

THE ADMINISTRATOR

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

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DEAN WAS A 'CLOSE FRIEND' TO MANY

Holly Springs Town

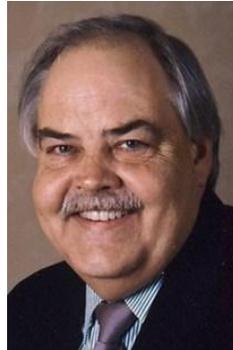
Manager Carl Dean, first vice president of the N.C. City & County Management Association, collapsed during a town golf tournament on Thursday May 2, 2013, and died of an apparent heart attack. Dean was just 56.

The tournament was being held at 12 Oaks course when, around 2 p .m., Dean passed out on the green. According to the *Raleigh News & Observer*, EMTs tried to revive him, but he was pronounced dead at Rex

Hospital in Raleigh.

Dean was instrumental to the growth in Holly

Springs. He arrived in 2001 after serving as the city manager in Dunn. Under Dean, Holly Springs saw its population grow from about 400 to more than 25,000. With that growth came a rise in development, challenges but also stature. Dean navigated it all well,



according to those who worked with him.

"In my humble opinion, Carl was probably the best town manager I've ever seen," Mayor Dick Sears told the *News & Observer*.

Dean was slated to become president of the NCCCMA during the upcoming Summer Seminar in June in New Bern.

Many local government professionals in North Carolina

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LAST CHANCE TO NOMINATE FOR ASSISTANT MANAGER OF THE YEAR

Nominations are

being accepted until May 29 for the N.C. City & County Management Association (NCCCMA)'s Assistant Manager of the Year Award, which will be presented at the 2013 NCCCMA Summer Seminar in June.

Nominees can be long time assistants or outstanding

newcomers to the profession.

The award will be announced and presented at the NCCCMA Business Meeting on Saturday, June 22, 2013.

If you wish to nominate an assistant manager for consideration for this award, please complete the nomination

form, which is available at the association's website, www.ncmanagers.org, and return it to:

NCCCMA

Attn: Melissa Smith

308 West Jones Street,
Raleigh NC 27603

or

msmith@ncmlm.org

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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

N.C. City & County Management Association Summer Seminar

Craven Convention Center, New Bern
June 20-22, 2013

99th ICMA Annual Conference

Boston
September 22-25, 2013

2014 N.C. City & County Management Association Winter Seminar

Sheraton Research Triangle Park
February 5-7, 2014

STILL TIME TO REGISTER FOR SUMMER SEMINAR: ‘GARDENING FOR SUCCESS IN LOCAL GOVERNMENT’

Registration is now open

for those interested in attending the 2013 N.C. City & County Management Association (NCCMA)’s Summer Seminar.

This year’s seminar will be held June 20-22 at the New Bern Convention Center in New Bern/Craven County.

Go to the association’s website, www.ncmanagers.org, to register for the seminar and for more information. Those interested in participating as sponsors may also visit the website to register.

The deadline to register is **June 7.**



Images courtesy of VisitNewBern.com

ETHICS: EVERYDAY ETHICAL CHALLENGES

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Getting solid advice to resolve everyday ethical challenges is critical to a professional's success. Here is advice on seven frequently asked questions posed to ICMA's ethics adviser.

Q: I retired from the profession and am starting my encore career as a consulting adviser. Please tell me that I can finally run for city council and show what good elected leadership looks like.

A: Members no longer working for local government are only required to follow Tenets 1 (Democracy) and 3 (Integrity) of the ICMA Code of Ethics. Yes, you can run for a council position and engage in other political activity. But remember that Tenet 3 does require that you act with integrity in all personal and professional matters so that you can merit the trust of those you serve.

Q: I am just starting my career as a management analyst. My goal is to be a city manager. While I am willing to pay my dues, I really want to move up quickly. Does the guideline recommending a two-year length of service apply to me?

A: Yes, the guideline on length of service applies to all members working in local government. A minimum of two years generally is considered necessary in order to render a professional service to the local government. A short tenure should be the exception rather than a recurring experience.

Q: Can I assist the city council in its search for the next city manager to replace me when I retire? If so, is there a line I should not cross?

A: ICMA members may assist by serving as an executive recruiter in a consulting capacity, as a volunteer adviser, or a member of the search committee as long as they can be fair and impartial and will not be a candidate for the position. Members can help on all the process pieces.

A: Because the selection of the manager is uniquely the responsibility of the governing body, managers should be careful about influencing the selection of a candidate. To that end, they should avoid participating in the interview with the governing body as well as attending governing body sessions where decisions are made about finalists and the final candidate.

Q: We had a great experience with a technology firm when we built a new public safety facility. The firm wants a testimonial from me. Is that ok?

A: No. A testimonial is a blanket endorsement of the firm's competencies regardless of the circumstances. Alternatively, you could choose to serve as a reference for the firm or write a letter of

recommendation when they are bidding on a project. But you should be clear in doing so that your words and/or picture may not be used in such marketing efforts as appearing on the company's website, twitter feed, or in a brochure.

Q: One of my county commissioners is a partner in a law firm that specializes in elder law. I have some fairly complicated issues to resolve on behalf of my elderly parents. Can I hire him for this case?

A: The ICMA Code of Ethics doesn't prohibit city or county managers from doing personal business with their bosses. That said, it's generally a good idea to avoid doing so if you have other viable options. You need to build good working relationships individually and collectively. Doing business with them or socializing too much can make it harder to maintain the working relationship. And other elected officials might view you as too closely connected or even aligned with one individual or a faction.

Q: I have been asked to endorse a candidate for a nonpartisan, municipal judicial seat in the state where I formerly worked. Since there is no link between this position and the community I currently serve, is this ok?

A: No. The principle outlined in Tenet 7 is that members working in local government should "Refrain from all political activities which undermine public confidence in professional administrators." Prohibited activities, as outlined in the

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ETHICS, CONTINUED FROM PAGE 3

guidelines to the tenets, include endorsing candidates, signing petitions, making campaign contributions, and supporting the candidacy of individuals running for any city, county, special district, school, or state or federal offices.

Q: As the city's lead on economic development, I leverage all the relationships in the community that I can to be well connected and in tune. The rotary, of which I am a member, is sponsoring a forum for

candidates for city council. I would like to attend just to hear the issues. Is this political activity okay?

A: Yes, it is okay to attend campaign debates as they are open forums intended to provide voter's with details about candidates in order to make an informed decision. That's in contrast to a campaign event sponsored by a candidate or the party for the sole purpose of promoting one candidate. You should talk this over with the

city manager. And then be prepared for what you will say if someone calls upon you in the audience to respond to either a candidate or a question!

Martha Perego
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CARL DEAN, CONTINUED FROM PAGE 1

would concur. But Dean was also a funny, good-natured mentor to many managers across the state. His wit was notorious.

Sears noted that Dean even cracked a joke into the microphone at the beginning of the tournament.

"He said, 'Just make sure Mayor Sears doesn't fill out the score card before he plays.' And I said, 'Carl, I've already got it filled out.'"

Humor aside, Dean, a widower who was devoted to his daughter, was a professional who it was said built a second home at town hall.

"We're at a loss," Holly

Springs Councilman Tim Stack said. "This came out of the blue."

"I've known Carl since 1986," Assistant Town Manager Charles Simmons told the *Holly Springs Sun*. "I had the highest degree of respect for him from a professional standpoint. More important, he was a close friend."

Dean was born October 30, 1956 in Wilson but went to Sanderson High School in Raleigh. He was a graduate of Appalachian State University. In addition to his days in Dunn and Holly Springs, Dean had worked as assistant county manager in Burke County as well as town manager in Clarksville, Virginia.

He was preceded in death by his wife, Bess Baptist Dean; and father, Grover Hillman Dean.

Dean is survived by his daughter, Jamie Rose Dean of the home; mother, Nell Taylor Beaman of Raleigh; sister, Jane Dean Tracy and husband, Bill of Grayslake, IL; and niece, Brooke Marie Tracy of Grayslake, IL.

Memorials may be made to the Jamie Rose Dean Scholarship Fund, c/o the State Employee's Credit Union.

Sears told the media that the golf tournament will next year be called the First Annual Carl Dean Memorial Tournament.