

THE ADMINISTRATOR

A PUBLICATION OF THE N.C. CITY & COUNTY MANAGEMENT ASSOCIATION

MARCH 2021, ISSUE 3

2021 SUMMER SEMINAR TO BE IN-PERSON!

It's time to get your long pants and button-up shirts out of hiding: the 2021 N.C. City & County Management Association (NCCMA) Summer Seminar, beginning Thursday, June through Saturday, June 26, will be in person!

Based on the current COVID-19 guidance from the N.C. Department of Health & Human Services (NCDHHS), the decision has been made to change the venue from the Beaufort Hotel, in Beaufort, to the Wilmington Convention

Center in order to accommodate more people and to adhere to NCDHHS' guidance for meetings & events.

Based on current regulations, all attendees will be required to wear face coverings/masks at all times in the Convention Center and it's highly recommended that all attendees receive their Covid-19 vaccinations prior to attending the Summer Seminar.



As if that's not good enough news, plans are also being made to hold the annual NCCMA Golf Tournament on Thursday, June 24.

Look for more information on these events to come from both the Executive Committee and the NCCMA Program Committee.

ICMA STATEMENT ON VIOLENCE AGAINST ASIANS

We are dismayed to witness the rise in violent attacks against the Asian-American Pacific Island (AAPI) community, in particular, [March 16] shootings that left eight people dead in Atlanta, Georgia, that appeared to target the Asian-American community.

ICMA is in solidarity with the AAPI community, our members, and I-NAPA, and condemns all forms of violence against Asians

and other minoritized communities. According to the organization Stop Asian American Pacific Island Hate, more than 2,800 incidents of AAPI hate, including 126 incidents against elder individuals (60+) have been recorded since March 2020 alone. As occurrences of racism continue to rise, ICMA would like to remind our members that we are here as a resource and offer a space to join in

conversation with your local government peers. Members who want to discuss this and similar issues are encouraged to head to ICMA Connect and join the newly created group '**Member Resource Group: Community and Social Impact.**' There is power in being united, and we call on our local government leaders to leverage their power to act against racism in our communities.

CONTINUOUS REFLECTION ON INTEGRITY

THE ADMINISTRATOR

The Administrator is a monthly newsletter of the North Carolina City and County Management Association, a professional association for city and county managers and assistant managers from counties and municipalities throughout the state of North Carolina.

For comments or suggestions, please contact Matt Lail, editor, at 919-819-3979, or email at collards12@yahoo.com.

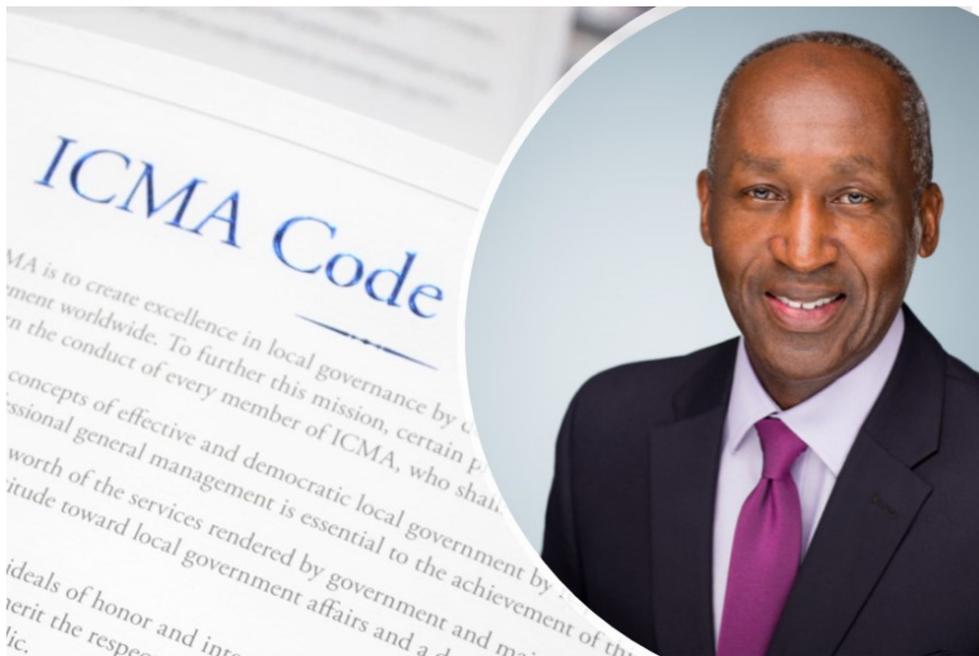
UPCOMING EVENTS

2021 NCCCMA Summer Seminar – NEW DATES & LOCATION

June 24-26, 2021
Wilmington Convention Center,
Wilmington

MEMBERS IN TRANSITION

If you are looking to keep up with your colleagues in the profession, be sure to check out the Members in Transition page: <https://www.ncmanagers.org/page/ManagerinTransitionReports>



By Marc Ott Executive Director ICMA

Our members tell us that ethics advice and support is the number-one benefit of belonging to ICMA and ethics is among the highest ranked topics of interest for members. One of the things we most value when we get together as colleagues across jurisdictions is the ability to share a circumstance, decision, or outcome that posed a significant ethical challenge in the course of leading our cities and counties. I have benefitted from these discussions as a manager and especially in my role as ICMA Executive Director. I have listened to and shared my

advice on the ethical challenges that others have faced.

The most difficult scenarios for the managers with whom I have spoken typically involve working through significant policy issues with their mayors and councils. Managers feel most comfortable working behind the scenes to provide the technical and professional advice needed by elected officials to discern among policy options. Because of our intimate knowledge of how our city or county operates, we bring a level of depth

Continued on page 4

BONFIELD NAMED A SENIOR ADVISOR

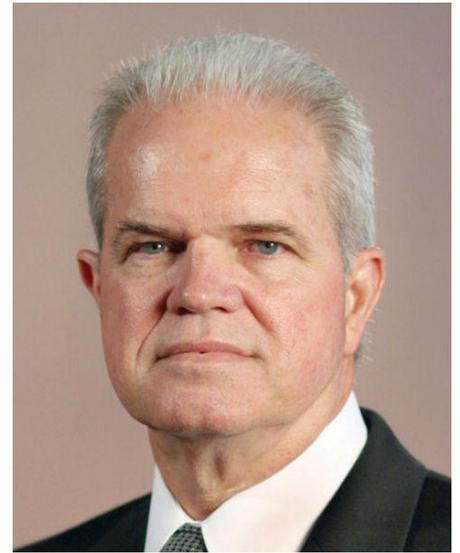
Congratulations to

Tom Bonfield, retired Durham City Manager, for his recent appointment as a Senior Advisor.

Senior Advisors provide service, under a joint agreement with ICMA and the N.C. City & County Management Association (NCCCMA), to both ICMA and NCCCMA members. Senior Advisors are retired municipal and county managers with extensive experience in the management profession who are recruited and screened by the NCCCMA Membership Support Committee and approved by the NCCCMA Executive Committee and ICMA. This program makes a Senior Advisor available, at no charge, to NCCCMA and ICMA

members for private counseling.

Bonfield, a 24-year Credentialed Manager, is a natural choice for this role. He retired in September after serving in Durham for just over 12 years and after a 42-year local government career in four cities including city manager over 35 years. (Besides Durham, Bonfield was city manager in Pensacola Fla., and Temple Terrace, Fla.). Bonfield was named an ICMA Life Member in October 2020. He also served as president of the Florida City-County Management Association, and two years as chair of the board for the Alliance for Innovation (along with 12 years on the founding board). founding board



member serving 12 years including 2 as chair.

To learn more about the Senior Advisor program visit www.ncmanagers.org and click "Senior Advisors" under the "Information Exchange" tab.

VIDEO COMMITTEE REPORTS AVAILABLE

Due to time

constraints, committee reports were not able to be presented during the recent NCCCMA Winter Seminar Business Meeting. As such, Immediate Past President Martha Paige requested that committee chairpersons provide a brief update on their committee's work and to connect it to NCCCMA's strategic plan. In addition, she asked each

chairperson to record a brief video and to share the videos with the membership so they could watch them at their leisure.

As 1st VP of NCCCMA, Lance Metzler has responsibility for overseeing the implementation of NCCCMA's strategic plan. Metzler recorded a brief video that appears first and explains the

purpose of these videos and to provide a brief overview of the strategic plan.

These videos have been posted to a private Vimeo webpage and they require a password. Here's the link and the password:

<https://vimeo.com/showcase/8259516>

Password: committee

ETHICS, CONTINUED FROM PAGE 2

and insight to inform policy discussions that elected officials usually don't have. In many cases, our knowledge can help provide a clear-cut path to follow in drafting policy. But often there is not a clear path and there may be nuances of which only you and your staff are aware. While we may hesitate to engage, there are ways to appropriately offer perspective based on data and other insights that serve to enhance and refine policy development. We can effectively add to the policy discussion by applying our skills to facilitate the discussions and build consensus. Although ultimately, it remains the elected body's responsibility to make the policy decisions and our job to implement them to the best of our ability.

I have seen some managers hold up the Code of Ethics as a shield to avoid controversy. During my time as city manager of Austin, there were instances where conflicting policies and the inability to come to



Leaders at the Core of Better Communities

a decision put the city's assets and even its residents at risk. I often talk about courageous leadership—times when managers may need to step into a leadership void, facilitate the difficult conversations, and take action to resolve conflicts. These actions occasionally put us at odds with elected officials. In making courageous decisions, the Code remains our most reliable guidepost. It has often struck me that the ICMA Code of Ethics is like the U.S. Constitution. It is a foundational document that is solid at its core. However, its application must reflect the times in which we live. Our Code of Ethics is approaching its 100th anniversary and like the U.S. Constitution, there is simply no way our predecessors could have envisioned today's world. Take technology, for example. The pace of change and the volume

of data, information, and social media that local governments must deal with is mind boggling and poses all sorts of ethical challenges.

When you review the Code of Ethics Timeline, you'll see how the Code continues to evolve. It is not merely a set of rules, but a reflection of the integrity of the men and women who comprise our great profession, as well as those who volunteer their time to sit on our Committee on Professional Conduct and the ICMA Executive Board. We owe them our gratitude for keeping the Code of Ethics relevant in a rapidly changing world.

This article was edited for space. It was originally published in Public Management.