



**APWA-NC President’s Message: Conferences + Planning for 2012 and Beyond.....**

by B. Keith Pugh, APWA-NC Chapter President

Let me begin by recapping a few items from the past couple of months.

- ◆ During the APWA Congress held in Denver, Colorado:
  - \* Elizabeth Treadway began serving in her role as APWA’s President Elect.
  - \* The chapter was recognized with the PACE award. This is the 10<sup>th</sup> time in the past 12 years that North Carolina has earned this recognition. Congratulations to you all!
  - \* Mr. Carl Dawson (City of Raleigh) was officially recognized as a Top Ten Public Works Leader of the Year
  - \* Elizabeth Treadway (AMEC), Chris Thompson (City of High Point) and Keith Pugh (City of High Point) were recognized as part of the inaugural group of Public Works Leadership Fellows
- ◆ The chapter membership voted on the proposed slate of officers and confirmed an excellent leadership group for 2012 and beyond.
- ◆ The chapter membership voted to rename the Water Resources Division. Beginning on January 1, 2012 this will now be known as the Stormwater Management Division.
- ◆ Travis Brown (City of Raleigh) named NC Fleet Manager of the Year during the combined Streets/Equipment Services conference.

As we plan for 2012, I find myself genuinely excited about the future of our Chapter. Once again, our chapter treasurer, the division presidents, committee chairs and the incoming chapter vice-president have worked hard to develop a sound financial plan for the coming year. Our Executive Board will discuss and take action on our proposed budget during the scheduled board meeting on December 2, 2011.

Our divisions are already working to develop informative and valuable educational opportunities for you during 2012. I encourage you to regularly check the chapter website for updated conference and workshop information as well as event registration. <http://northcarolina.apwa.net/events/chapter/>

Thus far, our proposed calendar of events includes:

- ◆ January Solid Waste Winter Workshop
- ◆ April Buildings and Grounds Conference
- ◆ June APWA-NC 55<sup>th</sup> Annual Conference
- ◆ July Combined Administrative Management/Technology Conference
- ◆ August Solid Waste Annual Conference
- ◆ September Stormwater Management Conference
- ◆ October Combined Streets/Equipment Services Conference

Mr. Ken Martin (City of Charlotte) and I are proud to represent the Chapter as Co-Chairs of the 2013 Snow Conference Planning Committee. This national event will take place from April 7 to April 10, 2013 in Charlotte. We will work with our committee to organize and deliver a fantastic conference which showcases the hospitality of the North Carolina Chapter! Please consider how you can get involved and assist with this effort. We will need help over the next year with fundraising efforts, publicity, and ideas. In addition, we will need approximately 50 volunteers during the conference to help with all sorts of activities. Please get involved.

Let me conclude with a sincere thank you to each and every member of the North Carolina Chapter. I can say without reservation that I love this chapter, I love this organization and I love the people who make this chapter great. You are the life blood and the strength of our organization. I consider myself blessed beyond measure with the opportunities I’ve had this year to represent you at the local, state and national level. I was inspired by Ian Hill when I told the opening session folks at the combined Streets and Equipment Services conference..... Be Great at what you do, Be Great in your service to your community. Because every man, woman and child in your community depend on you to be at your very best...EVERY MOMENT of EVERY DAY.



May God Bless each of you. I sincerely hope you have a wonderful holiday season in whatever way you choose to celebrate. As for me, I wish you a very *Merry Christmas* and a *Happy New Year!*

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**Travis Brown  
Fleet Manager of the Year - 2011**

Travis Brown, Vehicle Fleet Services Superintendent for the City of Raleigh Public Works Department, has been named the APWA-NC Fleet Manager of the Year for 2011.

Travis has worked for the City of Raleigh for nine years and manages a fleet of 4,600 vehicles and pieces of equipment. Travis is committed to developing sustainable fleet operations for the City for Raleigh.



L/R, Keith Pugh, Travis Brown, Barry Neal, Carl Dawson

Carl Dawson, City of Raleigh Public Works Director, says that "Travis is a fair, loyal, compassionate and competent manager."

The award was presented to Travis at the

APWA-NC Combined Equipment Services and Streets Conference in Concord, NC in September, 2011.

APWA-NC has nominated Travis for the national APWA Fleet Manager Award for 2012.

**NCLM Annual Conference At Raleigh  
Convention Center**

By Magda Holloway

The North Carolina League of Municipalities held their annual conference at the Raleigh Convention Center in Raleigh, NC. This conference draws in council members, as well as city managers and directors from all over North Carolina. As an affiliate of NCLM, The APWA NC Chapter was represented with a booth at the conference.



Several members from our boards participated in organizing or working our booth. They

included Russell Byrd, Carl Dawson, Brian Dehler, Chris McGee, James Martin, Magda Holloway, Eddie Staley, Cameron Patterson, Scott Whalen, Kathi Willis, & Bob Wilson. Thanks to everyone for their participation. Approximately 35 new member packages were given out. Numerous people were invited to the Meet & Greet luncheon which will be held on Dec. 1. A good number of vendors were also contacted to participate in future events for APWA.

**New APWA Board member**

**William (Bo) Mills**, a member of the Tennessee Chapter and the Chapter Delegate, has been appointed to the Board of Directors as the Director of Region III. His appointment fills the unexpired term of Elizabeth Treadway, who assumed the position of President-Elect during the APWA International Public Works Congress & Exposition in Denver.

Mills is the Director of Public Services with the City of Germantown, Tenn., and has been in that position for seven years. His duties include the direct supervision of the programs and personnel associated with the following areas: Animal Control; Parks/ROW Grounds Maintenance; State Street Aid; Stormwater Maintenance; Street Maintenance; Water Production and Distribution; Sewer Collection; and many utility-related CIP projects. Prior to becoming the Director of Public Services, Mills served the City of Germantown as Assistant Director of Public Services for seven years and Solid Waste Coordinator for six years. He has spent his entire working career with the Germantown Public Works Department.

Mills has been an APWA member since 1989. At the chapter level, he served as the Tennessee Chapter's West Branch director for six years, working through the chapter's officer positions until becoming Chapter President in 2005. He has served as the Chapter Delegate since 2000, and has also served on the chapter's Membership, Awards, Education, and Past President's Advisory Committees. At the national level, Mills served three years on the Membership Committee, two years on the Transportation Committee, and chaired the Roadway Safety Subcommittee for two years. In 2008 he was selected to the House of Delegates Executive Committee and was named HOD Chair in 2010-11. He was part of the Professional Development and Credentialing Group in 2010-11, which is responsible for the development of the APWA Donald C. Stone Center for Leadership Excellence in Public Works.



## *Buildings and Grounds Division Workshop in New Bern*

*By Gary Smith*

The Buildings and Grounds Division held a one day workshop in New Bern on Friday, October 21<sup>st</sup>. The workshop was held at Cullman Hall at the North Carolina History Center located at the Tryon Palace with a total of 25 attendees. The program focused on facility management and four PDH hours were offered covering these topics.

- ◆ Planned Maintenance - Its Importance in Facility Management
- ◆ Building Automation Systems
- ◆ Energy Retro-Commissioning
- ◆ Innovative Technologies-Future of Facility Management





## *Technology Division Report*

*by L. Eddie Staley, GISP - President*

The Technology Division had a great year and we are closing 2011 out with more opportunities to learn and expand membership. However, first things first, the Technology and Administrative Management Divisions joined forces in July to host the "R U Integrated" Conference at Sea Trail in Sunset Beach, NC. Attendance to the conference was up from past years and we had a lot of new faces. Everyone seemed to enjoy the topics covered which focused on Customer Support, Benchmarking, and Technologies that support all levels of public service.

The conference venue and division cooperation was great, so Technology and AMD are joining forces again in 2012 and hosting the annual conference at Sea Trail. The 2012 Conference is focusing on "Emergency Management - From the Public Works Point of View". Topics will include disaster planning, management, recovery, and all other aspects of public works involvement pre and post disaster. The Conference dates are July 16<sup>th</sup> and 17<sup>th</sup>, so mark your calendars and plan on attending.

The Technology Division set a goal this year to reach out to a new sector of public works professionals. It became very clear that Geographic Information System (GIS) professionals are not adequately represented by other organizations or APWA. So, we reached out to the GIS community and we received an overwhelming response.

Our first activity to serve the GIS community is to host a Geographic Information System Professional (GISP) certification workshop. This workshop will be held on December 2, 2011 at the Central Piedmont Community College - Geospatial Technology Training Center in Charlotte, NC. This workshop will assist GIS Professionals in obtaining certification or renewal of certification. Registration has been strong and we have almost filled up our available space. So, pass this along if you know a GIS professional wanting to becoming certified by the GIS Certification Institute.

## *APWA-NC Sustainability Committee Update*

*by Jo Anne Wiles*

The APWA-NC Sustainability Committee held its first conference call in July. One of the first actions of the committee was to conduct a survey of the chapter's members in order to refine its goals, mission statement and to learn about the chapter member's expectations. Based on the survey results, the committee developed the following mission statement:

*"The Sustainability Committee serves all divisions and members of APWA-NC to promote APWA's goal of contributing to a higher and sustainable quality of life through education, communication and advocacy with the focus of planning for the future using the concept of people, prosperity, and planet."*

Information on the committee has been placed on the APWA-NC

website under the Leadership, Committees, Sustainability tab. Contact information for committee members can also be found on this page. Once fully developed, the webpage will include the committee's mission statement and links to presentations, upcoming events, etc. It will also include a database of individuals and municipalities with expertise in various aspects of sustainability.

The Sustainability Committee has been active since its formulation within the various APWA-NC Divisions. A presentation titled "The New Green is Blue: Sustainable Design Strategies in Stormwater Management" was presented at the September Water Resources Conference by Danny Bowden, City of Raleigh, and Daryl Hammock, City of Charlotte. Another

presentation was given at the Streets/Equipment Services conference and the committee was represented during the roundtable discussion at the conference. Information on sustainability was also handed out to attendees at the NC League of Municipalities Conference.

The Committee is currently planning for next year's conferences. We're collecting photos of sustainable projects for use on an exhibit banner. Also, if you have seen a speaker on a sustainability topic that you like, please contact us. Photos or speaker information can be emailed to:

[swhalen@wkdickson.com](mailto:swhalen@wkdickson.com).

## *2011 AWP-NC Combined Equipment Services and Streets Annual Conference*

*By Barry Neel*

The combined annual conference for Equipment Services and Streets Divisions of the American Public Works Association, North Carolina Chapter was recently held at the Embassy Suites Conference Center in Concord, North Carolina. We had over 130 participations and 60 vendors to gather together for a wonderful conference. It started off with the Golf and Fishing contests which everyone enjoyed.

We were welcomed to town by the Mayor of Concord, Mr. J. Scott Padgett and Keith Pugh, Chapter President. There were a total of 12 technical sessions for everyone to attend and hear ideas of how they could do their job better. There was time set aside to visit with all the vendors and learn how their product could help make the job easier or safer.

We presented the award for Fleet Manager of the Year to Mr. Travis Brown, Fleet Manager for the City of Raleigh. Travis's name will be submitted for National Fleet Manger of the Year.

Everyone is looking forward to the conference being held in Asheville next year.



## *Legislative Update*

Prepared by Erin Wynia

It's not a topic likely to capture the imagination of the general public: regulatory reform. However, in a time when public dollars are scarce and many families and businesses are hurting, politicians have been able to gain traction by arguing that excessive government regulations are to blame for many of our economic troubles.

Many members of the N.C. General Assembly, like their counterparts in the U.S. House of Representatives, have placed regulatory reform at the center of their economic policies. But how do these concepts translate to actual practice in North Carolina?

In short, "regulatory reform" means the reining in of both state and local governments. At the state level, legislators passed a bill, *SB781 "Regulatory Reform Act of 2011,"* which Governor Bev Perdue vetoed. State legislators, however, felt strongly about the bill's provisions and gathered the necessary votes for a veto override. Now state law, the bill reforms the regulatory process by making it more difficult for agencies to pass rules. As with the national debate, environmental agencies took the brunt of the restrictions contained in this reform law.

At the local level, regulatory reform meant that legislators focused on restricting local governments' ability to regulate *land use, guns in parks, apartment inspections, broadband provision,* and more. Agriculture interests played a strong role in persuading legislators to restrict local governments' abilities to have a say in land uses within and just beyond city limits.

And legislators are giving every indication that they are not yet finished with this idea of regulatory reform. They have formed a committee to meet in between sessions - the *Joint Committee on Regulatory Reform.* It should come as no surprise that some of the chairs of this committee also chair the environment committees. You can expect this joint committee to hear presentations in the coming months and make recommendations for legislation when the Short Session begins in mid-May. Given the fervor over perceived excessive regulation, these recommendations likely have a good chance of passage.

Meanwhile, the N.C. Department of Environment and Natural Resources (DENR) continued regulating, despite the slowdown in rulemaking. In the past few months, DENR has issued four stormwater permits that affect local government operations: *Phase II stormwater permit renewals,* the *construction general permit,* the *pesticide application general permit,* and the *compost general permit.* The U.S. Environmental Protection Agency and state environmental agencies were required to develop the construction and pesticide permits as part of a lawsuit settlement, while DENR developed the compost general permit in response to legislation passed by the N.C. General Assembly in 2009. The League was active in the development of all of these permits.

In the face of regulatory reforms enacted by the N.C. General Assembly, you can see that regulation will still continue. But please pay attention to further reforms under consideration by the legislature and its Joint Committee on Regulatory Reform. Before the May Short Session, the legislature will meet for three more "mini-sessions:" November 27-29, February 16-18, and April 23-25. They may consider these reforms at any time.

As always, you may contact me with questions at [ewynia@ncim.org](mailto:ewynia@ncim.org).



## *November Updates from Region III Director*

*by Bo Mills*

### **Membership**

Actual October month-end membership numbers will not be available the 8th but the projected total is 28,545, which would be a 0.04% increase compared to same time last year, but a 0.08% decrease (24 members) compared to September.

As of the end of September, we had retained 86.31% of the members eligible for renewal, which is about 2.3% better than same time last year.

The 2011 First Time Member campaign has successfully recruited 1659 new members through the end of October, with 196 of those members from Canada. The First Time Member campaign will continue throughout 2011. Anyone who has not previously been a member can join APWA for \$70 US / \$76 CN. Visit <http://www.apwa.net/membersonly/membertools/firstTimeMember.asp> for more information.

### **APWA Donald C. Stone Center for Leadership Excellence in Public Works**

Prior to Congress, letters of invitation were sent to 2000 Level 1: Public Works Supervisors (and team leaders). Post Congress, a large direct mailing (26,000) was sent to introduce the program. The deadline to submit an application for the Public Works Supervisor Level 1 program is November 7, 2011. We are approaching 96 applications for participation, thus matching the number of Fellows that will be serving in as mentors. Contact Mabel Tinjacá at 800-848-2792, ext. 5214 or [mtinjaca@apwa.net](mailto:mtinjaca@apwa.net) with questions or for more information.

### **Back by Popular Demand - Leadership in Changing Times**

APWA is partnering again with Ian Hill to present this successful Public Works Leadership program. Designed specifically for public works, the program offers agencies the flexibility to train staff on three distinct levels: Directors, Emerging Leaders, and Front-Line staff.

This competency based program is designed for all members of a public works department and includes: 1) workshops via live streaming video, 2) live video chat coaching sessions, 3) weekly motivational emails, 4) an on-demand video archive of all programs for viewing at participants' convenience, and 5) an on-line portal containing all materials and support. More information is at [www.leadershipinchangingtimes.com](http://www.leadershipinchangingtimes.com).

### **2012 APWA Awards Program**

The 2012 APWA Awards Program was launched on November 1, 2011. The deadline to submit a nomination for the Excellence in Snow and Ice Control Award is February 1, 2012. The deadline to submit for all other APWA awards (with the exception of the PACE Award) will be March 1, 2012.

With the exception of the awards presented by the Public Works Historical Society, all other submissions for the 2012 Awards Program will be made online. A number of informational and training webinars will be scheduled in November - January to provide assistance and answer questions related to submitting an awards nomination. For more information on the 2012 Awards Program contact Rhonda Wilhite at [rwilhite@apwa.net](mailto:rwilhite@apwa.net) or 800-848-2792, ext. 5261.

### **2012 APWA Snow Conference**

The 2012 APWA North American Snow Conference will be held on April 29-May 2 in Milwaukee, WI at the Frontier Airlines Convention Center. Due to demand for exhibit space, booths have been added to the show floor. Attendee registration will open in December 2011. Visit [www.apwa.net/snow](http://www.apwa.net/snow) for more information or contact Diana Forbes at 800-848-2792, ext. 5242 or [dforbes@apwa.net](mailto:dforbes@apwa.net) with questions.

### **2012 Sustainability Conference**

The 2012 APWA Sustainability in Public Works Conference will be held on June 25-27 in Pittsburgh, PA. Exhibit sales are now open and attendee registration will open in January 2012. For more information, go to [www.apwa.net/sustainability](http://www.apwa.net/sustainability) for program information.

*(continued next page)*



## Certification

Total number of individuals who have received their certification through the APWA Certification Program includes:

Certified Professional Fleet Professional - 113 individuals

Certified Public Infrastructure Inspector - 195 individuals

Certified Stormwater Manager - 56 individuals

### 2012 Open Computer-Based Exam Dates & Deadlines are now available:

March 12-23, 2012

Eligibility Application Postmark Deadline: December 16, 2011

June 4-15, 2012

Eligibility Application Postmark Deadline: March 16, 2012

September 10-21, 2012

Eligibility Application Postmark Deadline: June 22, 2012

November 5-16, 2012

Eligibility Application Postmark Deadline: August 17, 2012

For more information on the APWA Certification Programs visit [www.apwa.net/credentialing/certification](http://www.apwa.net/credentialing/certification).

## Accreditation

As of November 1st, there are 75 accredited agencies. Georgetown County, SC; Saint Paul, MN; and South Jordan, UT have recently been awarded Accreditation. Saint Paul and South Jordan become the first agencies in their respective states. A National APWA Accreditation Workshop will be held in conjunction with the Spring Meeting of the Florida Chapter in early April, 2012. More information will be made available in the coming months.

On-site Self Assessment Workshops are available to chapters, branches and local agencies by contacting Ann Daniels at [adaniels@apwa.net](mailto:adaniels@apwa.net) or 800-848-2792, ext. 5223. Chapters that may be interested in hosting a National Self Assessment/Accreditation workshop are invited to contact Ann Daniels at [adaniels@apwa.net](mailto:adaniels@apwa.net) or 800-848-2792, ext. 5223 to schedule one.

## Government Affairs

APWA and the National Association of County Engineers (NACE) filed joint comments with the Federal Highway Administration in response to a notice of proposed amendments to the Manual on Uniform Traffic Control Devices (MUTCD). The comments, filed October 3<sup>rd</sup>, addressed changes FHWA proposed concerning the definition of standards and the role of engineering judgment.

APWA joined the National League of Cities, National Association of Counties, US Conference of Mayors, International Municipal Lawyers Association, Government Finance Officers Association, National Association of Telecommunications Officers and Advisors, American Planning Association and the International City/County Management Association in defending local authority to manage rights of way in comments filed with the Federal Communications Commission first in July and with a second set of reply comments September 30<sup>th</sup>. The FCC issued a Notice of Inquiry earlier this year as it considers whether or not to take national action on rights of way management and wireless facilities siting policies.

APWA Emergency Management Committee member Harry Weed met with House Homeland Security Committee Chairman Peter King of New York October 19<sup>th</sup> to discuss APWA emergency management priorities. A follow-up meeting with Chairman King is planned for Washington, DC.

The Government Affairs Committee, Transportation Committee and SAFETEA-LU Reauthorization Task Force set plans in motion to meet in Washington, DC for a transportation summit scheduled for spring 2012.

CPWA President Darwin Durnie and APWA/CPWA Executive Director Peter King were in Ottawa October 31-November 1 for a series of meetings, including President Durnie's appearance by invitation before Parliament's Committee on Finance, and discussions with senior officials with Infrastructure Canada, Aboriginal Affairs and Northern Canada Development Canada, Federation of Canadian Municipalities and other groups on CPWA priority issues.



## *Welcome!*

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

<u>Name</u>	<u>Employer</u>
Jeffery Kenneth Becken	CATLIN Engineers & Scientists
Robert L. Belisle	Terracon
Randall Britton	City of Winston-Salem
Michael W. Carsno	City of Charlotte
Melanie J. Clerkley	Town of Hope Mills
Robert Cooper	Town of Matthews
Laura Cove	Town of Cary
Nicholas E. Crawford	Town of Hope Mills
Hector A. Cruz	Town of Hope Mills
J. Ola Ferm	Willard Ferm Architects, PA
Michael P. Goliber	Davis-Martin-Powell & Associates
Justin T. Gray	City of High Point
Shauna Haslem	City of Fayetteville
Tyson Langdon	Town of Garner
Darrell R. Layton	City of Concord
Troy R. Lewis	Town of Tarboro
Michael MacIntyre	City of Charlotte
Jessica B. Martin-Lane	McGill Associates
Sean M. Mayo	Gavel and Dorn Engineering
Jeff McGee	S. T. Wooten Corporation
Joe E. Minton	City of High Point
Richard L. Nance	ECS Carolinas LLP
Tsakala Nziuki	City of Charlotte AP
Robert J. O'Hara	Johnston North America
Louis Panzer	North Carolina 811, Inc.
Albert Pierre	Town of Matthews
Michael K. Sloop	CDM
James Wentz	City of Newton
Marvin G. Williams	City of Durham

## *RETIREE'S CORNER*

*by Stewart Sykes*

With the General Assembly taking no formal action regarding the Local Government Employee's Retirement System (LGERS), we now turn our attention to continuing and current issues. It was after the General Assembly had left town that we learned the Joint Legislative Program Evaluation Oversight Committee's 2011-2012 Work Plan called for a report comparing North Carolina's Retirement System to national standards as well as other state retirement systems. While the report, prepared by the Program Evaluation Division under the General Assembly, compared North Carolina's Teachers and State Employees Retirement System (TSERS) to others, the LGERS system is similar in many ways to the state system. The report, entitled "Compared to Other States' Retirement Plans, TSERS is Well Funded and Its Plan Features Are Typical or Less Generous", was presented to the committee on September 26. The title, while somewhat long, almost tells the whole story. Of the six points made in the summary, probably the most important one for us responds to the question, How do the plan features of TSERS compare to other state retirement systems? In part, the response states 'there are no plan features on which TSERS is more generous than other states' plans'. Some parts of the plan are equal to other states, while other parts are less generous. The "bottom line" of the report, in summary, clearly says, 'the decision makers of the plan must weigh the tradeoff between reducing costs and retaining qualified personnel to deliver essential public services'. (With numerous local governments having significant difficulty obtaining qualified applicants for specialized positions for several years prior to the recession, serious thought must be given to the issue of reducing retirement plan costs!)

While the above referenced report speaks some to the current defined benefit (DB) retirement plan vs. moving to a defined contribution (DC) plan, the National Institute on Retirement Security recently released a new study with several key points as follows: 1) DB plans are more cost efficient than DC accounts due to higher investment returns and longevity risk pooling, 2) When states look at shifting to DC accounts, doing so does not close funding shortfalls and can actually increase retirement costs, and 3) When given the choice between a primary DB or DC plan, public employees overwhelmingly choose the DB plan. Further, Llana, Boivie, co-author of the report, states "employers understand that pensions remain the most cost effective way to fund a retirement benefit, and that switching from pensions (DB) to individual accounts (DC) can drive up costs for taxpayers. These economic facts coupled with strong employee preferences for pensions (DB) suggests that public employers are unlikely to mimic the trend away from pensions (DB) that has occurred in the private sector".

As for this writer, after attending the meetings of the Future of Retirement Study Commission, reviewing the majority of studies made available to the commission by

the retirement division staff and review of the two reports referred to above, I believe the writing is already on the wall (computer screen for you younger folks). The vast majority of government employees, young or old, are looking for career stability. But, more importantly, employers are looking for qualified long term employees, unlike the private sector companies where employees move from one employer to another to get a promotion or raise. Unfortunately, some decision makers have not taken the opportunity to hear this side of the story and continue their efforts for change. Chiseling bit by bit on the current DB system seems to be the current "plan".

The October 20th Retirement Systems Board of Trustees meeting focused on the annual actuarial valuation reports. The LGERS report, prepared as of December 31, 2010, was positive considering losses during the 2008, early 2009 recession and using the mandatory 5 year smoothing equation. The bottom line provided almost \$10 million, with lack of salary increases rather than investment gains being the primary driver. With the Retirement Division not being able to initiate a Roundtable meeting since January, to provide pertinent information prior to the Board meeting, employee organization representatives were surprised with the options for the Board to consider, and even somewhat dismayed with the immediate vote taken. Historically, the Board has accepted the actuarial report in October with decisions made in January for agencies to address in their budgets to be effective July 1. This allowed the Board opportunity to have a better handle on investment results and provided employee organizations the opportunity to address the Board before a final decision was made. It was apparent employer organizations were already familiar with the report and desirous for the Board to act so agencies who have early budget deliberations could take any change in their Annual Required Contribution (ARC) into account. Based on the options provided by staff, the Board voted to reduce the ARC in lieu of providing a 0.9% Cost of Living Adjustment (COLA) for retirees. (Dividing the available funds between the contributing agencies and retirees was not suggested as one of staff's options.) To recap, contributing agencies experienced an increase in their ARC from 4.8% of payroll, in effect since 1983, to 6.35%, effective July 1, 2010, then up to 6.88%, originally projected to be 7.55%, effective July 1, 2011 and now down to 6.74% effective July 1, 2012. With 2009 projections of ARC's exceeding 10%, I believe everyone has been pleased with the percentage actually coming down this early for the employers. However, with system losses recently announced for the 3rd quarter, and not knowing what the market will do in the 4th quarter, it may have been premature to reduce the contribution rate to appease those who felt an October decision was necessary. There is one thing employees who are thinking about retirement, and retirees can count on for sure. When cost of living adjustments are made on an ad hoc basis, as they are in North Carolina, retirees cannot rely on retirement benefits to adjust for inflation.

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### *Newsletter Submission Dates*

By D. J. Señeres, Newsletter Chair

Please mark your calendars with the newsletter deadline of February 15, 2012 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 i.e.,

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  
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