

THURSDAY, JUNE 20

TWO OFFSITE ACTIVITIES: Take a Hike and Pre-Conference Golf Tournament

7:00 a.m. Take a Hike!

No really, we want you to join your peers for an early morning hike in Great Smokey Mountains National Park (GSMNP) that will conclude with a picnic lunch sponsored by McGill Associates.

We will hit the Appalachian Trail, hiking to Charlies Bunion – one of the most well-known trails in GSMNP. This 8-mile out-and-back trail traverses multiple peaks including Mount Ambler, Mount Kephart, Masa Knob and terminates at Charlie's Bunion. Don't feel like hiking 8-miles? No worries, there will be options for those looking for a shorter route. We will gather in the hotel lobby at 7:00 am, departing at 7:15, to carpool 30 minutes to the Newfound Gap parking area. The hike will start at 8:00 am and take approximately four hours followed by a picnic lunch in the parking area around 1:00 pm. Bring water, snacks, comfortable shoes, a rain jacket, and a fun spirit. All hikers will return with trail names and memories to share!

(Pre-registration required, cap at 20 registrants but allow for a waiting list).

Updated 5-14-2024

1:00 a.m.–5:00 p.m.

Pre-Conference Golf Tournament

Location: Sequoyah National Golf Club,
79 Cahon's Mountain Road, Whittier NC 28789
(located approximately 4 miles from Harrah's Cherokee Resort)

Golf registration time: 11:00 a.m.–1:00 p.m.

Lunch at golf course: 11:30 a.m.

Shotgun start: 1:00 p.m.

Cost: \$115 per person in advance and \$130 onsite (includes Greens fees, cart, and lunch). Transportation from Hotel not included. Proceeds from the golf tournament help support the NCCMA Civic Education Project providing textbooks and teacher training for public school teachers.

Coordinators: Justin Hembree, Executive Director, Mid-Carolina COG, and Eddie Smith, Deputy City Manager, City of Kannapolis

CONVENTION CENTER:

Location: 40 Convention Center Drive,
Cherokee NC 28719

12:00–5:00 p.m. Registration Desk Hours
(Convention Center, 3rd Floor)

2:00–5:00 p.m. (Ballroom 109)

Pre-Conference Workshop: Making Board-Manager Evaluations a Valuable Experience for All. Honest!

Do you dread your annual performance evaluation because it's an unstructured free-for-all where board members take the opportunity to air their favorite gripes? Or maybe it's been years since you've received any evaluation at all. Sometimes it seems like the one person in the organization who could benefit the most from clear direction and regular feedback—the manager—is the one who is least likely to receive it.

In this workshop, participants will learn how to work with their boards to develop an effective evaluation process that includes a board self-assessment component. Participants will review sample evaluation forms that align with ICMA competencies and will leave with a set of resources that will help them customize an evaluation form and process to fit the needs of their jurisdiction.

Speakers: Dr. Peg Carlson, Professor of the Practice, Emeritus, UNC School of Government
Dr. Kim Nelson, Professor, UNC School of Government

5:00–6:30 p.m. (Convention Center Pool Deck)
Reception

FRIDAY, JUNE 21

7:30 a.m. –5:00 p.m. Registration Desk Hours
(Convention Center, 3rd Floor)

7:00–8:00 a.m. (Ballroom 101/102)

Breakfast

7:45-9:00 a.m. (Ballroom 107)

General Session: How Do We Impact Climate Change? Local and Regional Sustainability Initiatives (Room?)

Balancing strategic priorities with limited resources is a continual challenge for local and regional governments. When it comes to sustainability, developing the most impactful strategies is key to securing on-going community and financial support to address climate change. This session presents case studies on how local and regional governments in North Carolina are pursuing initiatives to become more energy-efficient, reduce greenhouse gas emissions, and improve the resilience of their organizations and communities.

Moderators: Ben Rowe, Assistant Manager, City of Winston-Salem

Bertha Winbush, Deputy City Manager, City of Durham

Panelists: Emily Barrett, Environmental & Resilience Director, Central Pines Regional Council

Shaleen Miller, Sustainability Director, City of Winston-Salem

George Santucci, Sustainability & Special Projects Manager, Town of Boone

9:00–9:15 a.m. Break

9:15–10:30 a.m. CONCURRENT SESSIONS

Session 1: Pay & Classification – Insights and Considerations (Ballroom 107)

Pay and classification systems have various nuisances that limit municipalities to take a “one size fits all approach”. However, there are fundamental components to any pay and classification system that are important for an

organization to define and use as a guide in setting policy and managing operational practices. This session provides participants to explore and pay and compensation from three lenses: total compensation, pay philosophies, and pay plan implementation. In a roundtable format, participants will be able to share how their organization approaches this work and will gain some helpful insights on new things to consider along the way.

Speakers: TBD

Session 2: Social Media and the First Amendment: What Local Government Managers Need to Know (Ballroom 109)

Popular social media platforms seem like a great way to get information out to the public. If only it was that simple! Local government officials using – or considering the use of – social media can quickly find themselves in a social dilemma. Should I share posts only on an “official” local government channel, or should I utilize a personal account? What are my First Amendment rights regarding my personal posts? On a controlled channel, must I allow for comments and/or replies? And if so, can I delete those comments that “cross the line?” This session is a must for any official representing a local government with a social media presence.

Speaker: Kristi A. Nickodem, Assistant Professor of Public Law & Government, UNC School of Government

10:30–10:45 a.m. Break

10:45 a.m.–12:00 p.m. CONCURRENT SESSIONS

Session 1: Manager Reflections (Ballroom 107)
Three smiling retired managers will share some of their experiences and wisdom learned from distinguished NC local government careers. Join us for some laughs and lots of head nods as we celebrate their careers and gain some valuable

insights on how to navigate our own careers to the very end and beyond.

Moderator: Adam Lindsay, Assistant City Manager, City of Fayetteville

Speakers: Dudley Watts, County Manager, Forsyth County

Martha Paige, NCCCMA Senior Advisor

Tom Bonfield, NCCCMA Senior Advisor

Session 2: Regional collaboration on Water, Sewer, and Stormwater as Well as Funding for All (Ballroom 109)

Regional collaboration can take many forms from information sharing to funding and even joint partnerships. As infrastructure becomes more expensive and resources get tighter, the opportunity for collaboration around our subsurface utilities: water, wastewater, and stormwater, is something worth considering. This distinguished group of panelists have a wide range of knowledge and expertise that they will share with everyone involved and why they are important to not only cost savings but resource management as well.

Moderator: John Searby, Executive Director, Catawba Riverkeeper

Panelists: Miles Brasswell, City Manager, City of Belmont

Angela Charles, Director, Charlotte Water

Robert Clonniger, Assistant Public Works Director, City of Gastonia

Logan Klutz, PE, Project Manager, Division of Water Infrastructure, NCDEQ

Stephanie Scheringer, Assistant Director of Public Utilities, Two Rivers Utilities

12:00–1:00 p.m. (Ballroom 105)

Networking Lunch

1:00–2:15 p.m.

**General Session: Stories From the Field:
Community-led Affordable Housing
Development** (Ballroom 107)

This session will focus on affordable housing development and how local governments partner with the private sector to drive development that meets community interests, leveraging the Low-Income Housing Tax Credit program. Hear from managers in Lumberton and Buncombe County that are utilizing publicly owned land to expand housing options for households with low and moderate incomes. Panelists, including City and County administrators and a developer, will discuss the challenges of development in today's market as well as the importance of establishing clear public interests for housing and prioritizing local resources around those interests.

Moderator: Marcia Machado Perritt, Director, Development Finance Initiative, UNC School of Government

Panelists: Sarah Odio, Associate Director, Development Finance Initiative, UNC School of Government

Avril Pender, County Manager, Buncombe County

Brandon Love, Deputy City Manager, City of Lumberton

Jess Brandes, Senior Director of Real Estate Development, CASA (Invited)

2:15–2:30 p.m. Break

2:30–3:30 p.m. Legislative Updates

NCLM (Ballroom 107)

NCACC (Ballroom 109)

3:45–5:00 p.m. Optional Session

**Managers' Lab Mentoring & Coaching
Roundtable** (Room 101/102)

The session will provide moderated conversations for attendees to raise questions, provide best practices examples, and develop options for solutions in a small group setting on a variety of topics. Moderators will prompt conversations and brainstorming for organic and dynamic discussions of practical topics/issues faced by practicing and prospective managers.

Moderators: David Hodgkins, Town Manager, Town of Farmville

Brent Trout, county Manager, Harnett County

Josh Ray, City Manager, City of Jacksonville

Gary Jackson, NCCCMA Life Member

5:00–6:30 p.m. (Convention Center Pool Deck)
Networking Reception

SATURDAY, JUNE 22

7:30 a.m.–12:00 p.m. Registration Desk Hours
(Pre-Function Area, 3rd Floor)

8:00–9:30 a.m. (Ballroom 107)

NCCCMA Business Meeting and Breakfast

9:30–9:45 a.m. Break

9:45 a.m.–10:45 p.m. (Ballroom 107)

General Session: Election 2024

In this session, Chris Cooper Madison Distinguished Professor of Political Science and Public Affairs at Western Carolina University, and a frequent commentator about North Carolina and national politics will provide an engaging overview of the political landscape in North Carolina as we approach the 2024 elections. Although the session will touch on national politics, the emphasis will be on the current state of politics in North Carolina.

Speaker: Dr. Chris Cooper, Robert Lee Madison Distinguished Professor and Director of the

Haire Institute for Public Policy Institute,
Western Carolina University

10:30–11:00 a.m. Break

11:00 a.m.–12:00 p.m. (Ballroom 109)

**Closing General Session: Personal Resilience
and Self Care – Managers Roundtable**

City and County Managers navigate the challenges of their roles amidst significant stressors. Participate in roundtable discussions with other managers to learn from your peers on strategies and practices to build resilience, manage stress in the professional environment, prioritize personal wellness, and maintain fulfilling personal and professional relationships. Together, let's explore how we as a profession and the NCCCMA can better support the mental health needs of managers and build supportive peer networks.

Moderator: Mark Matthews, Assistant Town Manager, Town of Fuquay-Varina