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Upcoming Events

- March 23-25
Construction Inspection for Public Works Projects
Raleigh, NC
- April 16-17
Advanced Construction Inspection for Public Works Projects
Matthews, NC
- Apr 29—May 1
Facilities & Grounds Conference, Clemmons, NC
- June 17-10
State Chapter Conference
Hickory, NC
- August 5-7
Administrative Management Division Conference
Sunset Beach, NC
- August 18-20
Solid Waste Conference
Atlantic Beach, NC
- September 13-15
Stormwater Conference
Wilmington, NC
- September 30-October 2
Combined Equipment Services and Streets Division Conference
Greenville, NC

Materials Management for Winter Road Maintenance through the Automation of Application

Managing winter maintenance materials has become a hot topic in recent years, not only for road salt but also the use of abrasives, such as sand and gravel. The effects of material shortages seem to happen more frequently, rising costs of purchasing and shipping, and the environmental impacts of use cannot be ignored. Public Works agencies are tasked with maintaining city, county, state, and federal roadway systems in the wintertime, working around the clock to plow the streets and apply material. Maintained streets ease the pains of winter driving and make them safer for the travelling public.

Public Works agencies can better prepare and manage snow and ice conditions by better managing the winter maintenance materials. When material supply runs short of demand, Public Works agencies may struggle to find a ready supply; as supply dwindles, costs soar. Minimum stockpiles cause agencies to limit the amount applied to roads that lead to icy, snow covered streets. If possible, agencies may purchase salt at a higher rate, which may lead to budget overruns and eventually tax increases.

More of a focus has been put on the environmental impacts of using road salt and abrasives on roadways. Salt and abrasives can end up in ditches and storm sewer systems, the run off making its way to water bodies and salt vulnerable areas. Federal

agencies, such as Environment Canada, have taken the initiative to monitor these materials by having those that use them submit annual volumes of material usage as well as report on agencies' best management practices (BMPs). In the study, *Assessing the Efficacy of Current Road Salt Management Programs* conducted by the University of Waterloo, Ontario and the

More salt doesn't necessarily mean better road conditions. GPS automated spreading technology enables crews to put the right amount of material, in the right place, at the right time.

National Water Research Institute found that the implementation of BMPs were having a positive effect on salt management. With the help of technology, Public Works agencies can take a proactive approach to meet and implement BMPs.

The City of Airdrie, Alberta Canada, chose to use technology to better manage its winter maintenance materials and to improve operations. In 2011, the City implemented a software solution that was compatible with its fleet of five spreaders. The solution is GPS automated material application and route navigation specifically made for its sanders. The way it works is that routes are recorded by driving the pre-defined routes while simulating the application of

material, routes are tweaked on the desktop program and uploaded into the spreader controller in the cab of the truck. Following that, operators have access to the pre-programmed routes that include turn-by-turn voice navigation and the material application automatically turns on and off based on the GPS location. Using the software, correct spreading is no longer dependent on the operators remembering when changes are required and more focus can be put on the road conditions and the placement of snow if plowing. The software also makes simultaneous symmetry and width changes to the cast of material. This means that the application of material can change from applying one lane behind the truck to applying to that lane plus a turning lane, without the operator changing lanes. The system allows for the operator to take control of the spreader at any time if necessary.

GPS automated spreading technology enables crews to put the right amount of material, in the right place, at the right time. Material is applied based on council-approved levels of service and residents receive consistently better road conditions each and every time, regardless of who is driving the plow truck.

(cont'd next page)

Message From the President

Well I must say that the start of my year as President of the North Carolina Chapter has been quite busy and exciting. As I mentioned last month, 2015 is shaping up to be pivotal so I should not have been surprised by the flurry of activity in the first two months. I welcome the challenge and am excited to see so many positive things happening around the Chapter as well as the increased level of engagement we are seeing with our members.



This year we will focus on a variety of goals and objectives that are designed to improve the Chapter and leave it better than we found it for our successors. When I am asked what these goals and objectives are I would categorize them as engagement and succession.

First and foremost we are looking to increase the engagement of general members, Chapter and Technical Division Directors, and young professionals. We have a lot of members on the "register" but as a percentage very few of these members are actively engaged in the Chapter and to me that presents a huge opportunity for us.

This idea of succession has a direct link to the engagement. It is through engaging members in committees, in Technical Divisions, or other ways throughout the year we build a pipeline of talent that can step in, take over and be the next group of leaders in the chapter. It is through engaging new members in leadership that we forge new ideas, new thoughts and new energy into our chapter and ensure its continued success and resiliency.

This year's annual conference has adopted the theme of resiliency which is a hot topic in public works these days but it's also one of those terms, like sustainability that is quite frankly a bit fuzzy. At its most basic definition resiliency means to have the ability to recover readily from adversity, but as it relates to public works it is most readily related to adapting to climate change. However, urban resiliency planning more broadly defines it as avoiding the mistakes of the past and building resilience into development through critical investments and integrated risk management measures. Certainly we will touch on these topics and many more, but we will also look at the intrinsic nature of public works professionals and our ability to adapt, overcome and continue forward in the face of adversity. I think this latter is what so strongly defines us as a profession and more specifically the North Carolina Chapter.

So as we progress this year we will continue to be resilient and adapt to change while maintaining a focus of continuing to build on the past while we set the course for the future.



Scott Whalen
APWA-NC President 2015

Materials Management (continued)

Promoting the change was easy. The City of Airdrie already had spreaders in the fleet that were compatible with the software and a Salt Management Plan (SMP). Their SMP identified that they could improve on their existing BMPs by implementing the software. After implementation, cost savings were quickly realized; operators saw firsthand that more salt didn't mean better road conditions. With the software, the City of Airdrie exceeded its BMPs for the following reasons:

Roads are safer because product is being placed at all critical locations;

Material usage is reduced because product is only being placed where needed;

Salt vulnerable areas can be avoided due to the control of where the spreader turns on and the width of the material dispensed;

Consistency of meeting service levels regardless of the operators' skill or knowledge of the roadway;

Training is reduced because all trucks are preloaded with the routes;

Ability to add new roads to routes and additional trucks to the fleet with ease.

*Contributed by Joline McFarlane
and APWA's Engineering &
Technology Committee*

For more information

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Young Professional's Corner

by Emily Darr

As a young professional in a career in which experience and wisdom are prized, the atmosphere can be intimidating. A million different professional organizations seem to beckon, but there is a catch: You can pick only one or two,



and they all seem vaguely similar. Those organizations also seem largely made up of seasoned professionals, with well-established careers and accomplishments.

How are you supposed to choose which organization to give your time and once you do choose will your time even matter? You may think that because of your inexperience, your opinion does not matter and you could never make a difference. But that couldn't be further

from the truth. As young professionals, we have something that no one else has. We have a new perspective. We don't know the way things have always been so we welcome the changes that emerge with time. We grew up with different resources, possess different skills and have a different mindset than the generations before us.

I am a young professional who was faced with the same scenario as described above. I was lucky in that my boss was supportive of my involvement, but I still had to choose which organization to pursue. So why did I pick APWA as my organization? The benefits are numerous and I'll get into those in a second, but the main reason I joined APWA was this... It was a simple conversation. A current member reached out, expressed interest in my potential and gave me the confidence I needed. He expressed the need for young professional involvement at the leadership level and I fit the bill. Since that conversation, I've been to three APWA conferences, two Board Meetings, participated in numerous phone calls and I am continuing to make relationships with the great people who volunteer their time to run the APWA-NC organization.

Unfortunately, we don't always receive a personalized invitation, so let me extend one now: Join NC APWA-NC. We need your energy and perspective, and you will benefit from the opportunities membership brings to you. APWA offers an extensive list of educational

opportunities to give young professionals the knowledge, training, and certifications that help create a successful career. Trainings are offered at all the various conferences and occasionally in various locations throughout the state or via webinar. APWA also facilitates an environment where public and private meet. Consulting firms have the unique opportunity to interact directly with the public sector, allowing career based relationships to be built and partnerships to form. All individuals, public or private, have the opportunity to take on leadership roles within the organization. Whether as informal as helping collect PDH credits at the end of a training or as large as serving as a chair to one of APWA's 24 committees, the opportunity to get involved is there.

With so many resources and opportunities available in one organization, it makes sense. Like most things in life, you get out what you put in. This organization has a lot to give and it would be a shame to let that go untapped. Start off small and see the differences it makes. You won't be disappointed. Besides, wouldn't the annual conference be much more fun if you knew someone other than the coworkers you came with?

If you have ideas to promote Young Professional involvement or would like to submit a column for the Young Professionals' Corner, please feel free to email me at Emily.darr@freese.com or Doran Maltba at DMaltba@toknc.com.

Upcoming Conference

2015 Facilities and Grounds Division Annual Conference
April 29 - May 1

Village Inn Event Center
6205 Ramada Drive
Clemmons, NC

Register online at <http://northcarolina.apwa.net/events/12156>

Employee Performance Evaluation Webinar

Magda Holloway, Education and Training Chair

APWA-NC continues to provide valuable training and education to its members. Most recently, the UNC School of Government hosted a session -- "Employee Performance Evaluation". This webinar discussed taking the mystery and angst out of performance evaluations, and talked about the fundamentals of an effective system, approaches to creating a credible process, and way to have (and not have) performance evaluation conversations.

This session was broadcast in 9 different locations across the state of NC. These locations included:

- ◆ Charlotte
- ◆ Gastonia
- ◆ Hickory
- ◆ Hope Mills
- ◆ Kernersville
- ◆ Manteo
- ◆ Raleigh
- ◆ Rocky Mount
- ◆ Waynesville

Over 120 participants took advantage of this great training.

Future leadership training is already being planned:

- ◆ March 12th - Leadership training (Cary, NC)
- ◆ April - Social Media (Greensboro)
- ◆ May - Leadership training webinar (following survey)

Please be aware that the UNC School of Government has asked our membership to complete a survey, which will help them put together specialized webinar training for our organization in May. Our hope is that each member will participate.

If you have any training ideas, would like to host a session in your area, or know of any good speakers who would be willing to provide their time, please contact magda.holloway@sanfordnc.net to share your ideas.

Facilities & Grounds Division Pesticide Training

Gary Smith

The Facilities & Grounds Division will provide a pesticide training session in conjunction with the ODB Show at the J B Hunt Horse Complex, State Fair Grounds in Raleigh on April 15, 2015. Representatives from the NC Cooperative Extension will provide information for two hour credits towards each attendees pesticide license.



Technology Division

by Darryl Collins, GISP

The Technology Division is currently working to better serve the members of APWA by helping other divisions find speakers to present at one of their conference sessions. Currently we have worked with the AMD [board](#) by setting up a speaker for their conference. This presenter will talk about AVL and RFID technology.

Do you want to add some technological diversity to your conference? We would like to help you! The topics we are offering include Disaster Preparedness, Work Order Management, AVL / RFID Technology, ArcGIS Online, Real Time Pavement Condition Rating Software, Street Level LiDAR Mapping. We also provide an introduction to CGIA and other state departments that can help your organization. The vision of the Technology Division is to serve each division, and all APWA members, by offering education that enhances conferences through the use of technology.

Facilities & Grounds Division Annual Conference

The 2015 Facilities and Grounds Division Annual Conference will be held on April 29-May 1, 2015 at the Village Event Center in Clemmons, NC. Registration information is available on the chapter website. The annual Golf Tournament will be held at the Oak Valley Golf Club on Wednesday April 29th and information is on the chapter website as well.



See what the APWA-NC 58th Annual Conference has to Offer

The 2015 APWA North Carolina Chapter - 58th Annual Conference, the State's premier public work's event, will be held June 17-19 in beautiful Hickory. The event will be held in one of the State's most spacious and versatile convention centers. Plan to join us as we once again provide a variety of learning and networking opportunities in a fun, friendly and family oriented atmosphere.



This year's conference theme will be *"Using Resiliency to Bounce Back and Bridge the Gaps."* We will dive into the issues we have faced and continue to face in public works, whether it be limited resources, limited staff, or challenges in our organization. We will focus on topics such as Leadership and Management, Resiliency and Sustainability, as well as offer valuable technical sessions.



While the area does offer over 20 miles of furniture dealers and retail shopping, you can also choose from a wide range of entertainment venues and activities. Visit the Catawba Science Center, play golf, or visit area wineries. The area offers numerous historical attractions as well as performing and cultural arts. Founded in 1944, the Hickory Museum of Art is the state's second-oldest art museum. Experience life and commerce as it was generations ago at Murray's Mill, a historic complex only a short drive away. Or you may choose to dig and sluice for emeralds, sapphires, and more at nearby Hiddenite Gems. Hickory offers something for everyone.



Welcome New Members

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

Mr. Joshua B. Baird, Town of Morrisville	Mr. Ben Holder, Village of Clemmons
Mr. Michael Paul Barefoot, Atkins	Mr. Chris Delane Ingle, City of Charlotte
Mr. Tyler R. Berrier, City of High Point	Ms. Carrie T. Mitchell, City of Raleigh
Ms. Amanda Boone, City of Greenville	Mr. Marc R. Mueller, W.K. Dickson & Company, Inc.
Mr. Michael Dodge, City of Kannapolis	Mr. David Norman, City of Fayetteville
Mr. Walter Ear, City of Asheville	Mr. Byron Reeves, City of Fayetteville
Mr. Donald L. Eddins, City of Archdale	Mr. Steve Daniel Robbins, Town of Huntersville
Ms. Beth Erickson, City of Asheville	Mr. Dave Seborowski, Arboguard Tree Specialists
Mr. Michael B. Fowler, Town of Morrisville	Mr. Wesley E. Sherrill, Alfred Benesch & Company
Mr. Barry L. Gemberling, Arboguard Tree Specialists	Mr. William C. Wallin, Jr, Texas Refinery Corporation
Mr. Curtis W. Helms, Charlotte Dept of Transportation	Mr. David L. Ward, Town of Kernersville
Mr. Jeremy R. Henderson, City of Charlotte	Mr. Eric O. Weidemann, Charlotte Dept. of Transportation
Mr. John R. Hendricks, City of Greensboro	Mr. Craig Youngs, Parker Farm Service

APWA-NC Scholarship for 2015-2106 North Carolina School of Government Municipal & County Administration

The North Carolina Chapter of the American Public Works Association (APWA-NC) announces a new scholarship opportunity for current APWA-NC members from mid to small size communities to attend the North Carolina School of Government's 2015-2016 [Municipal & County Administration](#) course. This course provides a unique opportunity for city and county managers, department heads and other city or county officials whose responsibilities require an understanding of functions beyond individual areas of specialization to:

- ◆ Understand the legal framework and administrative requirements of North Carolina city and county government.
- ◆ Learn about how specific city and county services are organized and provided.
- ◆ Appreciate the interrelation among different activities or departments and how specific laws, programs, and functions contribute to the achievement of the overall mission of a local government.
- ◆ Become part of a broader network of local government peers on whom participants will be able to draw for assistance in the future.

Applications are due by email on March 31st

Click below for scholarship details and applications:

<http://northcarolina.apwa.net/MenuHomepage/463/Scholarships>

The recipient of this scholarship is guaranteed a spot in the Municipal & County Administration course.

All questions about this scholarship should be directed to:

Dale Wyrick
Scholarship Chair
North Carolina Chapter of the American Public Works Association
336-373-2783

dale.wyrick@greensboro-nc.gov

*APWA - North Carolina Chapter
Report of Activities, Best Practices and Areas of Focus
August 2014 - February 2015*

Membership Update -

Membership Growth: The NC Chapter membership has grown to 900 members through January 31, 2015 (+32 since June 30, 2014) a 3.69% increase.

Chapter Activities and Updates -

- ◆ 2015 - the 58th Annual Conference and Equipment Show is planned for the Hickory Convention Center, Hickory, NC, June 17-19, 2015. The event will begin with a golf tournament and a board meeting on the 16th.
- ◆ 2015 - NPWW - The Chapter will submit a request to the Governor's office to recognize National Public Works Week statewide. Chapter members are gearing up to celebrate NPWW in a variety of ways this year, including: staff luncheons, equipment displays, school "show and tell" and numerous municipal proclamations.
- ◆ National Awards: The Chapter plans to submit 4 nominations for APWA national recognition. These will include a Top 10, two projects of the year, and a professional manager of the year. This should fulfill the award nomination requirement for the Chapter's PACE eligibility.
- ◆ Chapter Awards: The nomination period for NC Chapter awards is open until April 15, 2015. The Chapter will recognize all award recipients during the Annual Conference in June and at some point on the recipient's "home turf". The Chapter typically recognizes winners of 7 different awards. Many of our divisions also recognize award winners in their specific disciplines.

Division Activities:

- ◆ The Facilities and Grounds Division (name changed following December Board meeting) will hold their annual pesticides workshop on Wednesday April 15 in Raleigh. Their annual conference will be held April 29 - May 1 in Clemmons, NC. The division held a roofing workshop in Garner, NC on Thursday, October 16, 2014 with 40 attendees.
- ◆ The Administrative Management Division conference is planned for Sunset Beach, NC on August 6th and 7th, 2015 with a Board meeting and golf tournament prior to the conference on Wednesday, August 5th.
- ◆ The Stormwater Management Division held their annual conference September 14-16, 2014 in Winston-Salem. The conference had 260 attendees with 43 exhibitors and sponsors. This is the single largest conference for the Division. Attendees were offered plenty of PDH opportunities (10.5 offered). In all, 114 Certificates were issued for a total of 1,027.25 PDH credits.
- ◆ The Solid Waste Division - The 2015 conference is planned for August 19-21 at Atlantic Beach, NC. The Solid Waste Division continues to offer one day workshops throughout the year. The last workshop was held on October 29, 2014 in Burlington with 82 attendees.
- ◆ The Equipment Services Division and the Streets Division hosted a combined conference October 1-3, 2014 in Hickory, NC. The conference was extremely well attended (approx. 325 attendees) and was the largest revenue-generating event in the history of the chapter (net +\$45,522). Our Equipment Services Division (ESD) continues to offer quarterly "shop tours" around the state. These half day events are very well attended and usually "sell out". In addition, ESD offered a week-long Emergency Vehicle Technician training during November and will offer the same training again April 20-24, 2015. The response to this training opportunity has been tremendous and sells out within a month of advertisement. ESD plans to expand this program to include County fleet operations.
- ◆ The Technology Division - has held one day workshops throughout the past year with varying attendance based on the topics covered. The Division also hosts special training in conjunction with our various technical division conferences. On October 14th, 2014 Technology hosted an Asset Management "show and tell" session in Raleigh, NC and participated in a GIS day with Forsyth County during November.
- ◆ The Town of Garner, NC received APWA accreditation on November 3, 2014. APWA Past President Elizabeth Treadway was in Garner to present the plaque recognizing the town as the FIRST in NC and the 95th in North America to receive this accreditation.
- ◆ The Chapter's Education Committee continues to sponsor lunch and learn opportunities for members and non-members. These events focus on a web based training opportunity and/or an instructor led training session. We offer these at minimal/nominal charge and the sessions have been very well attended. Scheduled 2015 opportunities include: Human Capital Matters and Leadership Resources.

Please visit the NC Chapter website for additional details at www.northcarolina.apwa.net. Look under the "Events" pull down for "Calendar at a Glance". You will also see additional one day workshops listed.

(continued next page)

(Delegates Report continued)

Chapter Capacity Best Practice/New and Innovative Idea

It's all about education: In 2014 our PDH Committee issued 256 certificates for a total of 1,887.75 PDHs. We continue to make educational opportunities for our members the top priority in 2015. We will do this through our Annual Chapter Conference and through our technical division conferences and workshops. Our divisions continue to offer one day workshops to expand our reach to front line employees and middle management. The chapter remains in partnership with NC811 to offer PDH credit for their Pipes Plus Program. This exposes contractors, engineers and utility providers to the benefits of APWA. We are exploring a relationship with National APWA to offer CEU credits for members who need them.

Chapter Key Issue and Area of Focus/Challenge

Chapter Administration, Training and Advocacy -During their December meeting, the Chapter Executive Board entered into an Agreement with ITRE (Institute for Transportation Research and Education) for Chapter Administration services. Furthermore, training opportunities continues to be a primary focus of the chapter. As mentioned before, we are exploring how to offer CEU credit for our training programs and will partner with National APWA to administer this effort during 2015. The Chapter also remains active in advocacy efforts through continued involvement with the NC League of Municipalities action committees.

Respectfully Submitted,



B. Keith Pugh, PE PWLF

Equipment Services Division

Steve Gearren

The Equipment Services Board is hard at work in 2015. Building on their highly successful conference in Hickory last year, plans are well on their way to making Greenville even better. A variety of technical and information sessions are being planned and developed. When you add all of the opportunities that the Streets Division brings to this conference it is easy to see why this joint conference keeps growing and growing. Certainly we want to recognize all of the tremendous supportive vendors from both Divisions, without their support and generosity there would be no conference at all.

Outside of the conference additional training and educational opportunities are being finalized. In April factory supported dodge charger training is already in the works. The 40 seats to this class have already been filled with representatives from all over the state. Also in April F4 EVT training takes place in Chapel Hill. This technical certification series has been extremely well received. At the conclusion of this class we will have offered all of the certifications needed to become a Master EVT Mechanic. Registration for this round of EVT training will be open soon and historically it fills up fast so don't miss out on this opportunity to get this extremely valuable education.

For more information about the conference or any of the other activities check out: <http://northcarolina.apwa.net/>



Retiree's Corner

by Stewart Sykes

As the 2015 session of the General Assembly gets underway, the State faces many challenges, besides back to back snow storms delaying their needed consideration and decision on numerous issues. Thankfully, there have been no rumors thusfar about the possibility of moving from the Defined Benefit (DB) plan that has served the State and it's retirees so well over the years, to a Defined Contribution (DC) plan. As a matter of fact, there was a gentleman at the recent Retirement System's Board of Trustees meeting who had worked for the State of West Virginia and was very familiar with that State's moving to a Defined Contribution plan about 20 years ago. As we have heard, this was one of several governmental agencies whose DC plan actually went into bankruptcy. And yes, they returned to a Defined Benefit Plan. With good management, our Local Government Employees Retirement System has a 99.8% funding ratio while the State of Virginia's is at 69.5% and South Carolina's is a little lower at 65.4%.

Speaking of how well off our retirement plan is, in November, 2013 Treasurer Janet Cowell announced that the North Carolina Retirement Systems was the third strongest funded state pension system in the country, as reported by Morningstar, a renowned independent global investment research firm. Ms. Cowell was quoted, saying "I and my investment team work hard every day to keep it that way." Morningstar analyzed current data for pension plans administered by all 50 states focusing on two key areas:

- 1) Funded Ratio—the ability of a pension plan to meet its obligations, and
- 2) Unfunded Liability per Capita—the amount each person in the state would need to pay to fully fund an unfunded liability. (That's the remaining 0.2% from the 99.8% above divided by the population of the State—very low!)

Unfortunately, 2013 was the last year Morningstar researched and produced this particular pension report according to their representative, Jeff Westergaard.

Continuing, the Sovereign Wealth Fund announced last October that State Treasurer Cowell had been named 18th in the prestigious Sovereign Wealth Fund's Public Investors 100 list for 2014.

Treasurer Cowell, ranked 21st in 2013, was quoted as saying, "This global recognition affirms the work of our investment team and the strategic efforts we continue to make to secure the pension fund." (The Sovereign Wealth Fund Institute (SWFI) is a global organization designed to study sovereign wealth funds and other long-term governmental investors in the areas of investing, asset allocation, risk, governance, economics, policy, trade, and other relevant issues.)

And finally, State Treasurer Cowell reported last August that North Carolina's pension fund had returns totaling 15.88 percent for the fiscal year ending June 30, 2014, just after fund assets had reached the \$90 billion milestone. The fund had increased by 50 percent under Ms. Cowell's leadership, from \$60 billion in January 2009 when she took office at the height of the financial recession.

Now, let's get down to the nuts and bolts of what the actuary and the Board of Trustees have been working on. First, the actuary had been asked to review the current Funding Policy and look into the creation of a more stable contribution policy, all of this dealing with the contributing agencies. Their response, in summary, was that the current policy worked well for many years with a stated contribution rate fixed at 4.8% of payroll. However, with each year's valuation by the actuary, the contribution rate was less than 4.8%, to even zero. Effectively, the Funding Policy was the greater of 4.8% and the contribution rates developed by the actuarial valuation. Under this policy however, contribution rates could unexpectedly increase if the market dropped, which was exactly what happened, requiring the rate to be adjusted from contribution stability to contribution sufficiency, contributing sufficient funds to keep the system financially sound. Since contributing agency rates have annually increased in recent years, this year at 7.07% but projected to start decreasing, several agencies asked if the rate could not be stabilized for a stated period of time. To accomplish what is being named the Stable Contribution Policy Rate, the actuary has recommended the Five Year

Actuarial Experience Review, already scheduled for 2015 be used as the basis for stabilizing the employer contribution rates. Their conclusion is, with Legislative approval, a Stable Funding Contribution Policy can be constructed to



achieve stable and predictable contribution levels and maintain the actuarial integrity of the retirement system to be effective for Fiscal Year 2017-18 with predetermined intervals of 5 years.

With all of that being said, what is the status of a Cost of Living Adjustment (COLA)!?! The January 15th Board of Trustees meeting included four policy options for consideration. The two discussed included decreasing the employer contribution rate from 7.07% by 0.55% to 6.52% or decreasing the employer rate by 0.40% to 6.67% to cover the Annual Required Contribution (ARC) and allow the Board to grant a 0.625% COLA. Considering the 2013 investment gains, this is the maximum COLA the Board could grant under the authority allowed by statute. Therefore, this option was chosen to be effective July 1, 2015. From the February, 2015 "Treasury Notes" newsletter, State Treasurer Janet Cowell was quoted as saying "Over the long-term, COLA's are an important piece of retirement security. Knowing that there will be some cost of living adjustments reassures retirees that their quality of life will be maintained as the years go by." We continue to depend on her, her staff, the Board of Trustees and even the General Assembly if required, to provide increased confidence that our quality of life can be maintained. With those retiring from 1997-2007 having a real value of pension benefits compared to the effect of inflation less than 90%, the level of concern is growing.

Stormwater Professional of the Year Award Nominations Needed

One of the highlights of the Stormwater Management Division Annual Conference will be recognition of a stormwater professional that stands out among his/her peers for exceptional leadership, innovation, agency service, customer service, community service and contribution to his/her profession related to the stormwater field.

The Stormwater Management Division Board is accepting nominees from the North Carolina stormwater community for individuals who fit the above description and are currently members of APWA NC. A simple application form follows and should be used to nominate someone that you believe is deserving of this recognition. The recipient will receive a commemorative plaque and be a guest at next year's Stormwater Management Division Conference.

Nomination Form

Nominee Information

Name: _____

Job Title: _____

Organization and Department: _____

Address: _____

City (North Carolina): _____

Daytime Phone Number: _____

Email Address _____

Nominated By

Name: _____

Job Title: _____

Organization and Department: _____

Date: _____

Daytime Phone Number: _____

Email Address: _____

A brief narrative description (limited to 2 pages, single spaced, 12 point font, 1" margins) must be included with each nomination form describing why the person is being nominated using any of the following criteria: leadership, innovation, agency service, customer service, community service and contribution to his/her profession.

Please submit form and narrative to lbrogden@schnabel-eng.com by July 15, 2015

For more information and/or questions contact:

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lbrogden@schnabel-eng.com

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Newsletter Submission Dates

By Scott Whalen

As President of APWA-NC this year, one of my goals is to increase the content of our quarterly chapter newsletter. Since each technical division is responsible for submitting at least one article per newsletter issue, I'm contacting each division president to ask you to appoint a liaison to work with our Newsletter Chair, Jo Anne Wiles. The liaison will be responsible for submitting an article for each newsletter prior to the deadline. This year's deadlines are **February 16, May 15, August 17, and November 16.**

Content of the article is very flexible. Suggestions include trends in your industry, information about your division conference, or simply projects in your area. This is your chance to get creative while educating others about what is happening in your division. Currently, there is a great deal going on in our Chapter and technical divisions that many members never hear about.

Please email Jo Anne, your division liaison to the newsletter, at jwiles@wkdickson.com. Articles should be submitted to Jo Anne **by Friday, May 15.**

Thanks for helping us to improve our newsletter and communication within our Chapter.



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