobilization and Demobilization, Staging, Site Impacts
 - 5.9. Best Management + Practices
 - 5.9.1. Typical BMPs
 - 5.9.2. SWPP's
 - 5.9.3. Protection of Park Resources
- 6. Post Project Evaluation, Monitoring and Maintenance
 - 6.1. Project Completion Report
 - 6.2. Monitoring Plan
 - 6.3. Immediate Maintenance Requirements to Weather Project In
 - 6.4. Cyclic Maintenance Activity Identification 6.4.1. Implementation into Maximo
- 7. Project Management Exercises
 - 7.1. Exercise Week One

The students receive a typical project proposal to develop. Development will include a scope of work, development of tasks and logistical needs with an accurate project estimate based a task listed budget. Emphasis will be placed on the development of the scope and task list, not the costs.

10.2 Exercise Week Two

Continue on the project scenario, students to complete CEQA compliance, permitting, contracts and other required paperwork to implement project. Assign the appropriate design location (In District, Service Center, and/combination of Services Maintenance Team), project management (In District, Service Center, Technical Services Maintenance Team) and labor force to complete the task. (Contractor, in-house, interagency work crew, volunteers, etc.) Development of project agreements.

10.3 Exercise Week Three

The team will develop the needs required of the District to support the chosen implementation labor force. Proper assignment of project type of work force to complete the project proposed for implementation. Develop critical path, prestart meetings, contract progress reports, daily records, expenditure record keeping and creating auditable project files and completion reports. Additional operational management plans (impacts to daily park operations, emergency evacuation plans etc)