



Town of Garner's Public Works Department Receives APWA Accreditation

Submitted by by Paul Cox

The Town of Garner Department of Public Works has recently been awarded a prestigious American Public Works Association (APWA) Accreditation. The APWA Accreditation program recognizes public works agencies that go beyond the requirements of the management practices established nationally in the public works industry, as contained in the APWA Public Works Management Practices Manual. The Garner Public Works Department began the Accreditation process in September, 2011, and the department's Accreditation On-Site Evaluation was conducted September 17-19, 2014. The APWA Accreditation was awarded on September 30, 2014. The Public Works Department will be presented the Accreditation plaque at the Town Council Meeting on Monday, November 3, 2014 at 7:00 p.m. in the Council Chambers, Town Hall, 900 Seventh Avenue, in Garner, North Carolina.



The Town of Garner's Public Works Department becomes the 95th Accredited Agency in North America, and the first in the state of North Carolina to have been awarded. The APWA Accreditation indicates that the department met all practices and provided documentation required by the 6th edition of the Public Works Management Practices Manual.

"The awarding of the APWA Accreditation shows that we have dedicated ourselves to concepts of improvement and in-depth self-assessment of department policies, procedures and practices. In particular, Garner had 12 model practices cited by the Accreditation team, including nine for grounds and one each for facilities and inventories, strategic plan and customer service, for example - the Town's garner info app," said Public Works Director, Paul Cox.

Garner's Public Works Department's mission is "committed to providing superior support within our community through professional and customer-focused services." The Department is comprised of several divisions, including Administration, Streets Unit, Public Grounds Unit, Facility Unit, and the Fleet Management Unit. The Administration Division provides a centralized location for the receipt, processing and monitoring of requests for services from

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President's Message

2015 is promising to be a pivotal year for our Chapter. Over the past several years, our members have built a tremendous amount of momentum and enthusiasm. In order to continue to grow, we must respect the past and lessons learned from it while planning for the future. We must each ask ourselves how we can make a difference instead of simply recycling what was done in previous years.

Our Chapter has long been regarded as one of the best chapters within APWA. Now, we must continue to build upon this foundation. Sometimes this will require taking a risk to make a change or get out of our comfort zone for the



opportunity to do even greater things. Early in my career I was taught the difference between risk and recklessness. When taking a risk you do it knowing the facts, with clear understanding of the rewards and with a detailed strategy to minimize negative outcomes while increasing the likelihood of success. In contrast being reckless is simply going headlong into something without thought or concern about consequence. I assure you we will be calculating in any changes or risks that we take and we will not make a change simply for the sake of change, nor will we be shackled by the past. Together we will work hard, have fun, and set the course for the future.

Planning is underway for a year full of events and opportunities for our members including division conferences as well as our State Conference, which will be held in Hickory June 17-19. However, APWA-NC is so much more than attending conferences and training. It is about getting and being engaged with the organization and helping bring others into the fold. As evidence of how we are doing this, we are seeing more new members and young professionals joining the chapter and wanting to be engaged.

As our membership base broadens, the Chapter is becoming more representative of the expanding services offered by public works. This growth will lead to increased opportunities for all no matter their expertise or age.

In addition, young professionals will find new opportunities to network with each other throughout the year and potentially be selected to attend exciting leadership training geared to them called the Emerging Leaders Academy. This academy is sponsored by National APWA and is a yearlong focus on training and developing young professionals in a team-based environment that culminates in a capstone project which is presented at graduation at APWA's National Congress.

The hiring of a new Chapter Administrator will provide our Chapter with resources that we previously relied on volunteers for. This should give us additional continuity from year to year. It will be a tremendous help as we plan for the Chapter's 60th anniversary in 2017. We are also exploring holding APWA Congress in North Carolina in 2017. So stay tuned for more on these exciting activities. This is a brand new position so please be patient as we onboard the new Chapter Administrator but please know it is a priority for us in 2015.

I'm honored to serve as President of the APWA North Carolina Chapter this year. Our organization is comprised of many talented professionals from all aspects of public works. I would like to thank each of you for your dedication, look forward to working with you all this year and strongly encourage you to not only attend our training and conferences but to get engaged in areas of interest and to encourage others around you to do the same. Please remember that the relationships built, friendships made, information learned, and fun had will be some of the best in your career.

Respectfully submitted,

A handwritten signature in blue ink that reads "Scott Whalen". The signature is fluid and cursive.

Scott Whalen

WELCOME New Members

The NC Chapter of APWA would like to welcome the following new members who joined in the past three months:

Mr. Tom Bach	City of Concord
Mr. Chad Bandy	City of Asheville
Mrs. Glenda S. Barnes	City of High Point
Mr. Jon L. Bivins	Mecklenburg County
Mr. Fred V. Boone	Town of Knightdale
Mr. Brad Bowles	Town of Garner
Mr. Randy A. Boyd	SEPI Engineering & Construction Inc.
Mr. Steve E. Brady	City of Greensboro
Mrs. Melanie E. Bruton	City of High Point
Mr. Jerry Byers	City of High Point
Ms. Beth Chesson	AMEC
Mr. Timothy R. Cook	City of Winston-Salem
Mr. Paul R. Dishmon	City of Eden
Mr. Donald L. Eddins	City of Archdale
Mr. Joel Ferguson	City of High Point
Mr. Howard W. Fleming, Jr	Orange County, NC
Mr. Dean R. Goodison	Atkins
Ms. Tara N. Groner	Town of Mooresville
Mr. Greg D. Hall	City of High Point
Mr. Gregory Len Hollars	Town of Boone
Mr. Ross Holshouser	City of Albemarle
Mr. Steven K. Jones	Davis-Martin-Powell & Associates
Mr. Jonathan T. Keith	TELICS
Mr. Neil E. Lassiter	SEPI Engineering & Construction Inc.
Mr. Eric Littlejohn	City of High Point
Mr. Blaine McClure	Restoration and Recovery
Mrs. Martha C. Mcdowell	City of High Point
Mr. Ronald G. McKaskel	Rooftop Systems Engineers PC
Mr. Paul Meares	Company Wrench
Mr. Dick Mizzell	Company Wrench
Mr. Brian L. Moore	City of Concord
Mr. William Gerard Murphy	City of Boiling Spring Lakes
Mr. Steve R. Phipps	City of Greensboro
Ms. Nikki Provost	Company Wrench
Mr. Jason A. Salat	Town of Hope Mills
Ms. Marie Schmader	STV Inc
Ms. Anita Simpson	City of High Point
Mr. Don S. Sisko	Town of Hope Mills
Mr. Richard S. Smith	Zapata
Mr. Ron S. Taylor	City of High Point
Mr. Randall Tuttle	Restoration and Recovery

Garner APWA Accreditation continued

residents, officials, and staff. The Streets Unit, as part of the Operations Division, performs maintenance and construction on all Town owned property as needed, including assisting with park construction, traffic requests, Community Development requests, and all sanitation duties not under contract. The Public Grounds Unit is responsible for providing safe parks and athletic facilities that will result in enjoyable and rewarding recreation experiences for the public, as well as supporting other activities and school fields used by the Recreation Division.

The Facility unit, under the Services Division, serves to maintain cost efficient, safe, clean and pleasant places for visitors and Town Employees while preserving the public’s investment in Town facilities. They provide building maintenance, basic building improvements, contracts for larger-scale site and building improvements, janitorial services, pest control and utility services. The Fleet Maintenance Unit of the Services Division maintains Town vehicles and equipment with the goal of minimizing repair costs and equipment downtime. This unit ensures that all Federal and State laws concerning vehicle weights, safety, and regulations are maintained and updated as needed. They perform preventive maintenance and repair on approximately 133 licenses motorized vehicles, 40 trailers, and numerous other pieces of equipment.

Keith Pugh Receives 4th President’s Award



Retiree's Corner

Submitted by Stewart Stykes

The Summer Newsletter included a Retiree's Corner article that covered several topics and I hope to provide an update on each one. The first, the status of a Cost of Living Adjustment (COLA) is probably the most newsworthy, so we'll tackle it first. You'll recall we reported the N.C. Retirement Systems Board of Trustees voted in January to request a 1% COLA for Local Government retirees from the General Assembly since the Board did not have the available funds and thus the authority to grant a COLA. Then, at their April meeting, the Retirement Board voted to reverse their January vote, leaving Local Government retirees without a COLA in excess of 0.1% since July of 2007. Well, now it's time to look forward to the year where we drop 2008, the great recessionary year, from the 5 year smoothing rule required to compute a COLA, and consider what the State Treasurer's actuary, Buck Consultants, reported during the October Retirement Board's meeting. The report included all pertinent information as of December 31, 2013 and indicated rather significant gains over 4 of the last 5 years, 2009-2013 with the 2013 investment gain being 12.21%. The latest information indicates a 15.88% investment return for the fiscal year ending June 30, 2014.

The actuary's valuation includes a detailed review of member and retiree numbers, contributions, funds invested, investment returns and future liabilities to assure funds for pension payments will be there when needed. The valuation also is performed to determine the required contribution rate for employers of the Local Government Employees Retirement System (LGERS) and to give the LGERS Board of Trustees information to take appropriate action for undistributed gains, those funds used for COLA's. Investment gains have averaged 10.5% over the past 5 years. From these gains, 7.25% is deducted to maintain the fiscal integrity of the system. The actuary provided a chart showing three scenarios with a range of 0, 7.25 and 14.5% returns to show the Board how these different rates would impact member agency contribution rates. The possibility of a COLA was briefly mentioned, but would probably be less than 1%. The Board will

hear staff proposals at their January meeting on the use of undistributed gains and make their final decisions on a COLA as well as stabilization of the agency contribution rate at their January or possibly as late as their April meeting.

If you did not read or don't remember the summer edition's retirement suggestion, let me share the bottom line for you. As an active employee, 80% of what you are making now will allow you to maintain the same standard of living when you retire, up from 70-75% before the recession. However, history now indicates you might want to plan your retirement beyond your first year of "freedom". In the last 10 years, COLA's have increased our pensions by a cumulative 7.3%. The Consumer Price Index (CPI), sometimes called the rate of inflation, has increased by 22.4% from 2005 thru October, 2014, the same 10 years lacking 2 months! To put it another way, inflation has been at a higher rate than COLA's since 2003. That's 5 years before the recessionary year and 5 years since the stock market headed back up (in March of 2009). If

you retired in 2003, as of 2011, the latest information we have in this format, the "relative real value" of your pension was down to 88% and the CPI has gone up by an additional 4.8% since 2011 (from January, 2012 thru October, 2014). And finally, if you want a comparison, teacher and state employee retirees have received 2% in COLA's in the last 4 years, and of course Social Security benefits will be increasing by 1.7% in January. Again, our retirement system has provided a 0.1% COLA since 2007.

Adequate planning for your retirement should now include the option of having a supplemental retirement savings plan (and/or a really good job after retirement that will provide funding that you won't outlive). The Total Retirement Plans program managed thru the State Treasurer's Office offers options for a 401(k), retirement savings plan, and/or a 457, deferred compensation plan. You may choose from a number of investment options or have the "GoalMaker Plan" handle that for you, based on your particular situation. The Retirement Division staff who handle this program set a 2014 goal for 60% of those participating to reach 80% or more of their current salary. As of October, they had actually reached 67.6% with over 90% of new employees taking advantage of this opportunity.

Other matters of interest include the passage of the Fiscal Integrity/Pension Spiking Prevention Act, House Bill 1195. The methodology built into this bill will prevent employers in the Retirement Systems from absorbing the additional liabilities caused by pension spiking by other employers, and only applies to individuals with an Average Final Compensation (AFC) of \$100,000 or more. This one seems complex, but additional details can be provided if you are concerned. Another section of this same bill involves the return of retirement contributions with interest (statutory rate of 4%) for employees who leave employment within five years. Section 3 of this bill restored 5 year vesting for State employees instead of 10 years. This change had not affected those of us in the LGERS.

The Governmental Accounting Standards Board (GASB) is a private non-governmental organization that establishes and improves standards of state and local governmental accounting and financial reporting. GASB rule 67, titled 'Financial Planning for Pension Plans' replaces GASB rule 25 and 50, and was successfully implemented into the State's June 30, 2014 Comprehensive Annual Financial Report. GASB rule 68, titled 'Accounting and Financial Reporting for Pensions' is being implemented for this fiscal year ending June 30, 2015. It is important to note the titles of these rules and understand that their implementation doesn't have any impact on whether retirees are granted a COLA or not.

Healthy Trees for Healthy Cities

Submitted by Debbie Stringer, Stalite Environmental Sustainability and Charles R. Friedrich, RLA, ASLA, GRP

The need for large and healthy trees in the urban landscape is still the desired design intent. Unfortunately, the trees do not live long enough to fulfill that intent. Concerns of public works officials include tree decline and potential pavement upheaval. During the design process, failing to plan for tree root growth is tantamount to ignoring the biological requirements of an urban green environment and is not economical. The failure to provide adequate soil drainage is the most frequent cause of newly transplanted trees dying. Currently most urban trees are planted directly into existing compacted urban soil or tree pits with limited root space. Trees that are planted in areas surrounded by paving tend to struggle for air space and usually decline within ten years. Where soil volume is limited by pavement, tree roots suffer and tend to take the path of least resistance searching for air which is usually found in and around underground pipes, foundations, or at the ground surface.



Oak trees along Fayetteville St, Raleigh, NC

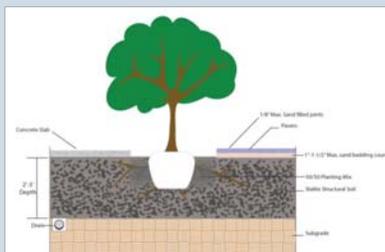
Healthy urban trees need a large volume of non-compacted aerated soil with adequate drainage and reasonable soil fertility. Ensuring an adequate supply of air to the tree roots is essential for satisfactory tree growth though in urban situations, the movement of air into the soil is often restricted. The soil under pavement in areas adjacent to tree plantings is an important potential source of additional root space. It is within these paved area micro-ecosystems, such as parking lots and streets, that shade trees will provide benefits. Creating a soil matrix that supports these urban shade trees is imperative. Structural soil is one soil solution where paving can be placed over the root zone of urban trees while also fulfilling engineers' load-bearing requirements.

Structural Soil for Urban Trees

Structural Soil is a two-part system comprised of a rigid stone "lattice" and soil designed to be compacted to meet engineering requirements for a load-bearing soil with a quantity of soil to meet tree requirements for root growth. This hexagonal closed pack system is the densest possible geometric configuration. (Holm) Three types of structural soil include the Amsterdam sand mixture, structural soils utilizing expanded lightweight shale or slate such as Stalite, and CU-Structural Soil™ developed at Cornell University. A Stalite-based structural soil mixture has the added benefit of being structurally lightweight due to its manufacturing processes of expanding raw meta-argyllite in rotary kilns.

Because Stalite is not a typical soil, the objective in compacting structural grade Stalite structural soil is not to aim for maximum in-place density, but to strive for an optimum density that provides high stability without unduly increasing compacted density.

Results of compacted lightweight aggregate density tests conducted in accordance with laboratory procedures (Proctor tests) should be interpreted differently from those for natural granular soils. Dig the pit to the recommended size, usually three feet deep, equaling two cubic feet for every one square foot of canopy projection. Compact the sub grade to 90-95 percent of its maximum dry density, and then place the structural soil and compact in 12 inch lifts or less. Two to four passes of vibratory compaction equipment commonly achieve optimum field density. The goal is simply to vibrate the material enough to make the particles lock into place.



Structural Soil Detail

Once the particles have created a set configuration, they can no longer move vertically. There will always be air space between the aggregate particles. Structural grade lightweight aggregates provide an essentially non-cohesive, granular fill that develops stability from inter-particle friction. The 3/4" gradation produces a specific weight that remains constant regardless of compaction effort. These properties are generally not understood by paving contractors. Test results indicate that specific weight of the aggregate is solely controlled by Mother Nature's geometry and cannot be influenced by additional compaction until crushed. Picture the aggregate particles are like a box of marbles; once the aggregate particles are settled in place they can no longer move vertically. The addition of water or additional compaction won't change it. Any concerns regarding horizontal displacement due to the paving operations are also negligible and have no negative effect on compaction. Simply rake any displaced material back in place. Once Stalite is in place, contractors can install the concrete or paving application as per usual.

Charles Friedrich is the Environmental Products Manager at Carolina Stalite Company in Salisbury, NC. He is a member of the American Society of Landscape Architects, NC Landscape Contractors Association, Member on ASTM Green Roof Sub-Committee, Green Roofs for Healthy Cities, Chair of The Growing Media Committee and is a Green Roof Accredited Professional. Charles (Chuck) became a member of NC-APWA in 2014.

WOW—What a Great Conference!

Submitted by Heather Jones

Wow! What a great conference we had in Hickory at the NC APWA Equipment Services and Streets Division Conference. Approximately 300 people were in attendance with attendees, vendors, and speakers. We offered 8 PDH's with a wide range of topics. This was the first time we had all of our vendors indoors and it proved to be a great success.

Thank you to all who attended, your presence helped make the event a success. If you missed this great conference, please make plans to attend next year in Greenville NC. Plans are already being made for another great year.



*2015 - A very good year for APWA-NC
Save these dates for training and networking opportunities*

April 29-May 1, 2015

Facilities and Grounds Conference
Village Inn Event Center
Clemmons, N.C.

June 17-19, 2015

State Chapter Conference and Equipment Exposition
Hickory Metro Convention Center
Hickory, NC

August 5-7, 2015

Administrative Management Division Conference
Sea Trail Convention Center
Sunset Beach, NC

August 18-20, 2015

Solid Waste Conference
Doubletree by Hilton
Atlantic Beach, NC

September 13-15, 2015

Stormwater Conference
Hilton Wilmington Riverside
Wilmington, NC

September 30-October 2, 2015

Combined Equipment Services and Streets Divisions Conference
Greenville Convention Center
Greenville, NC

2015 APWA NORTH AMERICAN SNOW CONFERENCE

The Premier Event in Snow & Ice Management

April 12-15, 2015 | DeVos Place, Grand Rapids, MI

Hosted by the APWA Michigan Chapter | www.apwa.net/snow

The American Public Works Association (APWA) invites you to join us in the heart of the North American Snowbelt for the 2015 North American Snow Conference in Grand Rapids, MI, April 12-15! With this area of the country regularly receiving upwards of 100" of snow per year (110.7" last winter), it's sure to provide a unique location where you'll experience the most concentrated collection of snow and ice solutions you'll find under one roof.

The 2015 Snow Conference has it all – from expert-led snow and ice education sessions to an exhibit floor full of excited vendors who can't wait to show you the latest winter maintenance solutions your community's been looking for. Make plans today to join your peers in Grand Rapids for the Show for Snow in 2015!

***APWA-NC Sponsored Training
Register online now to save your seat!***

Construction Inspection for Public Works Projects

(18 PDH credits)

March 23-25, 2015

Raleigh, NC

Member price \$250 for three days training - includes materials and lunches

<http://northcarolina.apwa.net/EventDetails/4540>

Advanced Construction Inspection for Public Works Projects

(12 PDH credits)

April 16 - 17, 2015

Matthews, NC

Member price \$250 for 2 1/2 days training - includes materials and lunches

<http://northcarolina.apwa.net/EventDetails/3133>





SAVE THE DATE

**Village Inn Event Center
April 29-May 1, 2015
Clemmons, N.C.**



**American Public Works Association
North Carolina Chapter
2014 Facilities & Grounds Division
Annual Conference**



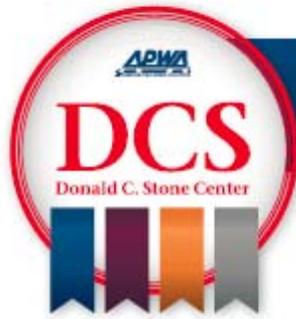
Administrative Management Division Conference Hits the Jackpot! *Submitted by Rick Sanderson*

Don't miss next year's event!

The 2014 version of the NCAPWA AMD Conference was another can't miss event for Chapter Members, with a comprehensive list of topics surrounding all things Communication, including internal, external, and generational. The new location at the Rizzo Center at UNC-Chapel Hill proved to be a great change of pace for many of the die-hard attendees as they were treated to unlimited supplies of ice cream in the hotel pantry. The golf outing sponsored by Pease Associates was again a huge success as our APWA Pros enjoyed the UNC Finley Golf Course in immaculate condition.

This conference has a long standing history of tying in quality education opportunities for leaders across the different aspects of APWA with a fun family-centered social atmosphere allowing for a networking opportunity that is unprecedented. Attendees polished their gambling skills at the Casino Night social.

The AMD Board is deep into planning next year's event to be held at Sea Trails Conference Center August 5-7, 2015. Be sure to save the date, and look for opportunities to speak, exhibit, sponsor, or just attend.



Emerging Leaders Academy

The APWA Donald C. Stone Center

APWA Emerging Leaders Academy

Eligibility, Commitment, Application & Selection Process

Sponsored by the Leadership & Management Committee

ELIGIBILITY CRITERIA

To be eligible for APWA's Emerging Leaders Academy, candidates **must** be:

- Individuals who have been working in the field of public works or performing public works-related functions for no more than ten years or have been working for longer than 10 years but have been promoted into their first leadership role within the past three years. (Note: the total number of years includes public works-related employment at both public and private agencies.)
- Interested in advancing their careers within the public works profession
- Committed to **full participation** in all Emerging Leader Academy assignments and activities, with the **full** support of their agency's executive leadership.
- Participation in a pre-application conference call on July 31, 2014 at 2 p.m. CDT

COMMITMENT

- Participation on monthly Emerging Leaders Academy class conference calls
- **Timely submission of program-related homework assignments**
- Attendance at the Emerging Leaders Academy Retreat in Kansas City, MO (October 23-26, 2014)
- Attendance at the APWA International Public Works Congress and Exposition in Phoenix, AZ (August 30-September 2, 2015)
- Financial support from designated sponsor for attendance at APWA International Congress and Exposition in Arizona, in August 2015 (Note: this includes Congress registration fee, round-trip travel costs, hotel accommodations and meals.)
- Completion of class project
- Member of APWA (if not a current member)

APPLICATION PROCESS

The deadline for receipt of applications and supporting materials for the next class (September 2014 – August 2015) is **12 Noon CDT, Friday, August 8, 2014.**

Selected applicants will be notified by Friday September 12, 2014.

A completed application packet includes five components:

- Current resume (no more than two pages long)
- Program Agreement Form, signed by the applicant, the applicant's department or division head, and the applicant's financial sponsor **confirming support for attendance at APWA Congress & Exposition in Phoenix, AZ**
- Letter of recommendation from a colleague in the public works profession (e.g., co-worker, mentor, colleague from another organization, etc.)
- Letter of recommendation from the applicant's immediate supervisor
- A completed and signed application form **received in the National Office of APWA on or before the due date of 12 Noon CDT, Friday, August 8, 2014.**

SELECTION CRITERIA

Successful candidates have:

- Demonstrated a commitment to leadership in their organization and their community
- Sought growth in responsibility in their organization
- Envisioned a more significant leadership role in their organization and their community in the future
- Clearly defined goals
- A willingness to contribute to the success of the Emerging Leaders Academy class
- Submitted a complete application package to be received by APWA no later than 12 Noon CDT Friday, August 8, 2014

NOTE: For each successful applicant, APWA National will pay for all approved Emerging Leaders Academy-related expenses EXCEPT costs associated with attendance at the 2015 APWA Congress.



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Newsletter Submission Dates

By D. J. Señeres, Newsletter Chair

Please mark your calendars with the **newsletter deadline of February 15, 2015** for the SPRING issue.

Thanks for the past submissions from Division Presidents. Please remember to attach your article text and any supporting photographs. Include below the title of the article who the author of the article is and the organization he or she represents as shown below:

Article for Newsletter
By John Doe or Jane Doe, Name of Organization



The American Public Works Association is dedicated to education in the related areas of public works. We help our members, the public, and policy makers work together to provide the public works services needed to keep our communities operating smoothly and safely in concert with the latest environmental and public health standards. Through the national association and our 63 chapters in the US and Canada, we offer a comprehensive array of services to meet this educational mission.

SEND US YOUR NEWS!

Thanks to all who have contributed to APWA-NC News.
Please send your news to:

D. J. Señeres
Stormwater Program Manager
City of Archdale
PO Box 14068
Archdale, NC 27263-7068
(336) 434-7344
dseneres@archdale-nc.gov

APWA-NC 2015 Officers

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