

The Administrator

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Canton mourns the loss of icon Stamey

William (Bill) G. Stamey Sr., the longest-serving manager of a single city or town in North Carolina, passed away on August 7 after battling an illness for a dozen years.

Stamey was an iconic figure in Canton, making his name as a stellar student, athlete and town leader throughout his life. He was an all-state athlete at Canton High in the 1950s, and would later work at the same school as a teacher, coach and assistant principal. (He also worked as assistant principal at Pisgah High.)

But his most lasting mark was as Canton's town manager — a position he held for 39 years.

"It's so unheard of," said Waynesville Town Manager Lee Galloway, a friend of Stamey's, when asked back in November 2003 about Stamey's longevity. Stamey was honored at the time with the renaming of the Canton Municipal Building. "You know that in most managers' careers you're going to offend somebody. It's phenomenal that he can last that long, but it shows that he's continuously giving to the community. He's liked by the community and has been so responsive that no one wants to run him off."

Al Matthews, who worked for years as Stamey's assistant manager, attributed his late boss' success to his ability to "get the whole picture."

"He is not afraid to attempt to get something to work even if people tell him that nobody has ever been able to do it," Matthews said back in 2003. "He doesn't let obstacles get in his way. He is just very focused. He's very quick to absorb ideas and concepts, look at other things



Stamey

and see how they can apply to Canton."

Stamey's ability to get the job done was the singular reason he held the job for so long. Under his watch the town took part in Main Street programs,

completed a new sports complex, a recreation facility and a senior citizens center, has added walking trails, and made improvements to its water and sewer services, among others. Others cite the town's growth in job retention, economic development and improvements to law enforcement as Stamey traits.

"The thing that gets you involved in your community is doing things and working with people and seeing them accomplished," Stamey told *Southern City* several years ago.

One of Stamey's most proud successes was the renovation of the Colonial Theatre, which was completed in 2002. The theater was originally built in 1932 as a movie house but was reconstructed as a multi-use facility for Canton. It seats 370 guests with technology available for corporate retreats, productions and concerts.

In addition, he helped secure some \$29 million in grants over the years and helped the town get back on its feet following back-to-back floods in 2004.

"You really can't separate Bill from Canton," Mayor Pat Smathers told the *Asheville Citizen-Times* recently. "He's been a leader here since his youth, and he was just the epitome of dedication and sense of community — the epitome of what our town is like."

More sadness: Hughes, Phillips pass away

Israel Harding Hughes Jr., who served as Durham's city manager from 1963-77, passed away on August 18. He was 86.

Before coming to Durham, Hughes had been an administrator in Winston-Salem and city manager in Aiken, S.C. After retiring from his work in Durham, Hughes served as Hillsborough's town administrator and wrote two books on the history of Valle Crucis.

According to *The Durham News*, Hughes is remembered as a quiet but effective administrator who led Durham through several expansions of the area, the early development of Research Triangle Park, urban renewal and through the Civil Rights era. Hughes was a Life Member of the N.C. City and County Management Association.

And Weldon Town Administrator Neal Phillips died on August 19 at the age of 80. Phillips went to work for Halifax County as manager in 1986 after retiring from his previous work. He served as Halifax County manager until 1995. After that, Phillips worked part time for the city of Weldon as its town administrator.

How ethical are you?

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Test your ethics and knowledge of the ICMA Code of Ethics with this short quiz. See answers on page 3.

1. The guideline encouraging ICMA members to commit to at least two years of service applies in which of the following situations:
 - A. Only to the city or county manager.
 - B. All positions in local government, including assistants, department heads, and management analysts.
 - C. To a promotion even if you have been in the organization for more than two years.
2. It's okay to use your personal credit card and obtain those nice perks such as miles or points for which of the following expenses:
 - A. Nominal business expenses such as meals, travel, books, and professional development fees.
 - B. Any local government expense, including police cars, fuel, landscaping.
 - C. None of the above.



3. The chair of the county's Republican Party invites the manager to attend a social gathering—the party's fifth annual pizza and politics get-together—to talk about her vision for the future of the region. The manager should:
 - A. Reject the invitation because it comes from a political party.
 - B. Attend because it's vital to share information with prominent community leaders.
 - C. Attend but only after confirming that it's not a fundraiser or candidate event.
4. An offer of employment is binding when:
 - A. You announce at the end of the interview that you would love to work for the organization.
 - B. After negotiating, you give your verbal or written acceptance, or both, and agree to the terms of the contract.
 - C. Council formally votes to approve the hiring and your employment agreement.
5. The CEO of a major corporation headquartered in your local government shares many of your interests: serves on the board of

your alma mater, donates to community projects, and loves sports. In the course of working together, you have actually become good friends and golfing buddies. He offers you a seat in his corporate jet to attend the homecoming game. You:

- A. Accept the offer without any worries because he is a friend and this isn't about work.
 - B. Accept the offer but disclose the "gift" to the governing body and on your financial disclosure form.
 - C. Decline the offer.
6. Which of the following activities does Tenet 12 of the ICMA Code of Ethics—Seek No Favor—allow members to do:
 - A. Make any real estate or other investments in their jurisdictions that they can afford.
 - B. Date subordinate employees.
 - C. Write a letter of reference for a talented firm that performed well for the local government.
 - D. Award a contract to your spouse's management consulting firm to advise the local government on public safety staffing.

—Martha Perego, ICMA-CM
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Go to page 3 for quiz answers

Calendar of Events

ICMA Annual Conference
September 13-16, 2009
Montreal, Quebec, Canada
For information, go to
www.icma.org

ICMA Southeastern Summit
April 15-16, 2010
Courtyard Nashville Downtown
Nashville, Tenn.

NCLM Annual Conference
October 25-27, 2009
Greenville

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Webinar to address H1N1 flu

This flu season will not be like the others. In June, the World Health Organization announced there is a global outbreak or pandemic of the H1N1 flu virus. State and local preparedness will be crucial in preventing the spread of the virus. It is important to plan now for the outbreak in your community.

The School of Government is hosting a webinar on September 10 to discuss the H1N1 flu virus. (The cost is \$50.) The target audience for this webinar is North Carolina county and city managers, county and city human resources directors, school administrators, local health directors, emergency management

directors, sheriffs, chiefs of police and other North Carolina local government officials with an interest or role in H1N1 preparedness and response. Experts will address this issue from a variety of perspectives, to give you as complete a picture as possible. Presenters will include:

- Dr. Julie Casani, Preparedness Director, NC Division of Public Health, sharing information about the flu, what to expect this fall and winter, as well as specific community containment strategies.

- Ben Matthews, Director of School Support Services, NC Department of Public Instruction, sharing information about H1N1 preparedness

for schools

- Jill Moore, Associate Professor of Public Law and Government, School of Government, answering questions about your jurisdiction's legal authority.

- Gibbie Harris, Health Director, Buncombe County, offering advice and tips on her experience to date as well as ways to keep citizens informed.

Check in time for webinar is 9:30 a.m., and the webinar time is 10 a.m. until 11:30 a.m.

Go to <http://www.sog.unc.edu/courses/0282/index.html> to register.

Ethics quiz answers, continued from page 2

1. B. The significant investment organizations make in time and money to recruit staff and the time it takes even the most talented individual to make a real contribution lead to the recommendation that a commitment of two years is both reasonable and professional. Exceptions to the two-year tenure include severe personal problems, a significant change in the terms or conditions of employment, a vote of no confidence, or when a shorter length of tenure has been negotiated in advance between the manager and a member in transition, an assistant, or a department head.

2. A. Credit cards serve a valid purpose by reducing the transaction costs for purchasing goods and services. But without adequate policies to guide their usage and monitoring they can be everyone's nightmare!

It's okay to use a personal credit card and then seek reimbursement for routine business expenses even if you accrue some minor benefit in the process. Some prefer this approach as it prevents the mishap of inadvertently charging personal expenses to the local government credit card.

If you charge to your personal credit card expenses that are ordinarily charged to a local government account or paid by check and it appears that the intent in doing so is to gain personally, that is problematic. Charging patrol cars to your personal credit card will raise a red flag!

3. C. Managers can accept invitations from groups, even political parties, if the purpose is to talk about local government matters, not politics. Avoid any event that is a party or candidate fundraiser or has been organized for the purpose of promoting candidates for elected office.

If you are a speaker at a party event, you should make it clear that you are politically neutral with respect to candidates and excuse yourself from any portion of the meeting that may be devoted to party matters or politics.

4. B. The guideline on appointment commitment under Tenet 3 states that a verbal acceptance of a bona fide offer is binding. When you negotiate the terms of employment and say "yes," you are committed to take the position

once the hiring and agreement are officially approved.

5. C. Public service doesn't require that you shelve your social life. But accepting a flight on a corporate jet from an individual who has a business in the community is a really, really bad idea. Although it's fine to play golf and socialize based on mutual interests, draw the line at any offer so generous that it might call into question your judgment or whose interests you are representing when that individual or business has official business with the local government.

6. C. Members can write a letter of reference for vendors. Members, however, are not permitted to endorse commercial products or services by agreeing to the use of their photograph, endorsement, or quoted remarks in ads or marketing, whether they get paid or not. For a wealth of advice on avoiding investments that conflict with your official duties, conflicts of interest, gifts, and outside employment, members are encouraged to review the guidelines in Tenet 12.