



CountyLines

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Commissioners' participation in advocacy is key

It was wonderful to see so many newly elected commissioners at our Legislative Goals Conference in January. It is important that our organization continue to develop its future leaders, and seeing all the newly elected commissioners in attendance is a great statement about our organization. The veteran commissioners who have been so active throughout the years are recruiting the new members to continue this legacy.

County

Commissioners have an important part to play in our advocacy efforts, and we will need each commissioner to do his or her part to ensure our success.

Whether you are newly elected or in your third decade of service as a commissioner, each of you will determine how successful we are.

Our job did not end at the Legislative Goals Conference. In fact, it really just started. Over the next few months, we will be asked to help the Association achieve the 60 goals that our membership approved during the conference. The Association will provide us the tools to be successful, but it is up to us to make sure

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President's Perspective
by Howard Hunter III



Room Dedicated in honor of Jim Blackburn

Friends and family of former NCACC General Counsel Jim Blackburn gathered at the School of Government on Feb. 9 to dedicate a room in his honor. Blackburn, who served as NCACC General Counsel for more than two decades before retiring in December 2010, died unexpectedly in March 2012. Former colleagues, friends and family members, led by his wife, Cindy, raised more than \$60,000 to endow a scholarship fund for government officials and dedicating a seminar room in his honor. Cindy Blackburn, holding scissors, cuts the ribbon to the room. She is joined by Durham County Attorney Lowell Siler, Michael R. Smith, the Dean of the School of Government, and Mac McCarley, the former attorney for the City of Charlotte. "For Jim, local government was him," said Cindy Blackburn. "He was passionate about supporting local government." Siler and McCarley led the fundraising effort through the North Carolina City County Attorneys Association. "He was so insightful and so savvy, and in a way that you don't always find around the Legislature – not cynical, but optimistic," said Smith at the dedication ceremony. "At a time like this, when the politics are just endlessly fascinating, I would love to have an hour with Jim right now to hear what he thinks is going on."

Photos by Todd McGee

Former county commissioners now legislators

By Todd McGee

Communications Director

Nine former county commissioners won election for the first time to the General Assembly in November 2012. A 10th member of the rookie class was added in January, when McDowell County Commissioner Josh Dobson was chosen to fill the term of former Rep. Mitch Gillespie, who resigned to take a leadership post with the N.C. Department of Environment and Natural Resources.

The commissioners turned legislators bring a diverse background to their new jobs. Rep. Dobson, at 31, is the youngest of the group and was in the middle of his first term on the McDowell County board when he was chosen to fill the empty seat, while Rep. George Graham of Lenoir County had reached 30 years of service as a county

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Counties adopt 60 Goals, Set Legislative Priorities

By Chris Baucom

Communications Specialist

Staying out of road construction funding and reinstating the full share of lottery proceeds for school construction are the top two legislative priorities for counties for the 2013-14 Legislative Biennium. In total, 60 goals were adopted by membership at the North Carolina Association of County Commissioners' bi-annual Legislative Goals Conference, which was held Jan. 24-25 in Durham County. Those goals set the legislative priorities for the North Carolina Association of County Commissioners (NCACC) over the next two years.

Counties also voted on their top five priorities. Opposing unfunded mandates and shifts of state responsibilities to counties, ensuring adequate mental health funding, and preserving the existing local revenue base rounded out the top five legislative proposals.

The conference was well attended with 88 counties sending voting delegates to speak for their county, to vote for the goals and to determine the top five priorities. In all, more than 90 counties participated in the goals process that began back in August 2012. Counties participated by submitting a goal, being represented on a steering committee or on the Legislative Goals committee – both of which are responsible for vetting proposals – having a member on the board of directors, or attending the conference.

"Our strength is our unity," said NCACC President Howard Hunter III, a Hertford County Commissioner. "Every county has an opportunity to submit an idea, and every county has a voice in deciding which goals to include in our agenda."

The General Assembly returned to Raleigh on Wednesday, Jan. 30, to begin the 2013 Long Session. Counties will pursue the legislative proposals adopted by the membership as this session progresses.

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NCACC STAFF NOTES

General Counsel **Amy Bason** presented on Feb. 9 a preview of the 2013 Long Session at the N.C. City-County Attorneys Association Winter Conference, which was held in Chapel Hill. Legislative Counsel **Cassandra Skinner** also attended the event. ... Director of Government Relations **Johanna Reese**, Executive Director **David F. Thompson** and Intergovernmental Relations Director **Rebecca Troutman** presented a legislative report Feb. 8 at the N.C. City/County Managers Association's Winter Seminar, which was held in Durham County. ... Thompson presented a legislative preview to the Sampson County Board of Commissioners on Feb. 13. ... Outreach Coordinator **Lisa Nolen** and Communications Specialist **Chris Baucom** traveled to Onslow County on Feb. 11 to interview Tax Administrator Harry Smith about an award-winning program implemented by the tax department for a segment on an upcoming edition of Welcome to your County, the Association's television program about county government that is broadcast on dozens of PEG channels across the state.

Perspective

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we use them properly.

Each week, legislative staff sends to all county commissioners a Legislative Bulletin. This has the latest information on the bills that we are pursuing – or the ones we are trying to stop. It is delivered on Fridays for a reason – we need you to discuss these issues with your legislators when they return to their home district for the weekend. Make sure you read the Bulletin, and if you have any questions about a bill, contact an Association staff member.

The bulletin is also sent to all legislators, but they get dozens of similar bulletins from other organizations every week. We cannot rely on them to read it, so please make sure that you are reaching out to your legislators and letting them know when something important to counties is happening.

Besides the Bulletin, the Association legislative staff will send out frequent legislative alerts. These are sent as events warrant and frequently include a request for commissioners to immediately contact their legislators about a pending bill. The alerts will include talking points about the issue and, when appropriate, information about any direct impacts to your county, such as a loss of revenue or increased costs being passed along.

I cannot emphasize enough the importance of commissioners responding to these requests. We have learned time after time that our most effective lobbying is for one elected official to talk with another. So go ahead and get your legislators' Raleigh office phone number and plug it into your smart phone as soon as you read this. You're going to need it, I promise you.

The Association is once again creating a Meeting in a Box for counties. This will be delivered in late February and will include copies of our legislative goals booklet, white papers on our key issues and all the materials you will need to conduct a meeting with your legislative delegation. Calling a special meeting with your delegation on a Monday morning before your members return to Raleigh for the week is a great way to educate them about our legislative priorities.

Our strength is our unity, and when all 100 counties are working together, there is no limit to what we can accomplish. I encourage all the veteran commissioners to continue nurturing relationships with their newly elected counterparts. We have seen the fruits of our labors over the last few years, and there is no reason to think that counties won't be successful again in 2013 – with your help.



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'Meeting in a Box' prepares local delegations for meetings

By Alissa Willett

Legislative Grassroots Coordinator

With the completion of the 2013 NCACC Legislative Goals Conference and the commencement of the 2013 Long Session of the N.C. General Assembly, counties will soon be receiving the NCACC "Meeting in a Box." The purpose of this NCACC grassroots project is to provide County Commissioners with all of the materials they will need to hold a meeting with their legislators. Meetings with the local delegation should be scheduled before the NCACC District Meetings that will be held in April. Below is a list of the "Meeting in a Box" contents.

- The 2013 Legislative Goals booklet: This booklet will present all 60 goals adopted by the NCACC membership as well as the guiding principles and advocacy contact information.
- A one-pager with the NCACC Priority Goals and 2013 Legislative Hot Topics with brief descriptions of each.
- White Papers: Each 2013 Legislative Hot Topic will be accompanied by a one-page brief that provides deeper insight and explanation of the issue and its history. Specific talking points, requested action and an NCACC contact

NCACC DISTRICT MEETING SCHEDULE			
Date	County	Location	Address
Thursday, April 4	New Hanover	Wilmington Convention Center, Rooms 106 & 107	10 Convention Center Dr., Wilmington
Wednesday, April 10	Jackson	WCU Liston B. Ramsey Center, Hospitality Room	92 Catamount Rd., Cullowhee
Thursday, April 11	Caldwell	Broyhill Civic Center, Room, 215	1913 Hickory Blvd. SE, Lenoir
Thursday, April 18	Wake	Quorum Center (Conference Center)	323 W. Jones St., Raleigh
Wednesday, April 24	Pitt	Hilton Greenville (Section A)	207 SW Greenville Rd., Greenville
Thursday, April 25	Pasquotank	College of the Albemarle, Foreman Center, 121 A&B	1208 N. Road St., Elizabeth City

are listed for convenience as well.

- A feedback form: Please record all feedback received during the meeting with your legislators on this form.

Each county will report this information at the NCACC District Meeting. This information is important to the success of the 2013 Long Session.

• A list of the current NCACC District Directors: If unable to attend the NCACC District Meetings, please send the completed feedback form to the appropriate District Director for them to report in your stead.

• Other materials will be provided that will simplify preparation for your meetings with legislators. Materials will include: Lanyards, name tags, thank you cards, and a sample agenda for a Board of Commissioners meeting to discuss the strategy for the upcoming sit-down with your legislators.

We know how busy you are and understand this will involve a time commitment, but we believe the return is worth the effort. Please take advantage of this unique opportunity to get involved with the NCACC and the legislative goals of North Carolina counties.

County Commissioner involvement is crucial to our success, and your conversations with your local legislators are a strategic way to gain insight and strengthen your relationships on important county issues. In the box above is the calendar of NCACC District Meetings in April. We look forward to seeing you at these events.

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Counties Adopt Legislative Goals at Goals Conference

Legislative Goals

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Every two years, in the months preceding a Long Session of the General Assembly, members of the NCACC engage in a process to determine the legislative goals it should seek in the best interests of the counties.

The NCACC goals-setting process consists of five stages, beginning with the solicitation of proposals from counties and ending with the adoption of the legislative agenda at the Legislative Goals Conference.

“Many

of the goals presented in our legislative goals package represent our ideal of how the state-county partnership should be structured,” said NCACC Executive Director David F. Thompson. “County governments understand and embrace our role in the intergovernmental process, and we look forward to working with our legislators in the 2013-14 biennium to help move North Carolina forward.”

The No. 1 goal to oppose the shift of state transportation responsibilities to counties is one with great financial implications for counties. The state is responsible for the maintenance of all secondary roads in North Carolina. Counties want

to ensure that when the state looks to cut costs, it doesn't shift that large financial burden to counties. The NCACC estimates that a transfer of secondary road maintenance responsibilities would cost counties more than \$500 million annually. Some rural counties would have to increase property taxes by as much as 30 cents to generate the amount of revenue needed to maintain the same level of service.

The No. 2 goal of ADM and lottery funds for school construction is one that seeks to fully restore state funding to counties. Since 2009, the General Assembly has redirected the ADM Fund's corporate income tax proceeds to offset state dollars for public school operations, costing counties from \$50 to \$100 million each year. Since 2010, the legislature has set the county lottery appropriation below

the statutory 40 percent of net lottery proceeds, with the 2012 allocation appropriated at \$100 million or 22.7 percent of expected net proceeds. The total loss for the past two biennia amounts to nearly half a billion dollars in school construction funds. Counties are forced to delay school construction projects, use their emergency

fund balances to make up the debt service losses, or reduce funding for other essential services.

The No. 3 goal to oppose unfunded mandates and shifts of state responsibilities to counties is a general statement opposing state laws that

mandate counties to carry out new responsibilities without giving them new revenue sources to accomplish them.

Goal number four to ensure adequate mental health funding is designed to seek legislation to ensure that state-funded mental health, developmental disability, and substance abuse services are available, accessible and affordable to all residents. It seeks sufficient state resources to fund service provision costs inclusive of sufficient crisis beds and supportive housing.

The fifth priority goal is to preserve the existing local revenue base. This goal will take on even more importance if the

state successfully implements any kind of fiscal modernization that impacts the state's overall revenue mix, particularly sales taxes, which are a key component of county revenues.

In addition to these top five priorities, 55 other goals will serve as a guidebook for NCACC legislative staff over the next two years. Goals in the areas of Agriculture, Environment, Health & Human Services, Intergovernmental Relations, Justice & Public Safety, Public Education, and Tax & Finance are in place to help ensure legislators are informed about what counties need to continue providing services to their citizens at or above the levels they do currently.

On Friday, near the conclusion of the Legislative Goals Conference, Governor Pat McCrory spoke to delegates and other county officials in attendance.



Voting delegates from 88 counties voted for the slate of Legislative Goals at the Legislative Goals Conference.

Photo by Chris Baucom



Gov. Pat McCrory spoke to the delegates and others in attendance about issues in state government he intends to address.

Photo by Chris Baucom

100 Counties



One State



The 60 Legislative goals approved by delegates underwent debate in steering committees, the Legislative Goals Committee, and the Board of Directors before being voted on at the conference.

Photo by Chris Baucom

Top Five Priority Goals

1

- Oppose shift of state transportation responsibilities to counties.

2

- Reinstate ADM and lottery funds for school construction.

3

- Oppose unfunded mandates and shifts of state responsibilities to counties.

4

- Ensure adequate mental health funding.

5

- Preserve the existing local revenue base.

The governor talked with county officials about his plans for dealing with several areas of state government that he sees as key issues. He told the crowd that he would work with counties on solutions.

“Because you're there [closest to the people] you might have the most viable solutions to help us in the state and federal government to fix some of these short-term and long-term problems,”

said Gov. McCrory. “We are going to be working with your association in trying to come up with solutions to these very, very complex human and financial situations.”

If you would like to see the governor's speech from the conference or if you would like more information on the NCACC's Legislative Goals for the 2013-14 biennium, please visit our website at www.ncacc.org.



Above: A credentials committee was in place at the conference to take counts during votes and to register voting delegates when they arrived at the conference. Commissioner Virginia Tillett from Dare County Chaired the committee. **Below:** Commissioners Kevin Austin (Yadkin) and Gary D. Blevins (Wilkes) listen to discussion about a proposed goal.

Photos by Chris Baucom



Above: Several new proposals were submitted during the Legislative Goals Conference. Of those, two were passed as goals. Here NCACC President Elect Ray Jeffers from Person County speaks about one of the newly submitted goals. **Below:** NCACC President Howard Hunter III presides over the Legislative Goals Conference.

Photos by Chris Baucom



Managers can get back and can give back

Association commits to development of future county managers

By Jason King

Associate Director of Education

When Hertford County Commissioner Howard Hunter III was sworn in as NCACC President in August 2012, he announced a Mentoring Initiative that not only took into account mentoring relationships between county commissioners, but also between current county managers and the next generation of professional county managers.

A new NCACC initiative developed to help infuse North Carolina county governments with that next generation will launch as a pilot program for 2013-14. The NCACC County Management Fellowship Program seeks to place a handful of recent Master of Public Administration (MPA) program graduates who have interest in North Carolina county management careers into full-time, one-year fellowships.

The program is modeled after the Local Government Management Fellowship administered by the International

City-County Management Association (ICMA), which is partnering with the NCACC on the County Management Fellowship Program. ICMA will provide the NCACC with a small pool of pre-screened applicants from its fellowship program, ensuring high-quality talent for participating counties.

Counties that commit to providing meaningful, career-building opportunities via the fellowships will receive NCACC assistance with salary and other potential incentives (handled on a negotiated, individual basis).

NCACC Executive Director David F. Thompson says North Carolina's county management profession has not been immune to the staff succession problems associated with the retirement of the baby boomer generation. Overall, there has been a decline in the number of young professionals pursuing careers in the public sector.

"During the research phase of this program, we were surprised to learn from a large number of MPA candidates that they were not considering a career in county government management – or did not even know that meaningful career opportunities existed," said Thompson, a former manager in Hertford, Stanly,

Henderson and Durham counties.

"There are a lot of seasoned county managers in this state who have dedicated their careers to public service. This program gives them the opportunity to share their knowledge and experience in a mentoring relationship with a promising young professional. At the same time, those county managers are getting quality help with some salary assistance from the Association. It's a win-win for all those involved."

Participants in the 2013-14 pilot program will help the NCACC understand and work through any needed areas of improvement prior to the official program roll-out in mid-2014.

Any interested county will need to show a commitment to providing a rewarding career experience for the Fellow in the application process by indicating potential projects, activities and responsibilities for the Fellow. A Memorandum of Understanding and host application that provides a detailed work plan are required.

Fellows enjoy a network of mentoring and support through the relationship with the county manager and county employees, as well as a cohort experience with other NCACC fellows and

ICMA fellows based in North Carolina. NCACC and ICMA fellows will be invited to participate in statewide and regional Association events, such as the Annual Conference, County Assembly Day and district meetings, to receive a larger networking experience as well as exposure to state government. The Association will also fund each of its fellows' North Carolina City & County Management Association (NCCCMA) membership dues and seminar registration fees for the year.

The NCACC requires a minimum \$35,000 salary and recommends employment benefits, and an employment year that follows the fiscal year.

A UNC-Chapel Hill MPA graduate, Sana Khan, researched and developed the implementation plan for the program during an internship with the Association. The NCACC Board of Directors approved the program in June 2012.

For more information, visit www.ncacc.org/index.aspx?nid=304 or contact Associate Director of Education Jason King at (919) 715-0045 or jason.king@ncacc.org.

Nine former county commissioners make leap to State House in 2013

New Legislators

Continued From Page 1

commissioner before deciding to seek a state office.

While their backgrounds might be different, however, they all spoke fondly of their time as a county commissioner and promised to remember that background when voting on key issues in the Legislature.

“Once you are a county commissioner, you are always a county commissioner,” said Rep. Debra Conrad of Forsyth County. “I don’t think I will ever forget that experience and how legislation here has an impact, positive or negative, on all the counties. I have picked up the phone almost every day to call back to the county. I trust their input.”

“I told people when I was running that I’ve always heard that the best legislators are former county commissioners because they know the local impact on what the state does,” said Rep. Ted Davis, who spent 16 years on the New Hanover County Board of Commissioners and served many terms as chairman.

“I think all of us as county commissioners recognize that things we do in the General Assembly will have local impacts,” said Rep. Rick Catlin, who is also a former member of the New Hanover County Board of Commissioners. “I do think that it is very useful to have local government experience, and not just county commissioners, but also mayors and city councilmen. It gives you an experienced perspective when you get up here.”

“Many times as a county commissioner, I said, ‘man, those guys in Raleigh are doing things that affect us.’ Now I want to be here to make sure we don’t affect the counties, that we don’t pass down unfunded mandates,” said Rep. Carl Ford, a former Rowan County Commissioner.

One of the



Nine new House members are former county commissioners. They begin their terms with a background in local government that will serve them well when decisions are made that will affect how county governments operate.

Photo by Chris Baucom

biggest adjustments the new legislators have to make involves the sheer size of the legislative bodies. Most of the new representatives served on a county board of either five or seven members, meaning it wasn’t too difficult to politic fellow board members to get something accomplished.

But with 120 members of the House of Representatives and 50 members of the state Senate, rules that require

multiple committee hearings, and a bicameral Legislature, getting an idea passed into law is much more difficult.

“When I was a commissioner, if you came to me and said ‘I think this is a good idea and if you agree, I hope you can get it done,’ I could have it done in two months,”

said Rep. Ted Davis. “All I had to do was find two other commissioners to agree with me, tell the manager to put

it on the docket and we were home free. Now it is just a totally different thing. I have to have 60 votes beyond my own to get anything done.

“But more importantly, it moves at such a slower pace. If there is a bill that I want to introduce, you’ve got to

send it to bill drafting, then you’ve got to send it to legal and get everything right. Then when it finally comes to be read into the House as a proposed bill, it goes to a committee. Then you hope it will meet and have a favorable report, if it’s heard at all, because that’s the Chairman’s prerogative. Then you got to bring it to the House and get that done.

“Then you think, ‘Oh man, I’ve hit gold.’ But then you’ve got to start all over again because it’s got to go to the Senate and it’s the same procedure. So I have learned that I’m going from a rabbit’s pace to a snail’s pace when it comes to getting something done. You just have to stick with it.”

“That’s a challenge,” agreed Rep. Dobson, who said he was inspired to become involved in politics after reading “Profiles in Courage” by President John F. Kennedy. “As commissioners, the five of us worked together on everything. Whatever the issue, we all worked together. Now if it’s education, I’m on a committee where I work with a group of folks on that. On Regulatory Reform, I’m working with

another group of people.

“In McDowell County, we were all elected countywide, we all represented the same people. It’s completely different down here. What is relevant in Wilmington or Greenville or Mecklenburg County is not the same thing as in Avery County.”

The atmosphere of the legislative arena is also much different. The sometimes rancorous nature of partisan politics is much more intense at the state capital than at the county courthouse. The smaller governing boards of local entities force members to learn to work together.

“The great thing about being a county commissioner is when you walk through that door, it’s not what your political partisan affiliation is, it’s how can we solve that problem,” said Rep. Nathan Ramsey, a former Chairman of the Buncombe County Board of Commissioners. “This environment down here is a little different than that.”

Besides dealing with a much larger elected body and a much more intense political environment, legislators must also adapt to the hectic pace. While the overall process might seem slow to an outside observer because it can sometimes take months or even years

to effect legislative changes, the daily grind is anything but slow.

Legislators typically serve on a handful of committees, which meet regularly – often more than once per week. The legislators must get up to speed quickly on many diverse issues, such as broadband internet access,

water reservoirs, road funding, mental health, adult-care regulations, various federal programs that states administer,

and economic development. In addition to the committee work, legislators must learn to work with the hundreds of lobbyists who are seeking their attention on many issues.

All the while, the legislators attend session and vote on bills almost every day.



Rep. Rick Catlin (right) from New Hanover County getting ready for another House session.

Photo by Chris Baucom



Rep. Ted Davis (right) from New Hanover County having a conversation on the floor of the General Assembly before the beginning of a session.

Photo by Chris Baucom



Rep. Nathan Ramesy, Former Buncombe County Commissioner, gets prepared for a session.

Photo by Chris Baucom



Rep. Josh Dobson of McDowell County stops at his desk for a photo before the beginning of a session at the General Assembly.

Photo by Chris Baucom

“The challenge is mainly the time commitment of running from one event to another,” said Rep. Conrad. “It’s trying to multi-task, to keep up with the bills that are being filed every day, to read the summaries ... and then keeping up with constituent services. Trying to juggle that many balls in the air at one time and trying to do justice with each part of being an elected official is difficult.”

“Being able to keep up, being able to understand the issues, learning how to get a bill up and out and getting support on it and ultimately getting it passed,” said Rep. Graham when asked about the challenge of navigating the House. “Your identity can get lost awfully quickly. I am trying to get to know as many people as I can. I’m trying to get to understand the rules and regulations about how the process works.”

“That’s going to be a tremendous adjustment,” said Rep. Ramsey. “I went into this process thinking from a policy area that I had a fairly good understanding of mental health and the community colleges and even the university system. But what I have found is that this has been a much greater learning process than I anticipated just because the structure is entirely different.”

Unlike many of their fellow rookie legislators (43 in the House and 11 in the Senate), the former commissioners at least have some exposure to many of these issues because of their time as a county commissioner.

“I spent seven and a half years on the DSS board at home, and two years on the state DSS board, and that helped me learn a lot of things about the budgetary process and health and human services,” said Rep. Ford. “You learn a lot of valuable lessons as a county commissioner. I spent four years dealing with people, dealing with the press, and you are out there. You go sit down at a restaurant and people talk to you. I learned a lot as a county commissioner, and it’s going to help me in the future.”



Rep. Debra Conrad of Forsyth County is ready for another House session. Conrad's daughter, Erica Shrader, is also involved in the Legislature as Senate Budget Director on Senator Phil Berger's staff.

Photo by Chris Baucom

Another big adjustment is the extensive travel and time commitment involved. The week begins each Monday night with an evening session, and legislators are then on the go until Thursday afternoon.

When they get back home Thursday evening, they typically have events or meetings with constituents in their districts on Friday. The legislators are away from their family and friends and, in some instances, their business during the week.

“It’s a sacrifice to

my business ... it’s a sacrifice to my family,” said Rep. Catlin, who owns an engineering firm in Wilmington. “I have a three-week-old grandson in New Bern that I have only seen once. The family is not particularly happy about it, but they appreciate what I’m trying to do.”

For some of the legislators, serving in the House of Representatives represents a family affair of sorts. Rep. Michele Presnell from Yancey County is following her husband, Keith, who served as a state senator a few years ago after more than a decade as chair of the Yancey County Board of Commissioners.

“We talk and discuss the issues al-

most every night when I’m home,” said Rep. Presnell. “It helps me a whole lot. I can put something out there, and he’ll say, ‘well, now wait, let’s look at this.’ You always have to look. There are always two sides on every issue.”

Rep. Conrad found a familiar roommate when looking for a place to stay. She is bunking with her daughter, Erica Shrader, who works on Sen. Phil Berger’s staff as the Senate budget director.

“It is nice to be able to contact someone with experience,” said Conrad. “It is probably good that she works for the state Senate and not the House, so we do have some type of separation. I am so busy that we rarely see each other, so it’s not like we are tripping over each other. I tell everybody that she is far more important than I am. But we are very close, and I am enjoying the opportunity to see her more.”

The legislators are not only away from their family during the week, but they are also away from the people they were elected to represent.

“I really miss the local level,” said Rep. George Graham. “I miss being a commissioner and seeing people you

know every day, whether you are in church or at the barber shop or shopping, you always see someone who has an issue they want to discuss with you that you can have some impact on.”

Many of the rookie legislators were active within the NCACC, including several who served on the Board of Directors – Rep. Graham, Rep. Davis and Rep. Valerie Foushee. The others say they appreciate that the Association helped broaden their perspectives beyond their own county boundaries.

“The Association is everything to me,” said Rep. Graham. “It is important. We have a role to play because we were at the level where government touched the people. We have to make sure those relationships continue and expand, and that the Speaker and Speaker Pro Tem and Senate leadership all understand what a difference we can make working hand in glove.”

“Being a county commissioner and being associated with the North Carolina Association of County Commissioners has really helped to prepare me for

this work,” said Rep. Foushee. “You have to have a relationship with folk in all areas of the state to understand how that works. I learned that from being a member of the Board of Directors. It was a great experience, and I was honored to have that opportunity.”

“I think being a county commissioner and working with the Association has definitely been a benefit to what I am doing down here

because local government is where it affects people directly the most,” said Rep. Dobson. “That experience, although it was only two years, has already helped me tremendously while I’ve been down here. As a county commissioner, you learn how to ask the tough

questions. You are given the information, but you have to take that information and ask the tough questions. It is the same thing in committee hearings down here. I have taken that experience as a county commissioner and already used it in committee meetings.”



Rep. Carl Ford (seated) from Rowan County having a conversation before the beginning of a session.

Photo by Chris Baucom



Rep. Michele Presnell, former Yancey County Commissioner, says relationships are key to getting things accomplished.

Photo by Chris Baucom



Rep. George Graham making his way to his seat just before a legislative session begins.

Photo by Chris Baucom



Rep. Valerie Foushee sits at her desk as she prepares for a legislative session.

Photo by Chris Baucom

LME/MCO CHIEF FINANCIAL OFFICER - Full time position available at Sandhills Center LME-MCO as Chief Financial Officer. This position directs the business operations of the LME-MCO which includes accounting, reimbursement, claims, contracts, infrastructure/physical plant. The CFO has organizational responsibility and supervision of executing the general provisions of GS 159 which in part consist of: fiscal and budgetary operations, purchasing, auxiliary enterprises and the business functions for the LME-MCO. The CFO performs independently under the supervision of the LME-MCO Chief Executive Officer. The CFO serves as liaison to the Sandhills Center Board of Directors' Finance Committee and collaborates with the CEO in the development of financial proposals and recommendations to the Sandhills Center Board of Directors. The CFO represents Sandhills Center and participates in business operations focused meetings, conferences, and events at local, regional and state-wide levels. Prepares, monitors, and maintains the agency annual budget of \$268,000,000. Prepares budget estimates, requisitions for funds, deposits incoming monies, approves all checks and vouchers. Designs and prepares all financial reports for the LME-MCO and the Board of Directors. Develops and oversees the reimbursement and claims program. \$61,380-\$99,924. This position requires graduation from a four-year college or university preferably with a major in business, public, or hospital administration, and seven years administrative experience involving participation in the planning and management of a business or governmental program; or an equivalent combination of training and experience. The preferred candidate will have experience in directing financial operations in a managed care, capitated business environment.

HUMAN RESOURCES MANAGEMENT DIRECTOR - The Human Resources Management department is one of 20 departments in the local government of Historic Halifax County. Located in northeastern North Carolina, near the VA/NC border and straddling I-95, with the largest city being Roanoke Rapids. The person in this position will be responsible for planning, managing and implementing all county-wide personnel functions, employee relations and

employee benefits programs, as well as, assisting and advising the County Manager and management officials on personnel related matters. Some of the major functions of this position include providing supervision, direction and technical advice to human resources management staff (which includes Human Resources, Council on Aging and Veteran's Services) as well as other departmental representatives; overseeing the preparing and maintaining of personnel records, files and other confidential personnel information; coordinating and supervising policy development to ensure compliance with federal, state and local requirements; managing the employee performance evaluation process; supervising the county-wide recruitment and selection process to ensure compliance with applicable policies and laws. The hiring range for this position is \$52,206 - \$66,103 (full range to \$84,747). Halifax County provides a comprehensive employee benefits package, including membership in the N.C. Local Government Employees' Retirement System. Requires any combination of education and experience equivalent to graduation from an accredited college or university with major course work in personnel management, organizational psychology, business or public administration, or related field and 6 years of professional experience in personnel management. Desired qualifications: At least 4 years of HR supervisory experience working in a county HR department in North Carolina and IPMA-CP or SPHR certified. Halifax County Personnel Policy requires department heads reside within the county borders by the completion of their probationary period. Consideration Process: For full consideration, interested applicants must submit the following: (1) Completed Halifax County Application for Employment (form HR1107) - include "Posting Number" 512400-1538 on application; (2) Cover letter addressing related qualifications; and (3) Resume of educational and professional experience. Deadline for all application material is Friday, March 8, 2013 (postmarks not accepted). For additional information or to obtain the application, visit www.halifaxnc.com. EOE Address Material & Questions To: Tony N. Brown, County Manager, Halifax County Manager's Office, 10 North King Street (Historic Courthouse), PO Box 38, Halifax, NC 27839-0038. (252) 583-1131.

FINANCE DIRECTOR, CUMBERLAND COUNTY - Cumberland County is a large and growing county in southeastern North Carolina, with a diverse population of more than 300,000 and is home to Fort Bragg. The City of Fayetteville, whose motto is "History, Heroes and a Hometown Feeling," is the county seat and one of nine municipalities within the County. Fayetteville offers the amenities of a city, including a revitalized downtown area and numerous shopping opportunities. Smaller municipalities within the County provide the options of small-town life in more rural settings. One of Cumberland County's greatest assets is its thriving arts and cultural community. Theatre, symphony orchestras, museums for adults and children are available. A variety of festivals and special events are held throughout the year. Cumberland County is home to two outstanding universities and an excellent community college. The County boasts of its award-winning Library system. The County is seeking a leader who will manage and direct all Finance Department services and activities including accounting operations, budget, investments, financial analysis and recommend and administer policies and procedures, reporting directly to County Administration. This position is responsible for oversight of a \$515 million budget and a staff of 17 employees. Candidates should have leadership skills to inspire and motivate a dedicated workforce and skill in building collaborative approaches to achieving objectives. Work involves presenting revenue and expenditure projections to management as well as budget recommendations, performing financial planning, cash forecasting, debt issuance, and management and reporting compliance with Federal and State Agencies as required in accordance with NCGS, federal laws and regulations, as well as generally accepted accounting principles. Qualified applicants will possess a Bachelor's degree in Accounting or directly related degree with a minimum of 30 hours in accounting supplemented by six (6) years increasingly responsible experience in governmental accounting and budgeting or an equivalent combination of education, training, and experience. Management Preference: North Carolina CPA License; Strong Management Skills. Selected candidate must have or obtain, and maintain a valid North Carolina driver's license with an

acceptable driving record; a complete background check including a credit check is required; and submit to a drug-screening test and receive a negative result. For further information and how to apply visit www.co.cumberland.nc.us and click on job vacancies. We only accept on-line applications which you may complete on our website. Resumes will not be accepted in lieu of a completed county application.

CountyLines Job Advertising policy

The NCACC publishes career opportunities on its website and monthly in CountyLines. Career opportunities posted on the web are promoted on the NCACC County Careers Twitter account. @NCCountyCareers.

All ads are limited to 3000 characters, which is approximately 400 words.

CountyLines only rates (monthly)

\$75 per ad for N.C. counties and county entities; \$150 per ad for all others.

Website and CountyLines rates

\$100* per ad for N.C. counties and county entities; \$200* per ad for all others.

Website only ads available

*See our website for details.

NEW - Feature your job listing Online!

For an additional \$25** per ad, list your entity's job as a featured job at the top of all job listings on our website. At the top of the job listings page and at the top of each job category page are "Featured Listings". Have your listing be the first to be seen!

**See our website for details and restrictions.

General information and instructions

All ads should be submitted through our online form at our website www.ncacc.org/jobs.aspx. Ads published in CountyLines run in one issue only unless otherwise requested by the advertiser at the time of submission. Ads published on our website will remain posted on the website until the position's closing date or the position is filled, for up to 90 days. Advertisers are asked to notify the NCACC when their position has been filled in order to keep ad listings up-to-date. This policy was updated Jan. 1, 2013.



UNC
SCHOOL OF GOVERNMENT

LOCAL ELECTED LEADERS

Academy

Strategic Leadership Education for County and Municipal Elected Officials

Strategic Planning for Elected Officials

MARCH 7, 2013 ASHEVILLE

MARCH 18, 2013 GREENVILLE

This interactive one-day workshop provides local elected officials an opportunity to walk through a strategic cycle of planning, implementation, and evaluation. Participants will recognize how components of the planning and evaluation process link together, clarify roles and responsibilities for each step in the process, and begin outlining what they would like to accomplish in their own planning, performance measurement, budgeting, and evaluation process.

This course is designed for new and experienced municipal council members and county commissioners. Other members of the governing team, including the manager, clerk, and attorney, are also welcome to attend.

To learn more, visit www.sog.unc.edu/node/1967, or contact Lisa Sheffield, program manager, at 919.962.3464 or sheffield@sog.unc.edu.

Human Services Basics: What Every County Commissioner Should Know

MARCH 19, 2013 ASHEVILLE

MARCH 26, 2013 NEW BERN

This program is designed to offer newly elected county commissioners the opportunity to learn more about the three primary county human services program areas:

- Public health
- Social services
- Mental health, substance abuse, and developmental disabilities

For each of these areas, School of Government faculty members will explore the following questions:

- What do the local agencies do?
- How are the local agencies organized and governed?
- What is the role of county commissioners with respect to these agencies and services?

To learn more, visit www.sog.unc.edu/node/2749, or contact Carolyn Boggs, program manager, at 919.966.4157 or boggs@sog.unc.edu.

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.

Reinsurance: Insurance for the Insurance Companies

One of the terms thrown around in the business of risk management is "Reinsurance." This is a virtual necessity for commercial carriers and for clients the size and makeup of county governments. Without its existence, it would be exceedingly difficult if not impossible to procure insurance coverage on any large scale. So what is reinsurance exactly, and how is it important to you as a Risk Manager for your County?



Managing Your Risk

by Michael Kelly
NCACC Risk Management

Reinsurance in simple terms is insurance for the insurance companies and comes into play in virtually all county risk management programs. More specifically, it is a contractual agreement that transfers a portion of an insured loss from policies written by one insurance company to another insurer. This first company is the primary insurer (also known as the "Cedant") and the carrier that assumes some or all of the potential costs of an insured loss from the primary insurer is the "Reinsurer." The principal function of a reinsurance program is to reduce the primary insurer's exposure to loss by passing part of the risk of loss to a reinsurer or a group of reinsurers. It is another method to accomplish the systemized spread of risk.

The ability for a primary insurer to transfer a portion of any covered loss to a reinsurer becomes an important component in the annual coverage availability and cost at the county level for their insurance. By moving a portion of the primary insurance company's exposure of loss to another, it allows a larger spread of assumed risk and essentially introduces additional financial leveraging. It keeps the primary insurer from assuming too much risk at a single location or for a single insured.

An example would be insuring coastal properties that the standard insurance carriers generally consider more subject to damage from hurricanes than properties located far inland. Here, primary insurers rely on their ability to transfer some of their risk to a reinsurer in order to have enough financial capacity to provide coverage for a high concentration of property values that are located in a small, geographical area. Absent the ability to buy reinsurance, such high concentrations of property values in

a relatively small area greatly diminishes a carrier's desire and financial ability to insure an account that could be completely devastated by a single event, such as with a hurricane.

The reality is there would be little or no insurance market for property located in the first and perhaps second tier of

counties in a potential storm zone without reinsurance. Even with the additional leverage of reinsurance, standard insurance carriers utilize large per building windstorm deductibles ranging from a minimum of 2 – 5% per building location per loss event.

Employing reinsurance allows primary insurers to likely increase the creation of a more balanced, heterogeneous (diversified) portfolio class of risk, as the overall risk is shared among all the reinsurers in varying levels of coverage participation. This is another way of saying their goal is spreading their storage of eggs (exposures to loss from a single event) among many baskets instead of just one.

With the goal of not getting too far into the weeds, there are two general types of reinsurance contract arrangements. The first is "Facultative Reinsurance" and the second is "Treaty Reinsurance." Facultative reinsurance is typically negotiated and purchased on a case by case basis for each insurance contract that is reinsured. As such the cost for underwriting and administration carries typically a higher rate than the same risk if included under a treaty reinsurance program.

Treaty reinsurance is a type of "upfront" agreement that obligates the reinsurer to provide reinsurance for any and all agreed classes of business that are written by the primary insurance company. As long as they meet the scope of type of account in the reinsurance contract, reinsurance is automatically available and is not typically subject to negotiation from the reinsurer.

Today there are approximately 350 reinsurance carriers in the insurance market globally, and for 2011 the top 10 commercial reinsurance carriers with their size expressed in Millions of Gross Written Premiums were: (see chart at top of page) ¹

Reinsurer	2011 Gross Written Premiums Millions of US Dollars
Munich Re	\$33,719
Swiss Re	\$28,664
Hannover Re	\$15,664
Berkshire Hathaway / General Re	\$15,000
Lloyd's of London	\$13,621
SCOR	\$9,845
Reinsurance Group of America	\$7,704
China Reinsurance Group	\$6,179
PartnerRe	\$4,621
Korean Reinsurance Company	\$4,551

It is important to note reinsurance is often placed with more than one reinsurance carrier and shared among a group of reinsurance companies. The reinsurer who sets the premium and coverage detail terms for the reinsurance contract is called the lead reinsurer; the other companies participating in the reinsurance contract are called following reinsurers. This multi-level participation is often expressed as layering with different carriers accepting the risk of loss participation at different levels of attachment responsibility.

For a much-simplified example, a primary insurer (Standard Insurance Co "A") might issue a property insurance policy that affords \$100,000,000 of coverage for a county. The lead reinsurer might agree to provide reinsurance coverage for all single property losses that are higher than \$1,000,000 up to a total loss of \$10,000,000. Then the first following reinsurer agrees to be responsible for all losses above \$10,000,000 up to \$35,000,000. The second following reinsurer then agrees to be responsible for all losses above \$35,000,000 picking up the last \$65,000,000, for a total of \$100,000,000 of property coverage. (see chart below)

\$65,000,000	Second Following Reinsurer
\$25,000,000	First Following Reinsurer
\$9,000,000	Lead Reinsurer
\$1,000,000	Standard Insurance Co "A"
\$100,000,000	Total Property Coverage Limit

Now given a loss scenario that stems from a fire that totals a county courthouse and its administrative offices at a replacement reconstruction cost value of \$14.5 million, Standard Insurance Co "A" will issue the county a check for the total insured amount. Behind the scenes, they will be reimbursed from all reinsurers participating in the loss. As illustrated

above, the first \$9 million in excess of \$1 million will be reimbursed by the lead reinsurer, and the next \$4.5 million above that from the first following reinsurer. The point being that even though there is a total of \$14.5 million of insurance applicable to this single

building location, Standard Insurance Co "A" only has the first \$1 million at true, financial risk. By using reinsurance, Standard Co "A" can provide much larger limits of coverage than they would be willing to assume themselves for a single loss event.

The cost for reinsurance decreases as the level at which the responsibility for responding increases. This makes sense in that the chance for participating in a loss is highest at the lower or first level of reinsurance provided by the Lead Reinsurer. In our example above, the last following reinsurer affording the top \$65,000,000 of coverage was not affected or required to respond financially at all, since the total was not large enough to get into their layer of responsibility.

So why does all of this matter to you as the risk manager for your county? As in most cases, knowledge is power. Understanding the mechanics behind your insurance coverage, its financial leverage and genetic makeup is never a bad thing. Through a deeper understanding of how your program is put together, it will enable a clearer picture and greater understanding of what kind of parts are in your Rolex Watch – or Timex, depending on your choice in a carrier.

¹ "Top 50 Reinsurers Revealed" Insurance Networking News. Retrieved 01/04/2013.

NCACC Risk Management Director Michael Kelly writes a regular column on risk management for CountyLines. With more than 33 years of risk management/insurance experience, he holds the Associate in Risk Management for Public Entities, Certified Risk Manager and Certified Insurance Counselor professional designations. Contact him at (919) 719-1124 or michael.kelly@ncacc.org.

ON YouTube

Watch the latest edition of Welcome to Your County or This Week at the General Assembly

www.youtube.com/ncacc1908

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NCACC and the Ferguson Group enter into strategic partnership

The North Carolina Association of County Commissioners has entered into a strategic partnership with The Ferguson Group, one of the leading Congressional advocacy consulting firms in Washington, D.C., to provide federal representation for the NCACC on issues of importance to North Carolina counties.

“The Ferguson Group has been actively involved with North Carolina counties for many years”

said NCACC Deputy Director Kevin Leonard.

“This partnership will help us strengthen our federal advocacy efforts. The Ferguson Group

is one of the premier advocacy groups for county governments in Washington, D.C. We are very excited that they will be able to share their expertise and insights with us for the coming year.”

Formed in 1982, TFG is a bipartisan, federal government relations consulting firm specializing in securing federal funding, authorizations, policy, and regulatory changes for public sector, private sector and not-for-profit clients. TFG provides expertise in the areas of Transportation, Community and Economic Development, Water Resources, Land Use, Environmental Issues, Defense Conversion, Health and Human Services, Criminal Justice, Education and Housing.

TFG represents more local governments than any other independent, non-law lobbying firm in Washington, D.C., including several counties and cities in North Carolina. TFG not only provides advocacy services for their clients, but they also provide training for local officials to help them better understand how to effectively lobby their Congressional representatives and staff. All of TFG’s resources will be available to NCACC’s Government Relations Team to help them

Under the agreement, TFG will provide regular updates on federal issues of concern to N.C. counties, including articles in *CountyLines*, the NCACC’s official newspaper, and occasional appearances on “This Week at the General Assembly,” the NCACC’s weekly television program that reports on legislative news of interest to counties from the N.C. General Assembly.



Up-to-the-Minute Tracking of Legislative Actions with New Daily Bulletin Online

You need to know about legislative actions taken by the General Assembly—including funding decisions that may have a direct impact on your jurisdiction. Now there is a way to track legislation on a daily basis related to the issues of specific interest to your area. This new online tool is available at no charge to local and state government officials.

Since 1935, the School of Government’s Legislative Reporting Service (LRS) has produced the Daily Bulletin and other publications to inform government officials and citizens about the status and content of North Carolina legislation. Now the Daily Bulletin is available as a robust online tool that provides up-to-the-minute information about legislation.

Updated each day that the General Assembly is in session, the Daily Bulletin Online offers the following:

- Summaries of every filed bill, amendment, committee substitute, and conference report
- Daily summaries in a report that replicates the Daily Bulletin
- Summaries for bills on each day’s House and Senate calendars
- Bill summaries searchable by subject-matter categories
- “My Bills” feature that allows users to monitor selected bills
- Reports tailored to individual interests
- Expert analysis by School of Government faculty and staff

How to Access Daily Bulletin Online

Access the Legislative Reporting Service and Daily Bulletin Online at <http://lrs.sog.unc.edu>.

Local and state agency officials may subscribe to Daily Bulletin Online for free. Check your e-mail for a detailed message from UNC School of Government, or contact School of Government Bookstore Manager Kathryn Hooker at (919) 966-4119 or khooker@sog.unc.edu for your local government subscription code.

Members of the public, employees of nonprofit organizations, lobbyists, and others may subscribe at rates listed on the website at <http://lrs.sog.unc.edu>.

Other Legislative Summaries

The LRS also electronically distributes the Weekly Status Report, which summarizes the current status of all pending legislation. Upon adjournment, the Index of Legislation, an annual compilation of status reports of the session’s legislation, will be available at <http://lrs.sog.unc.edu>.

Questions

For general information about the Legislative Reporting Service and Daily Bulletin Online, contact Christine Wunsche at (919) 733-2484.

For information about subscriptions, including group or other discounts, or access to Daily Bulletin Online, contact the School of Government Bookstore manager, Kathryn Hooker, at (919) 966-4119 or khooker@sog.unc.edu.

Need Revenue to Close Your Budget Shortfall?

NACo Prescription Program Can Help

Are you facing difficult budget decisions? You’re not alone. Counties across the country are confronting similar problems – cut services or reduce staff. The NACo Prescription Discount Card Program offers another option that could help close the budget gap.

As a program participant, you can choose to receive a marketing reimbursement fee, which would pay your county \$1 per prescription when the card is used to receive a discount. This funding could help save a needed program or prevent staff layoffs.

Your residents, especially those without insurance, can save, too! Savings can be up to 75%; the average savings rate is 24%.

More than 65,000 pharmacies participate, including all the major chains. The program is free, easy to use and everyone is eligible.

It’s a winning program! It’s a winner for residents and for counties. Sign up today!



To learn more about the program, go to www.naco.org/drugcard or scan the QR code.

Operated by CVS Caremark.

This is NOT insurance. Discounts are only available at participating pharmacies.

Rev 04.12



NACO National Association of Counties
The Voice of America’s Counties

Bertie County Manager Rascoe to retire

County Manager Morris Rascoe has announced his retirement after a lengthy service to Bertie County. His last day will be March 31. Former Bertie County Manager John Whitehurst has been named interim county manager as the board begins the process to find a permanent replacement.

Rascoe began his lengthy service to his native county more than 35 years ago when he started work as social worker. During his time with the county he has served in various positions, including Department of Social Services Director and Assistant County Manager simultaneously.

He was promoted to interim county manager in December 2011 following outgoing County Manager Zee Lamb. In mid-2012, Rascoe's interim title was removed as the commissioners named him their full-time manager.

Durham County Opens Courthouse



Photo Courtesy Durham County

Durham County has opened its new 318,533 square foot Courthouse for business. Planning on the project began back in 2002. And now more than 10 years later, the facility that cost \$119,146,455 to build, is home to the District Attorney's office, Clerk of Court, judges and the Sheriff's Office. The building also features 20 courtrooms that can expand to 27, a 900 space parking deck and numerous energy sustainable features.

Edgecombe, Wayne appoint new commissioners; Johnston commissioner dies

Longtime Edgecombe County Commissioner Charlie Harrell resigned in January after serving for 22 years on the Edgecombe County Board of Commissioners. Harrell was re-elected in November 2010.

The Edgecombe County Democratic party recommended William "Billy" Wooten to replace Harrell, and the Board of Commissioners accepted that recommendation in February. Wooten was sworn in Feb. 4 at the commission's regular meeting. Wooten is an Edgecombe County native and is acting president of Kanban Logistics.

Ed Cromartie, who was serving as a Mount Olive commissioner, was chosen by the Wayne County Board of Commissioners to replace former commissioner J. D. Evans, who died in December just two weeks after winning re-election.

"I would like to thank you, my fellow Commissioners, and the citizens for the opportunity to serve Mount Olive," Cromartie wrote to his fellow town commissioners after being selected to replace Evans. "I value this experience and look forward to serving Mount Olive and all of Wayne County from a different vantage point."

Johnston County Commissioner Wade M. Stewart died Jan. 14. He had served as a county commissioner since 1998, including four years as Vice Chair and two years as Chairman.

"During his continuous service to the county, people respected his opinion, including myself," said Johnston County Chair Jeffrey P. Carver. "He was not only a fellow commissioner, but my personal friend and confidant, and I will never forget him."

Stewart was a Bronze Star recipient in the Vietnam War.

Brunswick County Names DSS Director

Catherine Lytch has been named as the new Brunswick County Director of Social Services.

Lytch formerly served as the county DSS program administrator for child and adult services..

Lytch has close to 20 years in administering human services programs. Before joining the social services department, she worked at a mental health hospital and holds a graduate degree in mental health counseling.

SHORTS

Catawba County: Plans for a Chinese based company that makes cardboard tubes to locate a facility in Conover and create 80 jobs have been announced. Also the county's recycling program is set to expand after a \$13.5 million modernization plan takes effect...

Dare County: The county board of commissioners recognized the North Carolina Department of Transportation Ferry Division for the service they have provided the county during Hurricanes Irene and Sandy...

Moore County: Commission Vice Chairman Craig Kennedy has been appointed to a stakeholder group on oil and gas management for the North Carolina Mining and Energy Commission...

UNC School of Government: The 2013 edition of County Salaries in North Carolina, compiled by the MAPS Group for the UNC School of Government, is now available online. The PDF files contain information on salaries and benefits for county government positions. This information is available exclusively through the School of Government website at www.sog.unc.edu/node/518...

Yadkin County: a new Animal Control Supervisor has been named. Frances Yokeley is now in that position. She has been a veterinarian technician for two emergency pet clinics, a microbiologist for the Tennessee Department of Agriculture and a laboratory manager for Environmental Services. She holds a bachelor's degree in Animal Science.

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Richmond County hires Economic Developer

Martie Butler has been hired as Management Analyst and Economic Developer for Richmond County.

Butler worked for the N.C. Department of Commerce for five and a half years as an Economic Developer in the Fayetteville Southeastern Regional Office, overseeing 11 counties, one of which was Richmond County.

Butler earned her undergraduate degree from Campbell University, and her masters at Gardner-Webb University. She has also worked with the Southeast Economic Development Commission, where she met County Board Chairman Kenneth Robinette.



Martie Butler is the new Management Analyst and Economic Developer for Richmond County

Photo Courtesy Daily Journal/ Dawn M. Kurry

Edgecombe's Planning Director Retires

Ola Pittman retired as Edgecombe County Planning Director after 39 years working for the county.

Pittman began her career as secretary of the department in January 1974. She was soon promoted to technician. She continued to climb the ladder and was promoted to planner, then senior planner and then the top when she was hired as the director in 2001.

Through those years, Pittman's proudest accomplishments were rehabbing or building new homes for the disadvantaged. She said the county has rehabbed well over 200 houses and, in the last four years, built 11 new houses — all with grant funding.



Ola Pittman Retires as Edgecombe County Planning Director.

Photo Courtesy the Daily Southerner/Calvin Adkins

Be Prepared for the Active Shooter at public meetings

It is not too hard to find instances where an active shooter has caused mayhem, especially in public facilities and meetings. A few examples in recent years include:

February 7, 2008, Kirkwood, Mo. – Charles Lee “Cookie” Thornton, who had a long running feud with the Kirkwood City Council over a variety of issues, kills a police officer, then enters the city council meeting and uses the officer’s weapon to kill five people including the mayor and two city council members.

December 14, 2010, Panama City, FL – Clay A. Duke, upset with his wife’s recent job loss, walks into the Bay County District School Board Meeting and begins to methodically fire on school board members. It ended when Mr. Duke took his own life after being shot several times by local police.

We have also witnessed the horror of shootings at Sandy Hook Elementary, Virginia Tech, and the Aurora, Colo., theater. There are other examples of shootings, or a shooter trying to make some sort of statement through the public attention often received in these situations, including the recent example of a shooter near Dothan, Ala., who murdered a school bus driver, then kidnapped a 5-year-old boy and barricaded themselves in an underground storm shelter.

Notwithstanding the current debate concerning gun control and violence, elected boards by their nature can become

targets for those wanting to make a statement, or those who feel they have been wronged by a member of the public or the governing body. During my 12 years as a commissioner, I rarely felt endangered while at a meeting; however, looking back, there were certainly opportunities available if someone wanted to get their 15 minutes of fame by taking some sort of armed action against our board.

Having an active shooter in a board meeting is not something a lot of people like to think about, but it is a situation that should certainly be discussed and for which a plan should be in place. There are several steps that you can take to help reduce the potential for such an incident, and if one does occur, those steps could prevent it from becoming tragic.

It is extremely important to have a reaction plan, and drill on that plan at least annually. Evaluate your meeting chambers, to include where you would exit, how you would deal with blocked exits, and what would be available in the meeting chambers to protect yourself. Don’t forget that you should also have a plan for where you go to escape an active shooter situation that also provides the necessary security for you until the emergency is



Controlling Your Risk

by Bob Carruth
NCACC Risk Control

over.

Prior to each meeting, review your agenda to see which items are most likely to be controversial, as these by themselves could attract those bent on causing mayhem. If you are chair or moderator of the meeting, you should make sure you maintain order during the meeting to avoid escalation of a situation. In

addition to reviewing and rehearsing the agenda ahead of time, you should also closely monitor the meeting itself. All meetings should have some sort of security present, whether formal or informal. This can range from having staff to act as designated “observers” during the meeting to having a uniformed law enforcement officer present.

Watch for newcomers or suspicious individuals who may suddenly appear at meetings. But, a word of caution – use discretion, as you do not want it to appear threatening for those who legitimately want to participate in the public process. After all, we all were a first-time attendee at some point. If necessary, station the staff strategically throughout the room to observe and interact with public attendees. This will help identify potential threats early.

In spite of our best efforts to prevent an incident, an active shooter event could still occur. If you have a good plan in place, and have rehearsed it, then it will help you to react in a more controlled way. When an event does escalate, you and others in the meeting should take the following actions, in order: first, try to escape the room to a place of safety. If that is not possible, try to get behind something that will guard and protect you from gunfire. If you can do neither of those, and it appears deaths are imminent, then you should try to disarm or neutralize the shooter.

As an elected official or senior staff member, sitting helpless behind a bench while a weapon is being pointed at you is not on the list of what you look forward to when attending a board meeting. Hopefully, by having a good plan that is well practiced, preparing well ahead of time for a meeting, and knowing what to do if an event does occur, you will help reduce the likelihood of being involved in a deadly situation.

If you are a member of our risk management pools and would like assistance in assessing your facility, developing a plan, or training for your staff, please feel free to contact a member of our Risk Control Team. We can either directly assist you, or recommend other resources to assist you as you seek to reduce the risk to your board.



YOUR seat at the table.

The NCACC Risk Management Pools are managed by a Board of Trustees comprised of **YOUR** county colleagues.

As a Pool member, **YOU** help develop the Pools’ products that meet the needs of our unique and valued county resources and employees.

More than 60 counties are reaping the benefits of ownership of the NCACC’s collective risk pools.

Why not YOUR county?

Contact us to learn more about our services and commitment to **YOU**.

(919) 719-1100