



CountyLines

www.ncacc.org

AUGUST 2010 | VOLUME 36, NO. 8

An eventful and blessed two years

When you become an elected official, you know that at some point, your term in office will end. If we are blessed, we get to end it on our own terms. Sometimes, the voters say otherwise.

As I look back on my two years serving as NCACC president and president elect, blessed is the word that keeps coming to mind.

I am blessed to have served for such a wonderful

organization and to have represented the 100 counties in our great state. The NCACC is the only organization that can truly say it represents all the citizens of North Carolina, and our wonderfully diverse membership reflects that.

Decisions that we make impact the lives of all North Carolinians, and we are all truly blessed to have such an outstanding staff to provide day-to-day operational guidance for the Association and for all 100 counties.



President's Perspective
by Mary Accor

Mary S. Accor

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A shining moment from a difficult session

The passage of a long-standing county legislative goal officially came to fruition July 23 when Governor Beverly Perdue signed H1691 (Use of 911 Funds) into law. The new law expands the scope of use for 911 funds and adds local government representation to the state 911 Board. Above, from left to right, Tracy Sary of AT&T, Reps. Efton Sager and Angela Bryant, and NCACC Director of Government Relations Kevin Leonard watch as Governor Perdue signs H1691.

Photo by Jason King

Make it a goal to be part of goals process

Development of legislative goals package begins with proposals

By Kevin G. Leonard

Director of Government Relations

County commissioners can relate to state legislators, who are constantly bombarded by various groups with their own specific interests. In most instances those advocates represent a very specific segment of the population – this can make it hard for legislators to support their cause. This is not the case for the NCACC, and that is due in part to the Association's legislative goals process.

When an NCACC advocate visits a legislator or speaks on an issue at a meeting at the General Assembly, that legislator can be assured that behind that stance is broad support – making it easier to support the NCACC's position. As staff representing the NCACC, we can honestly assert that our adopted legislative goals process represents a consensus opinion of all the state's counties and the views of county elected officials across the state. This is a powerful statement and one that carries great weight in Raleigh.

Elected and appointed county

officials are vital to making this process work so well. The process is designed to be open, inclusive and deliberative. It gives a chance for all 100 counties to have a voice in developing our next legislative agenda.

This month we kick off our biennial legislative goals process. The first step in that process – and one of the most important steps – is the submission of proposed goals.

Counties and NCACC affiliate organizations are invited to submit their legislative proposals to the Association through Sept. 15.

After that deadline, the NCACC's seven steering committees will begin the process of reviewing and debating the merits of each goal. Steering committees submit their respective goals packages to the Legislative Goals Committee, which will meet twice in November to assemble a complete package of goals for the Board of Directors to review in December. That set of goals will be forwarded to all counties, which will debate and

Please see Legislative goals on page 5

It's busy-ness as usual in Pitt County

Host county for Association's 103rd Annual Conference also celebrating 250th anniversary

To say the staff of Pitt County Government has been pulling its weight in 2010 is a bit of an understatement. Staff has not only been working hard to ensure the Association's 103rd Annual Conference plays out without a hitch, but they also seeing through a number of events that recognize and celebrate the 250th anniversary of the county's creation.

The support of management and dedication of employees has helped all those involved weather the increased workload. With Deputy County Manager/Chief Information Officer Mike Taylor heading up the Annual Conference Committee and Deputy County Manager/Chief Financial Officer Melonie Bryan overseeing the 250th Anniversary Committee, strong organization and collaboration have set the tone for each project.

"There have been internal committees working on these events for some time now, and everyone has come together to make them successful," said County Manager Scott Elliott. "Mike and the committee have done a tremendous job with planning the conference. There



Please see Pitt County on page 7



Pitt County Deputy Manager/CFO Melonie Bryan (left), who heads the county's 250th Anniversary Committee; Deputy County Manager/CIO Mike Taylor (center), head of the NCACC Conference Committee; and Jo Morgan, NCACC Conference Logistics Committee Chair, go over details for the Annual Conference during a July 21 meeting.

Photo courtesy Kiara Jones

Perspective

Continued from page 1

I am blessed to have served at such a historic time in our existence. During my four years on the Executive Committee, this Association celebrated its 100th anniversary with a wonderful Annual Conference in Craven County. Who can forget the image of the great grandchild of our founding father, C.E. Foy of Craven County, carrying in the Craven County flag during the opening ceremony?

We also convinced the Legislature to relieve counties of the Medicaid burden, a decision that ended a decades-long battle. It will pay positive dividends for counties – and county citizens – for years to come.

I am blessed to have served the past year on the National Association of Counties (NACo) Board of Directors. Had I not served as an officer with this Association, I would not have been appointed by Valerie Brown, now NACo's

immediate past president. Serving on the NACo board afforded me the opportunity to travel across the country and meet county officials from every state and learn about the issues and difficulties they are facing and their ideas for remedying those problems.

I am blessed mostly because of the hundreds of county commissioners from across North Carolina that I have met and worked with since I first became involved with this Association. I have learned something from each of them along the way.

Malcolm Forbes once said, "Education's purpose is to replace an empty mind with an open one." I want to thank each of you for educating me and helping to open my mind during my tenure as an NCACC officer. Serving as NCACC president has truly been a blessing for me and for my family. The NCACC has become a special part of my extended family, and yes, because of that, I am indeed blessed! May God's grace and peace forever be with the NCACC!

NCACC names new director of Risk Management Pools

The Association was set to welcome its new Risk Management Director, Marcus Beverly, on Aug. 16.

Beverly has extensive multi-line pooling experience in organizations similar to the NCACC Risk Management Pools. His background in claims management includes a stint as an assistant vice president with Sedgwick Claims Management Services, which administers claims for the NCACC Liability & Property and Workers' Compensation pools.

Beverly earned a bachelor's degree in business administration and a bachelor of arts in industrial psychology from the University of Arkansas. He is a Chartered Property Casualty Underwriter, an Associate in Claims and Associate in

Risk Management–Public Entities. He is also a board member for the Public Agency Risk Managers Association (PARMA).

Also on Aug. 16, Sharon Scudder was set to transition to general counsel for the Risk Management Pools. The transition will allow Scudder to focus on the Pools' legal aspects. Since joining the Association's staff, Scudder has divided her time between the Pools, the Government Relations Team, and other legal issues for the NCACC.

Prior to joining the NCACC, Scudder served as the litigation defense counsel and contract general counsel to the Pools during her time with the law firm of Teague Campbell Dennis & Gorham.

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Thomas Jones (left) joined other NCACC staff at a ceremonial signing for H1691 – the 911 bill – on July 23 and posed with Governor Beverly Perdue for a photo. Jones wrapped up his internship with the Association on Aug. 4.



She may not be the governor, but there's no shame in having your photo taken with Sharon Scudder. Whitney Lundy Pennington (left) completed her internship with the NCACC on Aug. 6.

Photos by Jason King

More staff notes: The Association extended its thanks to **Thomas Jones** and **Whitney Lundy Pennington**, who wrapped up internships with the Association the first week of August. Thomas, a Master of Public Affairs (MPA) candidate at Western Carolina University, has provided research services to the Government Relations Team. Whitney, who is entering her second year at Campbell University's School of Law, provided legal research services to Executive Counsel Sharon Scudder. ...

Information Systems Director **Judy Rhyme** was named in July to Local Government Federal Credit Union's Wake Advisory Council. Advisory council members, who represent the philosophical character of the credit union and contribute their time without compensation, function as LGFCU's eyes and ears throughout the state, serving as liaisons between credit union members and non-members and LGFCU management. There are 22 councils and 454 members statewide.



CountyLines

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Creating jobs is ‘job one’ in economic recovery

Top economist for President Clinton, 9/11 survivor share stories at NACo Annual Conference; Robeson’s Woods elected to national board

By Todd McGee

Communications Director

Joe Dittmar, a survivor of the September 2001 terrorist attacks on the World Trade Center Towers in New York City, has an important lesson for government officials – life is about choices, and what may seem at the time like a simple decision could have major ramifications.

Dittmar, who addressed attendees July 19 at the NACo Annual Conference in Reno, Nev., was in a meeting on the 105th floor of the South Tower when the first plane struck the North Tower around 8:30 a.m. Participants in the meeting debated whether or not they should stay in the South Tower or leave, not knowing that another plane was bearing down on them. Dittmar said he decided to leave the building, even though debris from the North Tower was raining down outside and many of the people in the meeting thought they were safer staying in the South Tower. Dittmar was on the 75th floor when he felt the impact of the second plane flying into the South Tower. He said only six others of the 54 people at the meeting survived the attack.

“Every decision you make is important,” he said. “No matter how big or small, a decision could cost or save a life.”

Former U.S. Labor Secretary and economist Robert Reich headlined the Opening General Session on July 18. Reich, who served under President Bill Clinton, predicted that recovery from the recession would be slow and painful, and that the country faces fundamental economic challenges beyond the recovery, which will require addressing structural long-term debt and creating jobs with good wages.

“The first and immediate challenge is the short-term problem of getting demand into the economy to get people back to work,” he said.

Reich said that consumers represent 70 percent of the economy, and those consumers curb spending out of fear. This creates a vicious cycle – businesses stop hiring because the demand for products and services isn’t there, which compounds high unemployment. He said the biggest mistake of the Obama administration’s economic policy was not making the stimulus package larger. He also added that Congress should keep the George W. Bush-era tax cuts in place for the middle class for the next two to three years while allowing the cuts to expire for wealthy individuals. That could help the economy and not overly burden the



North Carolina attendees had just one candidate to choose from at the business session for NACo second vice president. Two candidates withdrew from the race prior to the election.

Photo by Todd McGee

highest-income earners, he said.

Robeson’s Woods wins seat on NACo Board

Robeson County Commissioner Noah Woods emerged from a tight race with Viola Harris of Edgecombe County to win one of North Carolina’s three seats on the NACo Board of Directors. Woods and Harris were vying for the seat being vacated by Danny Wright of Vance County. Wright completed his third two-year term on the NACo Board. The NCACC constitution limits representatives to the NACo Board of Directors to three terms. Woods also replaces Wright on the NCACC Board of Directors.

Glen Whitley, a judge from Tarrant County, Texas, was sworn in as NACo’s 2010-11 president at the July 20 business meeting. In his acceptance speech, Whitley outlined a seven-point agenda for his term and set as a goal “not only to be a voice in Washington, but a choice for Washington.”

Chris Rodgers, a commissioner from Douglas County, Neb., emerged victorious in a three-way race for NACo second vice president. Burrell Ellis of DeKalb County, Ga., and Joe Giles of Erie County, Pa., both pulled out of the race before the business session began. Athens County (Ohio) Commissioner Lenny Eliason will serve as first vice president, and Sonoma County (Calif.) Supervisor Valerie Brown will transition to immediate past president.

NCACC staff members were also busy at the conference. Intergovernmental Relations Director Rebecca Trout-

man participated as a panelist in “The Future of Taxes Is Now” forum on July 19. Troutman described how the shift in consumption from goods to services has affected counties in North Carolina, which does not tax many services. Troutman pointed out that counties cannot increase sales taxes without the General Assembly’s permission, and that volatility in the tangible goods market directly impacts sales tax revenues.

Communications Director Todd McGee moderated the “Everyone’s a Twitter about Facebook and YouTube” workshop. New Hanover County Commissioner Jonathan Barfield served as a panelist for the session, and he described

how he used several social media tools to help his county’s educational efforts for the quarter-cent sales tax referendum that was approved by voters in May.

Wake County Commissioners Joe Bryan and Betty Lou Ward and Librarian Susan Wolf Neilson served as panelists in a workshop titled “Working Smarter: Libraries Partner to Support Workforce Development.” The workshop highlighted how Wake County’s public library system has become a resource for citizens seeking employment. Wake County won a 2010 Outstanding County Program Award from the NCACC for its Employment Assistance Programs initiative.

Hyde County’s Spencer lands one of three County Courthouse Awards

Hyde County Commissioner Sharon Spencer was awarded a prestigious County Courthouse Award during the NACo Annual Conference. Commissioner Spencer was honored for spearheading an effort to make county commission meetings more accessible for residents of Ocracoke by arranging for the meetings to be broadcast to the island, instead of requiring Ocracoke’s representative to take a three-hour ferry ride – each way – to attend the regularly scheduled Board meetings.

Spencer was selected as the Rural Action Caucus winner by an independent panel of judges. She was recognized for her dedication to improving the lives of Hyde County’s residents, including her work to connect citizens in the community. Spencer established a new system of simultaneous communication between the mainland and outlying Ocracoke Island, enabling county residents to participate in their local government.

The N.C. General Assembly granted Hyde County the ability to conduct Board of Commissioners’ meetings via video conference because of the great distance between mainland Hyde County and Ocracoke Island. The system allows for video and audio communication between the Multi-Use Room at the Government Center in Swan Quarter and the Commons Area at Ocracoke School and is utilized by many county agencies.

“On behalf of the nation’s counties, I commend Commissioner Spencer for her outstanding leadership



NCACC President Mary Accor accepts a County Courthouse Award on behalf of Hyde County Commissioner Sharon Spencer from Siemens Government Affairs Manager Tom Phillips.

Photo courtesy Erik Johnston/NACo

in connecting Hyde County residents and involving them in their local government,” said NACo President Valerie Brown. “This will benefit Hyde County for many years to come and will help make community life vibrant and engaging.”

Established in 2001, County Courthouse Awards recognize elected county officials who demonstrate innovative and effective leadership to improve the quality of life of their residents. One County Courthouse Award is presented each year in three categories: Rural County, Suburban County and Urban County. Each winner receives a \$5,000 college scholarship to present to a local student of his or her choice. The awards are sponsored by Siemens and presented by NACo’s Large Urban County Caucus and Rural Action Caucus.

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Debt setoff workshops scheduled for September

Six training workshops for current and prospective users of the N.C. Local Government Debt Setoff Clearinghouse have been scheduled across the state for September.

The N.C. Local Government Debt Setoff Program, authorized by the General Assembly and administered by the NCACC, the N.C. League of Municipalities and Five Star Computing in Columbia, S.C., offers counties, cities and other local agencies, such as water and sewer authorities, joint regional agencies, public health authorities and sanitary districts, a method of collecting outstanding debts.

The entities submit their outstanding debts to the Debt Setoff Clearinghouse. These debts are sent to the N.C. Department of Revenue and compared with lists of anyone set to receive an income tax refund or lottery winnings. If a match is found, the DoR first pays off the debt before sending any money to the taxpayer.

According to statistics from Five Star, 93 counties and 23 county agencies are actively participating in the program for 2010.

Through Aug. 3, counties and county agencies – led by Mecklenburg EMS (\$2,121,299), Mecklenburg County (\$1,862,436) and Gaston County (\$1,491,147) – collected almost \$18 million in outstanding debt in 2010. Since the program's inception in 2002, more than \$75 million has been returned to counties and county agencies.

Workshops will include two sessions, and attendees may attend either or both sessions. Morning sessions, which run from 10:30 – 11:30 a.m., are designed for new participants. Afternoon sessions, which run from 1 – 3 p.m., are designed for all participants.

Dates and locations are listed below. Visit www.ncsetoff.org for a detailed agenda. There is no cost to attend, but registration is required. Online registration is available on the Debt Setoff Clearinghouse Web site.

- Tuesday, Sept. 14: Town Hall, 160 Midland Ave., Black Mountain (Buncombe County)

- Wednesday, Sept. 15: Council Chambers, 76 N. Center St., Hickory (Catawba County)

- Thursday, Sept. 16: Council Chambers, 144 N. 2nd St., Albemarle (Stanly County)

- Tuesday, Sept. 21: Duplin Winery, 505 N. Sycamore St., Rose Hill (Duplin County)

- Wednesday, Sept. 22: City Hall Municipal Building, 102 E. 2nd St., Washington (Beaufort County)

- Tuesday, Sept. 23: Quorum Center-LGFCU Conference Center, 323 W. Jones St., Raleigh (Wake County)

Fiscal analysis dashboard a new resource for counties

A new Web-based dashboard on County and Municipal Fiscal Analysis is now available to help any local government in North Carolina analyze its current financial condition.

The tool, online at www.nctreasurer.com/dsthome/StateAndLocalGov/Igcreport, was announced by State Treasurer Janet Cowell on July 19. A collaborative effort between the School of Government and the Department of State Treasurer, this new resource is available without charge or subscription.

The dashboard enables a search of five years of financial data, and it provides a comparison with selected peers.

In preparation for using this new tool, the School of Government is offering a series of one-day training sessions

Annual Conference workshop

School of Government Associate Professor William Rivenbark will lead a workshop, "Financial Condition Dashboard: Don't Wait for the Warning Lights to Come On," on Friday, Aug. 27, from 10:45 a.m. – noon during the NCACC's Annual Conference.

at six locations across North Carolina. The workshop introduces the financial condition model being used by North Carolina local officials to analyze the fiscal strength of their organizations. Participants will learn how to interpret and communicate their data and how the model can be used to make more informed policy decisions in local government.

The sessions will be held:

- Sept. 30 at the Hilton Garden Inn in Kitty Hawk (Dare County);
- Oct. 20 at the Sheraton Imperial in Research Triangle Park (Durham County);
- Oct. 28 at Embassy Suites in Winston-Salem (Forsyth County);
- Nov. 4 at the Biltmore Doubletree in Asheville (Buncombe County);
- Nov. 18 at Embassy Suites in Concord (Cabarrus County); and
- Dec. 9 at the Hilton Riverside in Wilmington (New Hanover County).

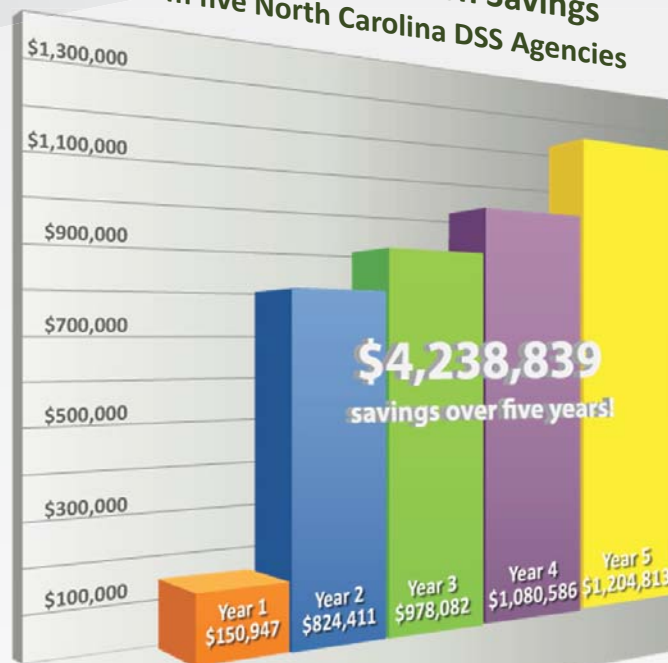
For program details and to register online, visit www.sog.unc.edu/courses/0484. For more information, contact Program Manager Deidre Lewis at djlewis@sog.unc.edu or (919) 966-4171.

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Robeson voters OK quarter-cent sales tax

By Jason King

Assistant Communications Director

Make that 17 counties that have received voter approval to levy the additional quarter-cent sales tax. More than 69 percent of Robeson County voters said “yes” to the measure during a special referendum on Aug. 3, extending the string of successful referendums to seven dating back to March 2.

Robeson joins Alexander, Catawba, Cumberland, Duplin, Haywood, Hertford, Lee, Martin, New Hanover, Onslow, Randolph, Rowan, Pitt, Sampson, Surry and Wilkes counties in having the referendum pass.

Robeson County Manager Ken Windley said the county would see additional revenue of \$2 million from the tax. Commissioners said that they would cut property taxes by 2 cents with part of the revenue – a message that resonated with voters, Windley said.

“People were willing to pay a little more on the sales tax in order to get the drop on the property tax rate,” he said.

The other \$1 million in revenue will be used for capital projects. Windley and Board of Commissioners Chairman Noah Woods said the county has a growing list of needs to address, including new ambulances, additional capacity at the detention center, and interior courthouse

renovations.

“We’ve been telling citizens for a long time about our priority list for capital projects,” Woods said. “We don’t have the resources to do them. This is one way of helping us with these projects without a property tax increase.”

Windley and Woods both said the county ran a low-key educational campaign and primarily got the word out about the referendum and how the additional revenue would be used by talking to various local civic organizations and churches.

Windley said no local group organized in opposition to the tax, but the John Locke Foundation voiced its opposition a few days before the referendum.

“Our position was that we are conservative people who feel that many of the ideas the John Locke Foundation supports are also ideas we support,” Windley said. “We did however feel they did not do their due diligence in coming up with an opinion on our referendum without looking at the county budget” and other issues particular to Robeson County.

Woods said the organization’s opposition didn’t do much to sway the vote because the county had done its homework in educating citizens about the county’s needs.

The next county with a scheduled referendum is Watauga, which will poll

voters on Aug. 31.

Alleghany, Clay and Harnett recently added their names to the list of counties that will hold the referendum on Nov. 2. Others pursuing the sales tax on the date of the General Election are Alamance, Bladen, Cherokee, Columbus, Montgomery and Orange counties.

During their July 19 vote, Harnett County commissioners said they would use the additional revenue to build new schools to meet increased enrollment demands – most of which has been caused by base realignment. Harnett borders Cumberland County, home to Fort Bragg.

During a special meeting July 29, the Clay County Board of Commissioners said the additional revenue could help fund construction of a new school.

Other counties, including Durham, Guilford, Halifax and Mecklenburg, have recently discussed holding future referendums. Commissioners in Durham and Mecklenburg counties decided not to pursue the option.

During an Aug. 2 meeting, Halifax County commissioners took steps toward holding a referendum in February 2011.

Strategies for running a successful referendum will be the subject of a workshop on Friday, Aug. 27, from 1:45 – 3 p.m. during the NCACC’s 103rd Annual Conference in Pitt County.

Legislative goals

Continued from page 1

adopt the Association’s 2011-12 legislative goals package in January 2011.

For more information and to obtain the form for proposed goals, visit www.ncacc.org/legislativegoals.html. That Web page also includes a link to our 2009-10 legislative goals, which shows the types of issues covered during the most recent session.

Important things to consider as you think about submitting your proposed goals:

- You must complete the goals proposal form.
- Along with the form, submissions must include at least one of the following: a resolution approved by your county’s Board of Commissioners, a letter from the Chairman of the Board on behalf of the entire board, or a letter of support from an affiliate organization.
- Proposed goals received on or before Sept. 15 will be referred to the appropriate steering committee for review and consideration.
- Proposed goals received after Sept. 15 will be sent directly to the Legislative Goals Committee for review.

The Association thanks you for your consideration and participation. If you have any questions, please do not hesitate to contact NCACC staff.

Director of Government Relations
Kevin Leonard can be reached at (919) 715-4369 or kevin.leonard@ncacc.org.



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Forecasting future liability isn't weird science

Reliability and consistency of several years of loss history is key to making accurate projections and budgeting for right amount of coverage

Drawing upon my July column, "Identify exposures at outset of risk management initiative," once your county identifies the risks and exposures facing its operations, it is necessary to analyze the results of that initial discovery phase.

Two major risk management evaluation category types are "qualitative" and "quantitative" analysis.

Qualitative areas of analysis will help you understand the "why" – its purpose is to identify loss exposures that are not easily measured by traditional financial or statistical methods. Often they will reveal a county's general appetite for taking on risk and reflect some internal operational policies.

Other qualitative areas such as a review of contractual exposures, which is an assumption of legal responsibility through written or oral agreements, can reveal a potential for loss without necessarily illuminating the possible level of severity for damages.

Employee safety issues and management's willingness to develop and enforce safety programs should also be considered and fall within the qualitative purview. Specific departmental job process mapping can often help uncover conditions or situations that, if left unchanged, amount to an injury literally waiting to happen.

Finally, a compliance and regulatory review, which tends to be more applicable to the private for-profit sectors that are more subject to stringent governmental regulation, should at least be addressed at the cursory level. Regulations pertaining to wastewater treatment

facilities, utility services and employee management compliance practices should be reviewed.

Quantitative analysis tends to come from statistical processes that often utilize loss history over a period of many years. It is critical that the loss data used in the analysis is complete, consistent in nature, reliable in its integrity, and relevant. The old adage "Garbage In, Garbage Out" could never be more true.

In addition, in order to be able to derive a functional level of credible data, it is necessary to accumulate a minimum of six or seven years of detailed loss information. Anything less than six years of experience will widen the margin of potential statistical error in forecasting future losses.

My personal preference for workers' compensation loss projections is 11 years, discounting the most recent 12-month term. This allows a solid 10 years of data to work with. If during the 10-year period your county changed insurance carriers, pay special attention to the types of loss report information, for consistency's sake. For example, if one insurance carrier is reporting only paid loss data and the other is reporting both incurred and paid loss data, it will be paramount to maintain the same type of data used, otherwise it will skew your analysis. Consistency is extremely important.

Using this longer time frame also will likely generate enough actual loss count numbers to allow you to treat the county's average as if it were drawn from a "normal distribution." The rule-of-thumb minimum number of losses or occurrences necessary to make calculations over the time in question is 30, with more being better. Indexing the loss values reported for inflation and variance in the value of money over time is also important so that the loss data reflects today's actual monetary value.

The complete statistical methodology for quantitative analysis is beyond the scope of this column. Suffice to say calculations based on the standard deviation from a county's expected average number of losses per year, as well as its average severity of losses per year, can help measure the level of loss dispersion. Knowing this amount of dispersion from the average is the basis for future loss forecasting.

The normal probability loss distribution – or traditional "bell-curve" if portrayed graphically – makes statistical analysis easier to project because then it is only necessary to determine measures of central tendency (average) and the dispersion (variance) from the central tendency value in order to fully describe the distribution. Through the use of standard deviation calculations, it becomes possible to project the amount of variance from the average number of loss outcomes (maximums and minimums).

Given sufficient credible data, if your calculations are based on adding/subtracting twice the value of the standard devia-

tion from the average loss number/loss amount, it is mathematically possible to project with a confidence level of 95.4 percent the future loss numbers and corresponding loss amounts. The loss numbers and loss amounts will fall between two given values (a high and low number).

This essentially will provide a risk manager with a working projected maximum expected loss number and maximum expected per loss value. It will also provide a corresponding forecasted minimum loss number and minimum per loss value as well, but it is the maximums that are more important to determine.

Once you have reasonably reliable expected future loss data, it becomes easier to establish and make informed decisions for variables such as deductibles/self-insured retention attachment points, annual aggregates, and even probable likely total liability limits.

While serving as the county's risk manager is somewhat a position of having to "project the future," using both qualitative and quantitative analysis tools can make it resemble more of a science than someone reading a crystal ball.

NCACC Property and Casualty Program Specialist Michael Kelly writes a regular column on risk management for CountyLines. With more than 32 years of risk management/insurance experience, he holds the Associate in Risk Management, Associate in Risk Management for Public Entities, Certified Risk Managers and Certified Insurance Counselors professional designations. Archived versions of the column can be found online at www.ncacc.org/managingyourrisk.html.

Managing Your Risk

by Michael Kelly
NCACC Risk Management

NCACC wellness grants can provide a wealth of health benefits

By Alissa Willett

Wellness Program Coordinator

According to the Wellness Coalition of America, a company should spend \$100 per year on each employee in order to have a successful wellness program. That figure simply isn't reasonable for county governments and county-funded entities across North Carolina given the ongoing budget troubles, but that doesn't mean counties and entities shouldn't invest any funds in employee wellness – and thanks to an NCACC program, members of the County Health Plan (Group Benefits Pool) might be able to pump additional funds into their employee wellness program without using their own money.

The goal of a wellness program for employees is to have a healthier, happier workforce. Employers receive a return on investment by reduced insurance costs. Health promotion and wellness initiatives not only require an abundance of planning and executing, but they also need cash flow to be a success. For that

reason, the NCACC's Risk Management Pools are for the third consecutive year offering wellness grants to members. The grants can significantly increase a county's or a county entity's wellness budget and thereby help promote a healthier lifestyle among employees.

The NCACC annually awards an average of 11 grants to various counties and entities. All counties and entities that are enrolled in the County Health Plan are eligible for the grant. The total amount of money that a member is eligible to receive depends on how many of the NCACC's pools the county or entity is enrolled in. If a member is enrolled in only the Group Benefits Pool, that county or entity is eligible to receive \$5 per enrolled employee. If the member is enrolled in two of the three pools, that member is eligible for \$10 per employee. If the member is enrolled in all three pools, that county or entity is eligible for \$20 per employee, with a maximum of \$5,000.

Members that have received a grant during the past three years have allocated wellness funds in a variety of ways.

Some counties have created walking trails near county government buildings or fitness centers on county property. Others have produced a series of wellness presentations and launched various nutrition and fitness initiatives. In 2009, one member county used its funds to pay for an exercise instructor to lead employees in fitness activities during lunch breaks, and to pay for gym memberships for employees.

The following criteria applies:

1. Any member of the County Health Plan is eligible to apply.
2. Any recipient of a wellness grant must begin its wellness program within 90 days of receiving the grant money.
3. Members may submit a proposal for the Wellness Grant Program at any time during the fiscal year. Grants run a 12-month cycle.
4. Each grant submission must have a new program element from year-to-year. Existing programs will be considered if the proposal incorporates a new element.
5. As a condition for receiving a

grant, all applicants must have a smoking cessation program, or include a plan for one in the application.

6. All applications will be reviewed by the NCACC Risk Management Grant Committee.

7. The amount of money that a member can receive depends upon the number of NCACC pools in which the member participates, and the number of full-time employees the member employs at the time of the grant application. The maximum amount that can be awarded to a county or entity each year is \$5,000.

8. The Wellness Program Coordinator will monitor and audit grant compliance. Grant recipients will be required to report measurable outcomes for each initiative entered into their timeline prior to the end of the grant cycle.

NCACC Wellness Program Coordinator Alissa Willett will help grant applicants understand the process and determine which programs may work best for applicants' populations. She can be reached at (919) 719-1125 or alissa.willett@ncacc.org.

Pitt County

Continued from page 1

has been great collaboration between county staff, Pitt County partners, and the NCACC staff, and we are also grateful for the local sponsors that help support this event.”

According to Kiara Jones, director of public information and media relations, the county is successfully juggling the planning and logistics for the Annual Conference and 250th anniversary events thanks to the coordinated efforts of many dedicated individuals. She credited Taylor with keeping conference committee members focused and up-to-date with information.

A dozen committees – each focused on different county roles such as communications, transportation, logistics and public safety – fall under the umbrella of the Conference Committee. Chairs of those committees have been meeting regularly to share information and map out their next steps. Committee chairs are responsible for making sure their respective committee members carry out their assignments.

More than 100 county employees have volunteered to help during the Annual Conference.

A core of about 15 people from various departments – social services, public health, tax administration, financial services, emergency management, legal, public information, and buildings and



Members of Pitt County's NCACC Conference Planning Committee meet July 21.

Photo courtesy Kiara Jones

grounds – are represented on the 250th Anniversary Committee. Members developed a calendar year's worth of events, and then each member took ownership of certain events. The event leader is responsible for all aspects of the event, from recruiting additional volunteers to setup and tear-down.

Jones said a key part of the celebration has been the cooperation of department heads, who have developed flexible work schedules to allow employees to participate at the various events.

“Many of the team members have deep roots in the county, so they enjoy the activities and the chance to promote the county and our services,” Jones said.

Jones said the county has also

reached out to county staples – citizens, organizations, churches and businesses that are 85 years or older – for interviews that will be featured on a 250th Anniversary DVD. The “What’s Your History” project will also result in a collection of stories, photos and media articles that will be compiled as a book and distributed to local historical societies and libraries.

Various 250th anniversary events have provided the county the opportunity to celebrate its history, growth and talents for county citizens. The Association’s Annual Conference will afford Pitt County the opportunity to shine just as bright for an audience of hundreds of county officials from across the state.

“Celebrating our 250th anniversary and hosting the NCACC conference for the first time here in Pitt County is a great opportunity for us to showcase our region, and we hope this year’s conference is one of the Association’s best,” Elliott said.

Select upcoming 250th events

August: “Sunday in the Park” events at Greenville Town Commons

Aug. 24-29: Watermelon Festival in Winterville

Aug. 28: First annual City/County Fun Run (8K race)

September: Writing contest (grades 6-12); Responses to a predetermined prompt; winners recognized at a Board of Commissioners meeting; prizes available.

Sept. 9-12: Collard Festival in Ayden

Sept. 17-18: Peanut Festival in Fountain

Sept. 18: Community Unity Festival in Bethel

Oct. 2-10: County Fair

November: Presentation of House/Senate resolutions adopted in honor of county’s 250th anniversary during community celebration (aligned with actual time of year in 1760 when creation of Pitt County was authorized).

December: Municipal Christmas parades throughout the county



RISK MANAGEMENT POOLS

While insurance companies have customers, the NCACC Risk Management Pools have members who are involved in developing risk management products and the provision of those products.

Rather than being driven by profits, the Pools are driven by service to members.

Ask about becoming part of our MEMBER-DRIVEN ORGANIZATION.

Contact us at (919) 719-1100, or visit www.ncacc.org/rmp.htm.



ECONOMIC DEVELOPMENT SPECIALIST – The Upper Coastal Plain Council of Governments, located in Wilson, NC is accepting résumés from qualified individuals for a Economic Development Specialist position to primarily develop economic development projects and grants, assist with development of annual Comprehensive Economic Development Strategy Report and committee support, and provide technical assistance for 43 member governments in a 5-county region. The nature of the work includes, but not limited to: develop, write and administer economic development grants; responsible for the Comprehensive Economic Development Strategy advisory committee and annual report for regional economic development strategies; assist area economic developers and communities to locate funding for economic development projects; conduct assessment of community needs and assist local governments to identify viable community and economic development projects; conduct general planning and economic development analysis, research and assessment; coordinate and facilitate committee and public input meetings and make informational presentations to the public, committees, local, state, and federal officials. Qualifications include graduation from an accredited college or university with a degree in planning, geography or public administration or related field; supplemented by a minimum of two (2) to three (3) years previous experience and/or training that includes private sector and/or local government public administration, planning and/or grant writing; or an equivalent combination of education, training, and experience. Experience and knowledge of the various state and federal funding programs available; including applying for and administering grants would be helpful, but not required. The ability to establish and maintain effective working relationships with other employees, elected and appointed officials, private developers, and the general public is required. Reporting Relationship and Special Requirements: This employee reports to the Director of Planning and Development Services. Reliable transportation and valid driver's license required; be able to work in variable outdoor weather conditions for limited periods and perform sedentary work; and, must be able to work some night meetings/events. Must have good working knowledge of computer software programs (MS) and be able to operate office equipment as required. Starting salary is \$38,851. Excellent fringe benefits including employee health insurance, state-local government pension, percentage match to 401k, professional workshops and memberships. Application Process: Mail or email a cover letter explaining why you are suited for this position and résumé to Dennis Patton, Director, Planning & Development Services, P.O. Box 9, Wilson, NC 27894 or dpatton@ucpcog.org. Application process is open until filled. The ESC # is NC9617538.

ENVIRONMENTAL HEALTH PROGRAM ADMINISTRATOR – Catawba County Public Health is looking for a motivated and experienced leader, committed to customer service, to serve as the Environmental Health Program Administrator. This Program Administrator will serve as chief consultant to the Health Director and Board of Health on environmental health and will be responsible for the overall management of the Environmental Health Division of Catawba County Public Health. The primary purpose of this position is to provide the leadership and direction required to assure that programs and services meet the ever changing environmental health needs, trends, and issues impacting the community as well as the individual. A commitment to the utilization of technology is required due to the innovative technology being used in the organization. Requires graduation from a four year college or university with a degree in Biology or related field which includes 30 semester hours of course work in the physical or biological sciences and five years professional level experience as a Sanitarian including two years in an administrative or supervisory capacity; or an equivalent combination of education and experience. Problem solving and analytical abilities are required. Excellent communication and interpersonal skills required. This position is considered medium work, requiring the ability to lift up to 75 pounds occasionally. Special Requirements: Registered as an Environmental Health Specialist by the N.C. State Board of Environmental Health Specialist Examiners. NC Driver's License required. Salary: \$53,351 – \$82,786; Negotiable Dependent upon Qualifications. Open Until Filled. To apply – contact Catawba County Human Resources at (828) 465-8383 or go online to jobapps.catawba-countync.gov/psc/APPLICANT/EMPLOYEE/HRMS/c/HRS_HRAM.HRS_CE.GBL.

SOCIAL SERVICES DIRECTOR – The Wilkes County Social Services Board is accepting applications from qualified applicants for the position of County Social Services Director. The Director of the Wilkes County Department of Social Services serves as administrator of the County Department of Social Services and is responsible for administering state and federal-state social services programs established by Chapter 108A of the North Carolina General Statutes in accordance with applicable federal and state rules. The Director is also responsible for budget preparation and administration, approval and execution of contracts, serving as the Social Services Board's secretary and executive officer, appointment, supervision, discipline, and discharge of county social services employees, along with other powers and duties. The Director oversees an annual budget of approximately one hundred twenty-five million dollars (\$125,000,000.00) and maintains direct involvement in conflict/complaint resolutions, staffing and personnel issues for a staff of one hundred six (106) employees. Applicants must possess a thorough knowledge of the legal and philosophical basis for public assistance programs along with a theoretical knowledge base of the field of social work. Applicants must have an extensive knowledge of management principles applicable to the operation of a large human service delivery system. Applicants must also have an understanding of the organizational structure of a department of social services and applicable county policy as well as state and federal laws, rules, and regulations. Applicants must be able to demonstrate an ability to exercise sound judgment in analyzing difficult problems and making sound decisions based on policy and law. Applicants must possess an ability to direct employees in providing agency programs in an efficient and professional manner. Applicants must possess the ability to develop and maintain a positive working relationship with departmental staff, other service agencies, the general public, as well as county, state, and federal officials. Applicants must be able to develop and manage an agency budget comprised of local, state and federal funds. Applicants should possess a master's degree in social work (MSW) and two (2) years of supervisory experience in the delivery of client services; or a bachelor's degree in social work (BSW) and three (3) years of supervisory experience in the delivery of client services, one (1) of which must have been in Social Services; or graduation from a four (4) year college or university and three (3) years of supervisory experience in the delivery of client services, two (2) of which must have been in Social Services; or an equivalent combination of training and experience. Applicants must submit a State Application Form PD-107 and résumé along with an official sealed school transcript of all undergraduate and graduate studies from accredited institutions. All applications will be screened by the Office of State Personnel and structured interviews will be scheduled with qualified applicants. The position is subject to pre-employment drug testing and a criminal background check. All interested applicants should submit an application by 5 p.m. on Tuesday, Aug. 31, to: Mr. Keith Elmore, Chairman, Social Services Board, Wilkes County Department of Social Services, PO Box 119, Wilkesboro, NC 28697. Salary range: \$65,230 – \$101,107. Position available: Dec. 1. Affirmative Action/Equal Opportunity Employer.

ASSISTANT COUNTY MANAGER/HUMAN RESOURCES DIRECTOR – Hertford County, a northeastern county with 200+ employees seeks qualified applicants for the position of Assistant County Manager/Human Resources Director to plan, lead and administer all county human resources functions, assist the County Manager by providing advice and guidance to various department directors/programs and assist with budget preparations. This position requires thorough knowledge of personnel and management principles, practices, and techniques related to staff development and training, compensation and classification, recruiting and retention, personnel policy development and administration, employee relations and other related functions. Successful applicant will serve as the County's ADA and EEO officer with risk management responsibility. Requirements include BA/BS degree in public or business administration, organizational psychology or related field. At least six years of professional experience related to human resources is preferred. Salary range: \$53,666 – \$83,182. Applicant(s) may apply online @ www.ncscs.com or report to the local Employment Security Office.

FNP – Yadkin County Health Department seeks FT FNP. For information contact Martha Powell, Supervisor at 336-679-4203 or mpowell@yadkincountync.gov. Open until filled.

CITY MANAGER – City of Charlottesville, Virginia (pop 40,317). The historic City of Charlottesville, located at the foot of the Blue Ridge Mountains in central Virginia and home to the University of Virginia, invites applications from highly skilled candidates to serve as the City's next City Manager. The City is governed by a Mayor and four member City Council, elected for staggered four-year terms, with the City Manager serving as Chief Executive Officer under the City's Charter. Charlottesville city government provides a wide range of services to a growing regional community of 225,000 and is widely recognized for its efforts to provide a high quality of life, strong school system and a diverse economy and workforce. The City operates with an approved FY 2011 budget of \$140.7 million. Minimum requirements for the position include a bachelor's degree in public or business administration or related field required with a master's degree highly desirable. A substantial amount of public sector management experience as a manager, deputy or assistant in a comparably sized or larger city or county is also required, with more experience preferred. Past experience of the individual must show a high level of interest and successful achievement in a broad range of areas that includes working effectively with citizen groups, economic and community development, redevelopment of existing neighborhoods, working with and understanding the needs of existing businesses, building Council and community consensus and dealing with public finance issues. Additional consideration will be given to ICMA Credentialed Managers who display a commitment to lifelong learning and professional growth. A progressive record of strong professional, administrative leadership in a similar community or organization is an important consideration. The salary for the position is negotiable within a range of \$165,000 to \$190,000 based on the candidate's qualifications and experience and is supplemented by an excellent benefits package. Please submit a letter of application, detailed résumé with salary history and five (5) work related references to: John A. Anzivino, Senior Vice President, Springsted Incorporated, 1564 East Parham Road, Richmond, VA 23228; Fax 804-726-9752 or e-mail Richmond@springsted.com by September 5, 2010. For a complete community/position profile related to the position, please visit www.springsted.com. The City of Charlottesville is an EOE.

HUMAN RESOURCES MANAGER – CenterPoint Human Services, Local Management Entity for Forsyth, Stokes, Davie and Rockingham Counties, seeks qualified professional applicants for the position of Human Resources Manager. Position requires thorough knowledge of personnel and management principles, practices, and techniques related to staff development and training, compensation and classification, recruiting and retention, personnel policy development and administration, employee relations and other related functions. Requirements include BA/BS degree with coursework in business administration, human resources, industrial relations or related field; and extensive experience in personnel and benefits administration; or equivalent combination of education and experience. The ideal candidate will have extensive experience in local government human resources management and be certified as a Senior Professional in Human Resources (SPHR). Salary Range: \$54,543 – \$65,000. Apply online at www.cphs.org or print an application from the web site. Applications may also be obtained from and submitted to Finance Director, 4045 University Parkway, Winston-Salem, NC 27106. Position is open until filled.

CITY MANAGER – The City of Claremont is seeking a City Manager for a city with a population of 1,106. Council-manager form of government reporting to the Mayor and 5 Council members. 27 FTE and a budget of \$3.5 M. Desired qualifications include a BA/BS degree, MPA preferred plus experience in municipal government. Salary DOQ. Open until filled. Send cover letter and résumé to Interim City Manager, PO Box 446, Claremont, NC 28610. EOE.

TOWN MANAGER – Wendell, pop. 5700 Mayor & 5-mbr bd elected to 4-yr staggered terms. 50 FT employees \$5.6m budget (water & sewer by contract w/ city of Raleigh). Prefer individual w/MPA & 3-5 yrs. managerial exp. Salary Range DOQ & benefits. Send résumé to: Manager Search, Town of Wendell, c/o Rose Rand Wallace Attorneys, P.A., P.O. Box 2367, Wilson, NC 27896. App. Review closing date 9/10/10.

INFORMATION TECHNOLOGY DIRECTOR – Vance County is seeking applications for an Information Technology Director. This position will perform professional, managerial, technical, and supervisory work in refining, implementing, and maintaining the county-wide information technology plan for Vance County. Applicant must be able to utilize vision, insight, and leadership in the performance of the duties of the position, including but not limited to the management of the network and information systems department, and installation, moves, adds, and changes. Work includes long range planning, collaboration with the County Manager and departments to determine system and application needs, research and analysis of available technology solutions, project management and implementation of new applications, and coordination with vendors. Work also involves planning and organizing daily support and operation for the systems, troubleshooting and resolving problems and providing training for users. Applicant should have considerable knowledge of contemporary information systems technology and methodologies; ability to apply technology and methodology in a manner that transforms vision into reality in a contemporary county government environment; considerable knowledge of computer systems implementation and project management; considerable knowledge of systems requirements, design, implementation, and documentation processes; working knowledge of modern supervisory principles and practices and of the County's personnel policies and procedures; ability to build consensus and provide leadership in organizational technological change; ability to plan and coordinate daily computer system needs; ability to establish and maintain effective working relationships with system users, employees, department managers, and outside consultants and vendors; presentation skills that include collecting and consolidating data to an effective informational level; able to foster a positive, proactive team oriented, "can do" IT environment. Bachelor's degree with a major in information systems or closely related field. A minimum of five years successful hands-on and/or management/supervisory experience (highly preferred) in a technical arena for an organization of similar size and scope. Areas of proficiency include but not limited to Microsoft networks, Servers and server operating systems, workstation applications, switch infrastructures, routers/firewalls/intrusion prevention systems, reporting tools, backup methodologies, and security. Must have valid driver's license. Submit county application (available at www.vancecounty.com) to address as directed on application. Vance County is an equal opportunity employer. All prospective employees are subject to a criminal background check and pre-employment drug screening. Salary range \$50,316 – 80,496. Position open until filled.

ADVERTISING POLICY

The NCACC publishes career opportunities in CountyLines and on its Web site at www.ncacc.org/classifieds.htm.

CountyLines rates (monthly)

\$1.50 per printed line (minimum of \$25 per monthly ad) for North Carolina member counties and county entities; \$3.50 per printed line (minimum \$75) for all others.

Web site rates (one-time charge)

\$20 per ad (up to 400 words) for N.C. counties and county entities; \$50 per ad for all others. After 400 words, all ads will cost an additional \$5 per every 50 words.

General information and instructions

Ads published in CountyLines run in one issue only unless otherwise requested by the advertiser. Ads published in CountyLines are posted online at no additional charge and will remain posted on the Web site until the position's closing date or the position is filled, for up to six months. Advertisers are asked to notify the NCACC when their position has been filled. Ads may be submitted, along with billing information, to Jason King via e-mail (communications@ncacc.org), or faxed to (919) 733-1065. Non-N.C. member counties must provide a credit card number before ads will be posted. **The deadline for advertising in the next issue of CountyLines is Friday, Sept. 3.** For more information, please call Jason King at (919) 715-0045.

HOUSING DIRECTOR – Pender County, NC is seeking qualified candidates for the position of Housing Director. Candidate will manage the Section 8 Housing Voucher Program; provide property management services for apartment complex; and oversee low income tax credit property. Candidate will determine client initial and ongoing eligibility, mediate and resolve conflicts between staff, landlords and tenants; and conduct grievance hearings or court proceedings as necessary. Candidate will manage Pender County's Homelessness Prevention and Rapid Re-Housing Program, and will facilitate a variety of affordable housing opportunities and programs for Pender County citizens, including but not limited to USDA-Rural Development, Community Development Block Grant, Housing Finance Agency, Habitat for Humanity and other housing agencies or advocates. Candidate will facilitate the Pender County Housing Initiative Board meeting; serve on various boards representing Housing and the County; construct resolutions and annual budgets; prepare budget ordinances; compile bids for housing projects, monitor expenditures; assist with the annual audit; prepare and implement HUD agency policies through Annual Administrative Plan and Five Year Plan. Successful candidate will have a comprehensive knowledge of the principles and practices of public administration; comprehensive knowledge of public housing finance practices; comprehensive knowledge of the laws, ordinances, rules and regulations pertaining to a public housing agency, ability to write clear and concise reports, memoranda, directives and letters; ability to analyze complex problems and develop comprehensive plans from general instructions; ability to meet with tenants and to discuss problems and complaints; ability to plan, direct, and coordinate the work of subordinates; ability to operate a personal computer including some knowledge of applicable software packages; ability to establish and maintain effective working relationships with tenants, federal, state, and local officials, associates and the general public. Must establish residency in Pender County within 12 months of hire date. Education: Bachelor's degree with coursework in social services, business administration, or related field and extensive experience in assisted housing management including considerable supervisory experience, or an equivalent combination of education and experience. Salary Range: \$44,522 – \$71,236. Apply online at www.pendercountync.gov or print an application from the website. An application may also be obtained from and submitted to the personnel technician at 805 S. Walker St., PO Box 1578, Burgaw, NC 28425 or the ESC. Position is open until filled. Pender County is an Affirmative Equal Opportunity Employer.

COMMUNITY AND ECONOMIC DEVELOPMENT DIRECTOR – Centralina Council of Governments (CCOG) in Charlotte, North Carolina, seeks a dynamic professional for the position of Community and Economic Development Director. CCOG is a regional planning agency serving the viable and growing communities of the Greater Charlotte Region. Must demonstrate successful track record in economic development and understand the complexities of regional economic development. Involves grants development/management and CDBG administration. Requires strong communication and management skills. Master's degree in related field and 10 years experience. Local government experience a plus. Visit www.centralina.org or e-mail admin@centralina.org for further details. CCOG is an Equal Opportunity Employer.

Hayes relies on county JCPC partners

DJJDP secretary lauds county officials' efforts to help educate legislators on importance of state funding

As one of its initiatives, the NCACC strategic goals team charged with “enhancing the state-county relationship through effective communication and the development of a working partnership” is interviewing members of Governor Beverly Perdue's Cabinet and Council of State. In late July, NCACC Intergovernmental Relations Director Rebecca Troutman and Accounting Technician Kelly Brown met with Linda Hayes, who in January 2009 was appointed secretary for the N.C. Department of Juvenile Justice and Delinquency Prevention (DJJDP). Hayes previously served 15 years as chair of the Governor's Crime Commission, where she also chaired the Commission's Juvenile Justice Planning Committee.

How has your professional experience prepared you to lead the Department of Juvenile Justice and Delinquency Prevention, and what specific strengths do you bring to the role of secretary?

As a longtime resident in Harnett County, Secretary Hayes – mother to three daughters – said she became a tutor in the county's public schools in addition to other community and volunteer activities. She quickly realized that many of her pupils didn't have the parental guidance or oversight that others enjoyed. Her husband, a criminal defense attorney, likewise lamented the lack of community services and options for juveniles in lieu of commitment to juvenile delinquency facilities.

When looking to fill the “private citizen” slot on the Governor's Crime Commission, Governor Jim Hunt asked Hayes for her service, noting that she would represent the community at-large without direct ties to the criminal justice community. Linda was also assigned membership to the Commission's Juvenile Justice Planning Committee, charged with developing resources for youths who are at-risk of becoming delinquent and services for youths who are delinquent, undisciplined or involved in the juvenile court process from intake

through aftercare.

Commission membership highlighted all of the interrelated and intergovernmental components of the criminal justice system – not just juvenile justice but also victims, the need for information technology, courts, local and state law enforcement, and the system's federal partners. After several years of serving on the Commission, Hayes was appointed by Governor Hunt



Linda Hayes

as chair of the Commission. She retained her position as chair of the JJPC. Both roles offered a regional and national perspective, since she met with North Carolina's Congressional delegation and with counterparts in other states. Given her leadership, she was selected to chair the National Coalition for Juvenile Justice.

In summarizing her role as Crime Commission chair, she noted that it “gave me the opportunity to work with everyone as a partner in North Carolina, and we realized that our locals are the major partners.”

To prepare herself for answering “what strengths” she brings, Hayes said she posed the same question to her leadership team. The consensus was her skill as a collaborative leader, one who trusts her team members to manage effectively and to make wise decisions. She said she tries to avoid micro-managing and second-guessing by surrounding herself with talented administrators. Governor Perdue cited Hayes' “knowledge of the strongest people in the state when it came to juvenile justice and delinquency prevention” as being key to her appointment to the juvenile justice team.

What do you see as the role of county commissioners and the county manager in local programs and services?

Secretary Hayes briefly described the genesis of her department, which combined two separate divisions from two separate state agencies. That consolidation led to the creation of the Juvenile Crime Prevention Councils. Hayes said she realizes the importance of county government to the success of her department's prevention efforts. She noted the role of county commissioners in choosing committed and experienced leaders on the local juvenile councils, and her department's daily contact with county managers and finance officers in overseeing the effective and appropriate disbursement of the \$23 million in JCPC funds.

“The county commissioners get to appoint the people who serve ... and that group does the assessment of juvenile needs in that county, with all the people from their county – judges, the sheriff, the juvenile court person, the recreation

director and county staff,” she said.

In light of the current economic climate, what can N.C. counties expect to see from your department in terms of programs and initiatives, and what steps will your administration take to strengthen and improve the existing relationship between your agency and county governments?

Secretary Hayes noted that she relies on county governments as a partner to advocate for the continued funding of JCPC grants. Her challenge is having legislators understand what services are being supported by state dollars. When the department grew increasingly concerned about possible budget cuts, local JCPC members visited Raleigh to share stories about how they are investing their funds to manage and prevent juvenile delinquency within their communities.

“I saw the real collaboration with our county partners because they came to tell stories that I couldn't tell and that I couldn't go to the Legislature and say, let me tell you what this does for my county,” she said.

Although few new dollars are available, Secretary Hayes referenced an ARRA grant of \$5 million for gang prevention, which was particularly helpful in rural counties that “didn't have any extra dollars to have any extra impact.” The 71 participating counties use a structured gang assessment tool to quantify and qualify local gang activities, and then develop locally based solutions to address gang problems. “It isn't all about dollars ... but about collaborative groups,” she said.

To stretch what few resources are available, Secretary Hayes stressed the need for more volunteers in the system, and she noted that DJJDP had a “laundry list” of promotional activities to encourage volunteerism. Further, all partners needed to bring dollars to the table.

How do you expect counties to interact and communicate with your administration?

Secretary Hayes emphasized that she and her team would be happy to meet with counties at any time during regional meetings sponsored by the NCACC. She is scheduling visits to all 100 counties to visit with juvenile councils and her department's residential facilities. She said she would also like to meet with county managers and finance officers to hear issues or concerns they have.

What do you consider the greatest challenges facing your department?

Not surprisingly, the budget and lack of resources will be tantamount for the next few years, but Secretary Hayes cautioned about monies restraining her department's core mission – namely to “prevent, intervene, treat and educate.” Of great importance is how to integrate youths back into the public education system and how to lessen the state's dropout problem.

“Never give up on a child,” she said.

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Association of County Attorneys honors Onslow's Moxley; welcomes Catawba's Bechtel as 2010-11 president

Onslow County Attorney Lesley Moxley was honored as Outstanding County Attorney on July 17 during the annual summer conference of the N.C. associations of County Attorneys and DSS Attorneys in Buncombe County.

The Association of County Attorneys, an affiliate member of the NCACC, elected new officers during the conference: President Debra Bechtel (Catawba County), First Vice President Jeff Taylor (Lincoln), Second Vice President Lowell Siler (Durham), and Immediate Past President Jimmie Hicks (Craven, Jones and Pamlico counties).

"Working with the Board of Commissioners, managers and county employees is very rewarding," said Bechtel, who joined the Catawba County staff in 1996. "One of my goals as president is to share my enthusiasm with my colleagues, and continue to promote the role of attorneys who work in the public sector."

A presentation on opposing views of prayer during boards of county commissioners meetings ignited a rousing debate during the conference. After Katherine Parker of the American Civil Liberties Union and Barbara Weller of the Alliance Defense Fund discussed the recent case *Joyner et al. v. Forsyth County*, county attorneys engaged in a lively discussion and debate.



County attorneys and their families attending the annual summer conference were able to take advantage of a handful of group activities on the afternoon of July 17, including whitewater rafting on the French Broad River with Blue Heron Whitewater.



Photo courtesy Blue Heron Whitewater

Other presentations focused on employment law issues, ethics, cyber sweepstakes, inter-basin transfer issues, and rules for nutrient levels for bodies of water – an emerging issue for county governments.

In addition, Justice Robin Hudson of the N.C. Supreme Court and Judge Mar-

tha Geer of the N.C. Court of Appeals presented a highly practical presentation about filing successful appeals. Justice Hudson discussed the impact of the appellate rule changes, and Judge Geer gave numerous examples of what to include and what not to include in appellate briefs.

Onslow lowers property tax rate; Union adopts budget

Two counties adopted 2010-11 property tax rates in July.

In a historic first for Onslow County, the Board of Commissioners on July 19 exercised statutory authority to lower the county property tax rate by one-half of one cent following the start of the fiscal year. Commissioners cited the passage of legislation (S1177) that enables the quarter-cent local option sales tax to take effect on a quarterly basis, so the county could implement the tax that voters approved May 4 on Oct. 1 instead of Jan. 1, 2011.

Onslow's revised property tax rate for 2010-11 is \$0.5850, which represents a two-cent decrease from the revenue-neutral rate following the county's revaluation.

After operating under an interim budget for the first three weeks of the 2010-11 fiscal year, the Union County Board of Commissioners adopted a budget on July 22 that included a property tax rate of \$0.665 – the same rate the county operated at in 2009-10. Union commissioners adopted the interim budget in June while awaiting final approval of the state's budget.

A listing of 2010-11 county property tax rates is online at www.ncacc.org/countyines/2010/07/taxrates.html.



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Scholarships are available for elected officials to attend this workshop. Visit www.sog.unc.edu/courses/0779, or contact Carla Stowe at cstowe@sog.unc.edu or 919.843.8176.

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In this workshop, you will role-play activities based on real-life budget situations designed to help you understand your leadership role, alternatives to consider when cutting services/programs, and options for generating revenue.

Open to both municipal and county officials, this one-day workshop is offered in conjunction with the NCLM conference. Visit www.nclm.org for details.

Engaging Citizens in the Budget Process

OCTOBER 23, 2010 WINSTON-SALEM

In this workshop, you will learn how to make public hearings work more effectively; ways to engage citizens including web-based tools; how to use advisory committees, forums, and workshops; and positive ways to respond to citizen concerns.

Open to both municipal and county officials, this one-day workshop is offered in conjunction with the NCLM conference. Visit www.nclm.org for details.

Visit www.lela.unc.edu for an up-to-date calendar of educational programs offered through the Local Elected Leaders Academy. To learn more, contact Donna Warner at 919.962.1575 or warner@sog.unc.edu.

Catawba's Worsley nets honor from management association

Catawba County Assistant Manager Lee Worsley was honored June 26 with the Outstanding Assistant Manager Award for 2010 from the N.C. City and County Management Association.

"Lee has had an outstanding career in local government in a very short period of time," said Catawba County Manager Tom Lundy, who nominated Worsley for the award. "He's been an excellent member of our management team and has championed professionalism, and improved service delivery and customer service, not only for Catawba County but statewide."

In his nomination, Lundy relayed the many improvements in the use of technology under Worsley's supervision.

These include a redesign of www.catawbacountync.gov; the use of social media to connect with citizens, an area in which Catawba County has been

recognized as a national leader; a 2007 International City-County Management Association study of the county's citizen engagement practices, which led to new strategies being put in place; RSS feeds of county information and an e-mail newsletter for citizens that has won two major national awards; a comprehensive blog on state and federal legislation that impacts the county; and leadership in the creation of a citizen alert telephone notification system.

Worsley was an instrumental part of a team of county government officials that worked with the NCACC to help see through H1691, which made changes to the state 911 system to provide flexibility in the use of 911 funds for county governments, and to increase local government representation on the state 911 Board. Passage of H1691 accomplished a longtime NCACC legislative goal.



Henderson County Manager Steve Wyatt (right), who chairs NCCCMA's Membership Support Committee, presents Catawba County Assistant Manager Lee Worsley with the Outstanding Assistant Manager Award on June 26.

Photo courtesy Matt Lail/NCLM

Hester, Pervier join NCRGEA Board

Two familiar faces have joined the Board of Directors for the N.C. Retired Governmental Employees' Association.

Longtime NCACC field representative Robert Hester, who also served as an Association officer during his time as a Bladen County commissioner from 1974-82, was elected June 22 to serve as one of two District 9 representatives.

Graham Pervier, a former county manager in Forsyth, Beaufort and Currituck counties, was elected as a District 3 representative. In 2006, Pervier was presented the Ayers-Hausser Award for Sustained Exemplary Service in County Government.

Counties consider bond referendums for new schools

One county board of commissioners has kicked off the process of placing a school bond referendum on the Nov. 2 ballot, while another has voted against the measure.

Northampton County commissioners on Aug. 2 took steps necessary to place a referendum on the sale of an estimated \$24 million in general obligation bonds to fund construction of a new high school.

On July 14, Martin County commissioners decided against a \$15 million bond referendum on construction of a new middle school in Williamston. The current school building is 100 years old.

Alamance moves to collect outstanding vehicle taxes

Alamance County Tax Administrator Gerald York is getting tough on collecting outstanding vehicle taxes. The Board of Commissioners authorized the tax administrator to work with the Sheriff's Office to give 72-hour notices to delinquent vehicle taxpayers to pay before their vehicles are towed and impounded. The resolution adopted by the board applies only to vehicle owners with outstanding tax bills of \$250 or greater.

According to the *Times-News* of Burlington, York told commissioners the county has nearly \$1.5 million in outstanding taxes on motor vehicles.

Renovation of Jackson County Historic Courthouse continues

Library staff, advocates and financial supporters were treated to a tour July 23 of Jackson County's historic courthouse, which is being renovated to house the county library as well as the county historical and genealogical societies and the Arts Council.

The Board of Commissioners budgeted \$6.7 million for the project.

A two-story addition to the 1913-14 facility that will house primary library functions is under construction. The tentative schedule calls for the library to relocate to its new space prior to the end of this fiscal year.

'10% Campaign' aims to support local food economies

The Center for Environmental Farming Systems has launched a new statewide effort to build local food economies. The "10% Campaign" encourages consumers to spend 10 percent of their existing food dollars to support local food producers and related businesses. Doing so will create jobs, boost the viability of farms and fisheries and promote healthy communities statewide.

North Carolinians spend about \$35 billion a year on food. If individuals spent 10 percent – roughly \$1.05 per day – on foods produced locally about \$3.5 billion would be available annually in the local economy.

A Web site, www.nc10percent.com, allows consumers and businesses to pledge to spend 10 percent of their food dollars locally.

SHORTS

Brunswick: Commissioners approved a three-year agreement July 19 with the United States Marshals Service to house as many as 50 federal inmates for \$60 per day per inmate. ... **Caswell:** Matthew Smith resigned as clerk to the board on July 20. ...

Cherokee: The Board of Commissioners gave its stamp of approval on Aug. 2 to the \$1.35 million purchase of an existing building that will be converted into office space for the Department of Social Services. ... **Davidson:** Dale Moorefield was named Department of Social Services director Aug. 5. Moorefield, who previously served as deputy director, had held the position on an interim basis since the death of Keith Johnson in May. ... **Durham:**

The county's Solid Waste Division wrapped up a successful recycling campaign Aug. 3. Since April 19, the Recycle and Win Program rewarded random residents for proper recycling practices at the curb. Winners were given tickets to a Durham Bulls baseball game at the beginning of August. ... **Pasquotank:** The Board of Commissioners voted Aug. 2 to name its conference room in the courthouse after Hugh Cale, founder of Elizabeth City State University and a former county commissioner and state legislator. Cale died in 1910. ... **Pender:** Jack Griffith has announced his retirement after 14 years as health director. ...

Rowan: The county is set to open a 48-bed pod on the third floor of its detention center. The pod will house serious felons and problem inmates.

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\$18.4M fund provides new resources for farmers

Governor Beverly Perdue probably said it best when announcing the creation of the Family Farm Innovation Fund on Aug. 2: "This ain't your granddaddy's farm anymore."

While agriculture – a \$7.4 billion annual industry for the state – remains the bread and butter of North Carolina's economy, it is an evolving business. Through the new Innovation Fund, North Carolina farmers will have access to \$18.4 million in available grants funding and training opportunities to help lower energy costs or implement renewable energy projects, develop and implement value-added production, and develop new sources of income.

"This fund presents endless possibilities for agriculture as [farmers] continue to reboot themselves for the 21st century," Perdue said. "Whether it's the emerging local foods movement or the biofuels ... that we hear so much about, or whether it's competition in the global marketplace, North Carolina's agriculture community can do all that, and they already are doing that."

Over the next year, the programs are expected to provide grants for up to 1,500 farm projects and energy efficiency training for an additional 2,400 farmers. The programs are operated by the U.S. Department of Agriculture Office

of Rural Development, the N.C. Farm Bureau, the Rural Advancement Fund International-USA and N.C. Market-Ready, a project of the N.C. Cooperative Extension Service.

Funding is provided by state and federal appropriations and the N.C. Tobacco Trust Fund Commission. The Rural Center is coordinating the partnership of the programs and administering the state appropriation through the Agricultural Advancement Consortium.

"The best way to preserve farmland is to keep farmers farming," said Speaker of the House Joe Hackney. "The green economy and the ag economy – both big deals in North Carolina – grow closer and closer together in terms of energy efficiency, development of new crops, and collaboration with our universities, and are value-added for our existing crops."

The Innovation Fund consists of five separate projects from which farmers can apply for grants.

The Farm Energy Efficiency Project provides low-cost energy audits and grants (up to \$20,000 per farm) to help farmers boost energy efficiency. The energy audits and grants may be used to fulfill requirements of USDA's Rural Energy for America Program.

The Tobacco Communities Reinvestment Fund provides seed money to



Governor Beverly Perdue consults with USDA State Director Randy Gore (left) and U.S. Rep. Bob Etheridge during the announcement of the Family Farm Innovation Fund on Aug. 2.

Photo courtesy Karen Tam/NC Rural Center

help farmers increase profits through innovation by offering cost-share grants (up to \$10,000 for individuals and up to \$30,000 for collaborative projects) to help farmers develop new sources of income.

Two programs offer help for farmers looking to expand and find new markets for their crops. The N.C. Value-Added Cost Share Program provides assistance with grantwriting, feasibility assessment, matching funds and equipment to help farmers implement value-added production. The assistance may be used in applying for the USDA Value-Added Producer Grants, which help farmers produce and market value-added agricultural products.

Finally, the Rural Energy for America Program (REAP) offers grants and guaranteed loans to help farmers, ranchers and rural small businesses with energy efficiency improvements and renewable energy projects.

U.S. Rep. Bob Etheridge, a part-time tobacco farmer and former Harnett County commissioner, touted the fund as a new partnership between federal, state and local governments and farmers.

"Yes, it will make them more efficient. Yes, it will save them money ... but it will also help them have resources to create more jobs and opportunities," he said.

Descriptions of each of the five programs and eligibility requirements are on the Rural Center's Web site at www.ncruralcenter.org/images/PDFs/AAC/ageventbookletedit.pdf.

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