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Announcing the New APWA-NC Public Works Institute Leadership Program

The Public Works Institute (PWI) is a structured, chapter-wide leadership development course designed for first-line supervisors, aspiring leaders, and mid-career public works professionals across North Carolina. The PWI consists of four modules, each spanning three days over the course of the fiscal year. The comprehensive curriculum covers supervisory techniques, communication skills, government fundamentals, asset management, and public works operations. A final capstone project will culminate the program, providing students with the opportunity to showcase the practical knowledge they have acquired.

Recognizing that North Carolina lacked the type of legacy PWI program found in other state chapters, APWA-NC committed to establishing its own institute. Our mission is to promote and encourage professional advancement through education and training specifically tailored to public works supervisors and managers. The program is carefully structured to help participants achieve their professional goals while enhancing their operational efficiency on the job. Additionally, the course offers valuable networking opportunities, connecting students with public works officials throughout the state whom they can call upon for long-term regional support.

To accommodate participants across the state, the venue will rotate with each module. The program begins in Hickory with Module 1 on September 23–25, 2026. Module 2 will take place on November 4–6, 2026, in Greensboro. Module 3 will follow in Raleigh on February 10–12, 2027, and the program will conclude with Module 4 on March 17–19, 2027, at a Downeast location.

The PWI is open to current or emerging public works supervisors, managers, and aspiring leaders. Candidates must be full-time employees within a public works-related discipline and must secure formal employer endorsement to ensure full participation. Admission is competitive and limited to a class of 30 students. The application period opens on June 8, 2026, with submissions due by July 10, 2026. Selected applicants are expected to attend all four modules in their entirety, actively participate in discussions, complete the capstone project, and represent APWA-NC and the public works profession with the utmost professionalism. Selection criteria will prioritize leadership potential, professional experience, commitment to the program, and geographical and organizational diversity. Tuition assistance and scholarships may be available for qualified students demonstrating financial need.

We are excited to bring this new program to light and look forward to your interest!

- Caroline Kone

2026 APWA-NC Chapter Director, PWI Committee Chair

UPCOMING EVENTS

Leadership and Management Division Conference

July 22 – July 24, 2026

The Leadership and Management Division Conference will be held in Winston-Salem at the Winston-Salem Marriott July 22 – July 24, 2026. A dynamic lineup of informative, practical, and engaging sessions awaits—each designed to strengthen your skills as a public works leader—along with valuable opportunities to connect and network with peers from across the state. Join us for an inspiring keynote from Pete Smith as he explores how to build stronger teams, lead them effectively, and maximize how they collaborate.

[Attendee Registration](#)

[Partner Registration](#)

Solid Waste Division Conference

July 27 – July 29, 2026

The Solid Waste Division Conference is a captivating two-and-a-half day event held in Cherokee July 27 – July 29, 2026. This conference is a rich source of insights into the latest trends in solid waste management, updates from the North Carolina Department of Environmental Quality (NC DEQ) on upcoming legislation and regulatory changes, and abundant networking opportunities with fellow solid waste professionals during social events and leisure activities.

[Attendee Registration](#)

[Partner Registration](#)

Sustainable Fleet Technology Conference & Expo

August 25 – August 27, 2026

The Sustainable Fleet Technology Conference & Expo will be held at the Durham Convention Center in Durham, NC. This conference brings together leading fleets and technology providers to showcase the latest and greatest transportation technologies, fuels and trends. The conference includes a strong focus on data driven decisions and tools. The expo and conference sessions are a source of on-the-ground experiences for increasing fleet efficiency and resiliency, while reducing emissions and costs.

[Attendee Registration](#)

APWA National Public Works Expo

August 30 – September 2, 2026

PWX will be held in Houston, TX. PWX provides a first-class multi-modal learning experience designed for professionals at all levels and across the entire spectrum of public works. Come prepared to see, hear, touch, and discuss in a variety of traditional and interactive sessions, seminars, workshops, and networking opportunities. Attendees can also spend time on North America's largest exhibit floor for public works equipment and services—we've carved out generous portions of non-compete time, so you don't miss any sessions. Kick tires, talk about technology, or get the scoop on new products.

[Attendee Registration](#)

Stormwater Management Division Conference

September 13 – September 15, 2026

The Stormwater Management Division Conference will be held in Winston-Salem September 13 – September 15 , 2026. More information will be available at a later date.

Combined Equipment Services and Streets Division Conference

October 28 – October 30, 2026

The Combined Equipment Services and Streets Division Conference will be held in Cherokee October 28 – October 30, 2026. More information will be available at a later date.

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IN THE SPOTLIGHT

SOLID WASTE DIVISION

The Solid Waste Division is dedicated to enhancing expertise and advocating best management practices for solid waste management in North Carolina. Their mission is realized through a dynamic platform that facilitates networking and their flagship event, the annual Solid Waste Conference.

The Solid Waste Division's commitment is to deliver professional development opportunities that are not only informative and relevant but also enjoyable. They strive to create an atmosphere conducive to productive networking, ensuring their members benefit from a comprehensive experience.

The highlight of their efforts is the annual Solid Waste Division Conference, a captivating two-and-a-half-day event held July 27 through July 29 this year. This conference is a rich source of insights into the latest trends in solid waste management, updates from the North Carolina Department of Environmental Quality (NC DEQ) on upcoming legislation and regulatory changes, and abundant networking opportunities with fellow solid waste professionals during social events and leisure activities.

At its core, the Solid Waste Division is committed to providing significant value to the members of APWA within the dynamic landscape of solid waste and recycling.



Griffin Hatchell

Solid Waste Division President

Director of Solid Waste and Recycling, *City of Greensboro*

Why is Public Works important to you?

Public Works is important to me because it combines strong teamwork with meaningful service to the community. I value the camaraderie within public works and the shared commitment to supporting one another while working toward a common goal. I also find fulfillment in the customer service aspect of the work—helping residents, providing solutions, and ensuring their needs are addressed with professionalism and care. Knowing that our efforts directly improve the quality of life for the community makes the work both rewarding and impactful.

What is your favorite APWA event to attend and why?

My favorite APWA Solid Waste Conference event to attend is the APWA Solid Waste Conference. It feels like a family reunion each year, providing a great opportunity to reconnect and catch up with colleagues and friends across the industry. At the same time, it offers a valuable space to learn about innovative changes, share new ideas, and collaborate on ways to continue improving the solid waste and public works profession.

What is your favorite APWA memory?

My favorite APWA memory is when a member of our City of Greensboro staff, Paul Jacobs, won the 2023 Herman Drake Award. Seeing how ecstatic and honored he was in that moment made it incredibly meaningful to witness. Paul was not only a wonderful co-worker, but also a true friend and an exceptional person who positively impacted those around him. Since he is no longer with us, that memory has become especially treasured to me and remains a keepsake I will always carry with me.

YOUNG PROFESSIONALS COMMITTEE

The Young Professionals (YP) group of the American Public Works Association – North Carolina Chapter (APWA-NC) is a vibrant network of emerging leaders dedicated to strengthening our communities and the public works industry across the state. Whether you're new to North Carolina, just starting your career in public works, or already building your professional path, our YPs are here to help you connect, grow, and thrive.

Young professionals are truly the lifeblood of APWA-NC. With a strong history of developing rising leaders, our Chapter is committed to supporting young, emerging, and transitioning professionals by fostering meaningful relationships and leadership opportunities statewide.

Throughout the year, the YPs host a wide range of engaging events across North Carolina. From social gatherings like white water rafting trips, brewery meetups, and baseball games, to hands-on service events such as kayak clean-ups and food drives, there's something for everyone.

We also prioritize professional development. Our one-year mentorship program pairs young professionals with experienced leaders in APWA-NC, creating mutually beneficial relationships that encourage skill-building, knowledge-sharing, and lasting connections.

The YP Committee supports APWA-NC's mission by promoting:

- Career guidance and leadership development
- Networking and fellowship opportunities
- Volunteer and community service events
- Training and professional resources
- Regional involvement and mentorship at all levels

Together, we're building a strong future for public works in North Carolina.

Getting involved is easy—and we'd love to have you join us! The YPs hold monthly meetings to coordinate events, share announcements, and stay connected throughout the year.

To learn more or get started, reach out to:

- **Brie Saur:** saur@mcadamsco.com
- **Marissa Houston:** mhouston@moorevillenc.gov

You can also stay up to date by visiting the "News" section of the APWA-NC website or checking out the bimonthly APWA-NC newsletter.



Brie Saur

Young Professionals Committee Co-Chair

Project Engineer – *McAdams*

What is/was your APWA journey?

I was introduced to APWA a few years ago when my supervisor sent me to the State Chapter Conference in Durham. I didn't know many people going into it, and it was my first conference I attended so I was quite nervous for it. However, at that conference I was introduced to so many kind people which has snowballed into my involvement now. I think the best thing I did as a young professional then was allow myself to be open to opportunities that presented themselves and taking them when they aligned with my goals for career growth and network building. I said yes to almost everything and it gave me multiple perspectives into the group as well as created a strong foundation of APWA members who I get to see now and catch up with at conferences and social events.

What is your favorite APWA event to attend and why?

My favorite event to attend is the Young Professionals big summer event every year! It's a great way for all the young professionals to get together to network, catch up, and make new connections. At these events, you can feel the effort and energy that APWA puts into their YPs which enhances the already strong sense of community within the group.

What is your favorite APWA memory?

My favorite APWA memory I have is the reaction that I received from other APWA members after I gave a presentation at LMD in 2025. This was my first presentation in front of a large audience at a conference and to say I was nervous is an understatement. It was a quick 15-minute presentation for the Young Professionals Lightning Talks series and I presented on how to recognize talent in young professionals and create opportunities for them to thrive. My voice was shaky, my mouth went dry, and I could feel my face turning red once I started my presentation but I got through the whole thing and made my way back to my seat. While I was proud of myself for going up and presenting, I knew I could have done better. However, the positive reaction and support I received after that from members that I both knew and that I had never met or spoken to before was overwhelming. They were all incredibly supportive and went out of their way to mention it to me. I don't think I'll ever forget the sense of community support I felt that day.



Marissa Houston

Young Professionals Committee Co-Chair

Deputy Water Resources Director – *Town of Mooresville*

Why is public works important to you?

Public works is important to me because it's one of those fields that touches nearly every aspect of a community, even if most people never think about it. Whether it's sanitation services, stormwater, roads, or other infrastructure, what we do has a direct impact on people's quality of life. I enjoy knowing that the work we do every day helps keep our communities functioning, supports growth, and solves real problems for residents.

How has APW impacted your career and/or life?

APWA has helped me build relationships with professionals from all over the state and region who are dealing with many of the same challenges we face in Mooresville. Some of the most valuable things I've gained haven't come from presentations or manuals, but from being able to pick up the phone and call someone who has already been through a similar situation. It has also given me opportunities to step into leadership roles, expand my perspective beyond my own organization, and continue growing professionally.

Any words of advice for people who are hesitant about getting involved in APWA beyond just a membership?

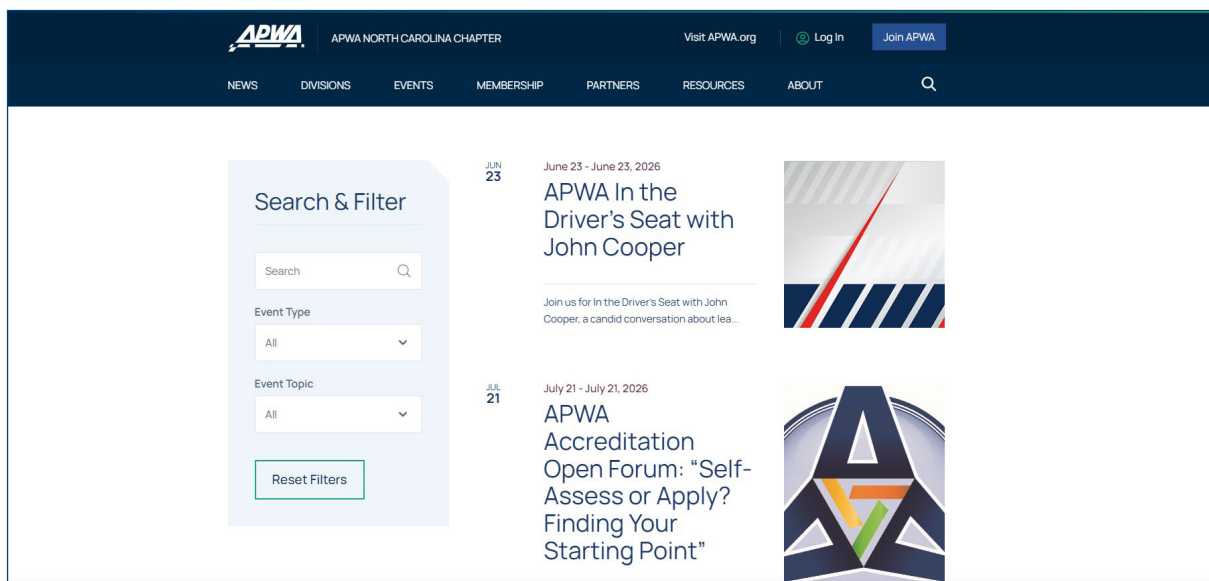
Just jump in. I think a lot of people assume they need years of experience or a certain title before they can contribute, but that really isn't the case. Some of the best connections and opportunities I've had through APWA came from simply volunteering for a committee or showing up to an event. The organization is full of people who are willing to share their knowledge and help others succeed. The more you put into it, the more you'll get back out of it.

RESOURCE SPOTLIGHT

What's Happening in NC?

One of the best places to find out what's going on with not only the North Carolina Chapter, but also the National organization is northcarolina.apwa.org/event/. On the main landing page you will see not only our chapter's events but also virtual events from around the country. If you just want to see the upcoming events for our chapter, all you need to do is filter the Event Type to only Chapter Events and only events hosted by the NC chapter will show.

Of course, you can also find upcoming events in our Tuesday email InfoNow (email apwancadmin@ncsu.edu to subscribe) and on the News and Announcements page of our website as well, northcarolina.apwa.org/category/news-and-announcements/.



[Visit the News and Announcements Webpage](#)

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DIVISION NEWS

APWA-NC Equipment Services Division

Beyond the Numbers: How Driver Safety Scorecards Actually Improve Safety (Not Just Track It)

Submitted by APWA-NC Equipment Services Division

Government fleet vehicles are on the road, A LOT! Our jobs often have us on numerous job sites on a daily basis. Our fleet vehicles, with our logos on the doors, are seen by our citizens more than any other assets we have. Driver safety isn't just a priority – it's a non-negotiable factor impacting lives, operational costs, reputation, and compliance. Yet, simply telling drivers to "drive safely" rarely works. Enter the **Driver Safety Scorecard**: a powerful tool that, when implemented thoughtfully, transforms safety from a reactive checkbox into a proactive culture of continuous improvement. But get it wrong, and it becomes a source of resentment, gaming, or missed opportunities.

What a Driver Safety Scorecard Really Is (And isn't)

It's NOT:

- A punitive "gotcha" system designed to catch drivers making mistakes.
- A replacement for coaching, training, or open communication.
- A one-size-fits-all metric that ignores context (weather, traffic, vehicle type).
- Solely about assigning blame after an incident.

It IS:

- A **data-driven feedback mechanism** that provides objective, individualized insights into driving behavior.
- A **foundation for constructive coaching conversations** focused on improvement, not just punishment.
- A way to **identify systemic risks** (e.g., a particular route consistently shows high hard-braking events).
- A tool to **recognize and reinforce safe driving habits**, boosting morale and engagement.
- An objective basis for **fair incentive programs, targeted training, and resource allocation**.

Why Scorecards Work: The Psychology & The ROI

The effectiveness of a good scorecard hinges on two core principles:

1. **Objective Feedback Removes Guesswork:** Drivers often overestimate their own safety. Scorecards provide neutral data (from telematics, dashcams, or manual logs) showing specific behaviors (e.g., "You had 4 hard braking events last week on Route X, above your team average of 1.2"). This moves conversations from "I think you drive too fast" to "The data shows hard braking spikes here – let's figure out why together."
2. **Focus on Behavior, Not Just Outcomes:** Waiting for crashes or near-misses to act is too late. Scorecards track **leading indicators** (precursors to incidents): speeding, harsh acceleration/braking, cornering, phone use (if detected), seatbelt non-use, fatigue-related lane deviations. Improving these prevents the outcome.

The Tangible Benefits:

- **Reduced Crashes & Near-Misses:** Consistent focus on safe behaviors directly lowers frequency and severity of incidents (studies show 20-50% reductions in risky behaviors with effective scorecard programs).

- **Lower Costs:** Fewer incidents mean lower repair costs, medical expenses, workers' comp claims, insurance premiums, downtime, and potential fines.
- **Improved Compliance:** Easier demonstration of due diligence for regulations (like FMCSA's CSA program in the US, or equivalent elsewhere) and internal policies.
- **Enhanced Driver Engagement & Retention:** When drivers see scorecards used fairly for development (not just punishment), they feel invested in their own safety and the company's commitment to them. Recognition for safe driving is a powerful motivator.
- **Operational Insights:** Aggregated, anonymized data reveals trends – are certain times of day, routes, or vehicle types higher risk? This informs scheduling, route planning, and maintenance.

Building a Scorecard That Works: Key Principles

A poorly designed scorecard breeds distrust. Follow these guidelines:

1. Start with Clear, Relevant Metrics (Leading Indicators):

- » **Prioritize:** Focus on 3-5 key behaviors most linked to your incident profile (e.g., speeding, harsh braking, seatbelt use, distracted driving alerts).
- » **Be Specific:** Define thresholds clearly (e.g., "Speeding: >5 mph over posted limit for >10 seconds").
- » **Context Matters (Where Possible):** Flag if harsh braking occurred in heavy rain vs. dry pavement (if telematics allows). Note: Over-complicating context can undermine objectivity; sometimes simplicity for individual feedback is better, with context explored in coaching.
- » **Avoid Vanity Metrics:** Don't just track miles driven without safety context.

2. Ensure Data Accuracy & Transparency:

- » Use reliable telematics or validated manual processes.
- » **Crucial:** Share exactly how scores are calculated with drivers. No black boxes. Explain what each metric means and why it matters for safety.

3. Make it Developmental, Not Just Punitive:

- » **The #1 Rule:** Scorecards should primarily feed *coaching conversations*, not automatic discipline.
- » **Train Supervisors:** Focus on understanding why a behavior happened (fatigue, pressure, lack of skill, external factor) and collaboratively creating an improvement plan. Use data as the starting point, not the endpoint.
- » Separate scorecard reviews from disciplinary meetings (though persistent, unaddressed high-risk behavior will eventually trigger policy).

4. Recognize & Reward the Positive:

- » Don't just highlight risks. Publicly (or privately, based on preference) recognize drivers with consistently high scores or significant improvement.
- » Tie scorecards (as one factor) to incentive programs, safety bonuses, preferred routes, or recognition awards – **but ensure the program feels fair and achievable.**

5. Keep it Simple & Actionable:

- » Drivers should understand their scorecard at a glance. Avoid overwhelming them with 20 metrics.
- » Provide clear, specific next steps: "Your hard braking increased on downtown routes. Let's review your approach to intersections X, Y, Z together."
- » Update frequency should match the behavior (weekly or bi-weekly is common for leading indicators; monthly for broader trends).

6. Respect Privacy & Build Trust:

- » Be transparent about what data is collected and how it's used.

- » Focus scores on driving behavior, not personal life (unless directly related to safety, like verified fatigue signs from telematics, handled with extreme care and policy).
- » Consider starting with team/department aggregates before individual scores to build familiarity with the process.

Common Pitfalls to Avoid

- **The "Blame Game" Trap:** Using scorecards solely to penalize after incidents destroys trust and encourages hiding mistakes or gaming the system.
- **Ignoring Context Completely:** Penalizing a driver for hard braking to avoid a child running into the street is counterproductive and unjust. Coaching must explore the reason.
- **Overwhelming with Data:** Too many metrics = confusion and paralysis. Focus on what drives safety improvement for your operation.
- **Lack of Supervisor Training:** If managers don't know how to have a constructive conversation using the scorecard, the tool fails. Training is non-negotiable.
- **Static & Unchanging:** Safety risks evolve. Review and update your scorecard metrics quarterly or biannually based on incident data and driver feedback.
- **Treating it as HR's Problem Alone:** Safety is a line responsibility. Supervisors and operations managers must own the coaching process.

The Bottom Line: It's About Culture, Not Just Columns

A Driver Safety Scorecard is merely a tool. Its true value emerges when it's embedded in a broader safety culture built on **trust, respect, and a genuine commitment to learning**. When drivers see that the scorecard helps them go home safely every shift, reduces stress from incidents, and is used fairly to support their growth—it stops feeling like surveillance and starts feeling like an investment in them.

Start Small: Pick 1-2 critical behaviors, ensure data is solid, train supervisors on coaching, communicate transparently, and focus relentlessly on improvement over punishment. Measure success not just by fewer incident reports, but by drivers voluntarily engaging with the safety process, suggesting improvements, and taking pride in their safety record. That's when you know your scorecard is working—not just tracking safety, but actively making it safer for everyone on the road.

COMMITTEE NEWS

Celebrating National Public Works Week

A HUGE thank you to all the communities across the State that took time to celebrate National Public Works Week. Your efforts to recognize and honor the essential work of our public works professionals mean so much. Public Works truly is the backbone of our communities—keeping us safe, connected, and thriving every day.

These celebrations not only uplift the dedicated individuals behind the scenes but also raise awareness about the critical services they provide. From street maintenance to solid waste, water resources to emergency response, public works touches every part of our daily lives.

Thank you for helping shine a light on their work and for continuing to broaden the visibility and appreciation for this vital profession.

National Public Works Week Proclamations

- » State of North Carolina
- » City of Archdale
- » City of Burlington
- » Town of Carrboro
- » City of Charlotte
- » Village of Clemmons
- » City of Durham
- » City of Elizabeth City
- » Town of Fuquay-Varina
- » Town of Garner
- » City of Hendersonville
- » City of Hickory
- » Town of Huntersville
- » Town of Indian Trail
- » City of Mebane
- » Town of Newport
- » City of Salisbury
- » Town of Wendell



Salisbury



Indian Trail, Stallings, Mint Hill, and Matthews



Wendell



Hickory



Indian Trail, Stallings, Mint Hill, and Matthews



Indian Trail, Stallings, Mint Hill, and Matthews



Burlington



Burlington



Burlington



Burlington



Burlington



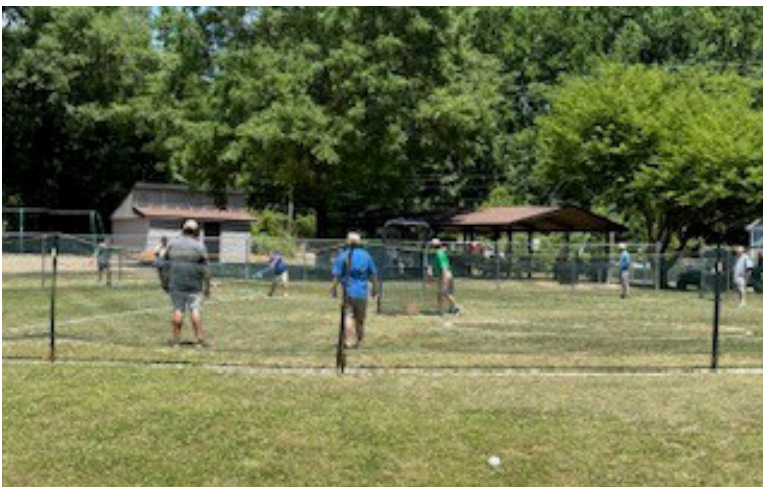
Burlington



Burlington



Burlington



Hickory



Garner



Archdale



Archdale

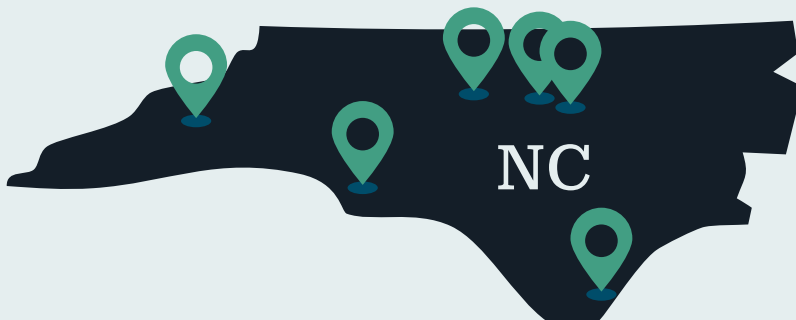


Scan to learn more about our on-going work across the State.



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YP SPLASH

Spotlight: Terrell Kinsey



Terrell Kinsey

YP Spotlight

Career Journey

Since my freshman year in college I always knew I wanted to be a civil engineer, but I didn't know what kind of engineer until my first internship with LBYD. Working in land development I knew immediately what I wanted and didn't want to explore any option other opportunities outside of land development. I graduated from Alabama A&M and joined ESP Associates, Inc. in January of 2024 where I began working. I am currently a civil designer. I work on access and sediment & erosion control projects for transmission lines within the Carolinas. I am passionate being an undercover superhero for the Carolinas as an engineer we are to minimize the negative impact on the planet as we continue to build and improve our power grid. As I continue my march into project management, Rami Herzallah, PE and Ashleigh Hales, PE continue to pour their knowledge.



Outside of Work

I got involved [in APWA] because I wanted to be around more engineers that want to excel in their careers as professionals as well as have a thirst for more knowledge.

Outside of work, my wife and I love to travel and eat, as we try to go to major cities and try new foods very often. I am also a football fanatic and travel for college games, NFL games and NFL drafts.

Follow Us At:   

CONGRATULATIONS

APWA-NC Congratulates Greensboro Solid Waste & Recycling on City Academy Award



The North Carolina Chapter of APWA proudly congratulates the City of Greensboro Solid Waste and Recycling Department on being recognized as the Favorite Learning Experience by participants in the Spring 2026 Greensboro City Academy.

This award highlights the department's outstanding ability to engage and educate residents through an interactive, hands-on approach that brings public works to life. By hosting participants at the White Street Landfill and creating an experience that combined learning with real-world demonstrations, complete with equipment interaction and creative recycling activities, the team provided a memorable and impactful look into the essential services that support the community every day.

Programs like City Academy play a vital role in building informed, engaged citizens, and Greensboro's Solid Waste and Recycling team exemplified how public works can lead that effort through innovation, enthusiasm, and a commitment to outreach.

This recognition reflects not only excellence in education and community engagement, but also the broader mission of public works: connecting people to the services that protect public health, enhance quality of life, and strengthen communities.

APWA-NC applauds the City of Greensboro for this well-deserved honor and for continuing to set the standard for meaningful public engagement in North Carolina.

CONGRATULATIONS

2026 APWA-NC Chapter Award Winners



APWA-NC Samuel A. Greeley Local Government Service Award: **Paul Wiebke**

The North Carolina Chapter of APWA proudly recognizes Paul Wiebke, PE, as a recipient of the Samuel A. Greeley Local Government Service Award, honoring more than 30 years of outstanding service to the City of Durham and the advancement of stormwater management across the state. Throughout his career, Paul demonstrated exceptional leadership, technical expertise, and a steadfast commitment to public service, guiding Durham’s stormwater program through key roles including Storm Water Quality Manager and Assistant Director of Public Works – Stormwater Division.

Paul’s contributions include the development and long-term stewardship of Durham’s stormwater utility rate model, enabling the program to remain financially sustainable without debt through FY2026. He played a pivotal role in advancing watershed planning, stream restoration, regulatory compliance, and innovative research initiatives, while also securing significant grant funding for major projects such as the South Ellerbe Stormwater Restoration effort. His leadership extended to emergency response, legislative engagement, and the mentoring of a high-performing team.

A dedicated professional and active APWA-NC participant, Paul has consistently shared his knowledge with peers and stakeholders while representing Durham with integrity and professionalism. His career embodies the innovation, leadership, and service excellence that define the Greeley Award, leaving a lasting impact on both his community and the stormwater profession statewide.



APWA-NC Samuel A. Greeley Local Government Service Award: **Steve Miller**

The North Carolina Chapter of APWA proudly recognizes Steve Miller of the City of Hickory as a recipient of the Samuel A. Greeley Local Government Service Award, honoring his lifelong dedication to public service and his unwavering support of public works.

With more than 32 years of service since joining the City of Hickory in August 1993, Steve has built a career defined by leadership, collaboration, and a deep commitment to strengthening the community he serves. Throughout his tenure, including roles as

Street Division Manager, Assistant Public Services Director, and Public Works Director, he has consistently championed sound infrastructure planning, operational excellence, and cross-department coordination.

Steve’s leadership is marked by integrity, strategic vision, and a strong focus on fiscal responsibility—ensuring that public resources are used effectively to enhance service delivery and community outcomes. His recent promotion to Assistant City Manager is a testament to the trust and respect he has earned, as well as his ability to advance citywide priorities while recognizing the critical role public works play in public health, safety, and quality of life.

A graduate of Appalachian State University, Steve has also made significant contributions to the profession beyond Hickory. As a past president of the APWA-NC Streets Division, he has supported the growth and development of peers across the state, while his role as liaison for the Kenworth neighborhood reflects his ongoing commitment to community engagement at the local level.

Steve credits APWA-NC as an important influence throughout his career, noting the value of the relationships and shared knowledge that have strengthened both his professional growth and the City of Hickory.

Steve Miller exemplifies the principles of the Greeley Award—dedication, ethical leadership, and a steadfast commitment to public service. His career stands as a model of excellence, and his contributions continue to positively shape both his community and the broader public works profession.



APWA-NC Robert W. “Bob” Hopson Leadership Award: **Adam McLamb**

The North Carolina Chapter of APWA proudly recognizes Adam McLamb as a recipient of the Robert W. “Bob” Hopson Leadership Award for his exceptional leadership, sustained commitment to public works, and lasting contributions to the profession. With more than two decades of service to the Town of Indian Trail, Adam has demonstrated a strong combination of technical expertise, administrative excellence, and community-focused leadership.

Throughout his career, Adam has progressed from municipal service roles to Town Manager, guiding Indian Trail through a period of remarkable growth while ensuring that infrastructure, staffing, and service delivery kept pace with community needs. As the

Town’s first Director of Public Services, he successfully unified multiple operational divisions into a cohesive department, significantly expanding capacity, improving efficiency, and elevating service quality.

Adam’s leadership is marked by sound financial stewardship and innovation, including the successful management of major capital programs and the administration of \$30 million in ARPA funding to support critical infrastructure, public safety, and community initiatives. He has also championed workforce development through initiatives like the STEP program, fostering employee growth, retention, and a culture of continuous improvement.

A dedicated APWA-NC leader, Adam has contributed extensively to the advancement of the profession through board service, conference planning, and mentorship. His commitment to sustainability, operational excellence, and community engagement reflects the core values of the Hopson Award and has made a lasting impact on both Indian Trail and the public works profession across North Carolina.



APWA-NC Jean L. Seals Chapter Service Award: **Missy Gearren**

The North Carolina Chapter of APWA is proud to recognize Missy Gearren with the Jean L. Seals Chapter Service Award in appreciation of her quiet but deeply meaningful contributions to the APWA-NC community. While often behind the scenes, Missy has been a constant and compassionate presence, supporting one of the chapter’s most dedicated leaders and strengthening the fabric of the organization through her genuine care for others.

Missy’s impact is felt at every conference and gathering, where her warmth, kindness, and engaging spirit help create a welcoming and inclusive environment. She has a remarkable ability to connect with people, remember personal details, and make individuals feel valued, qualities that embody the very essence of service and community.

Through her unwavering support, positivity, and authentic engagement, Missy has helped foster the sense of family that defines APWA-NC. Her contributions, though often unheralded, reflect the heart of this award, recognizing those who give selflessly of themselves to uplift others and strengthen the chapter.



APWA-NC H.W. Kueffner Award: **Matt Hammonds**

The North Carolina Chapter of APWA proudly recognizes Matt Hammonds as a recipient of the H.W. Kueffner Award for his outstanding dedication, leadership, and service to the City of Lexington. A U.S. Army veteran and longtime public servant, Matt has built an exemplary career marked by steady advancement, technical expertise, and an unwavering commitment to his community.

Beginning as a Service Worker and rising to Street Manager, Matt has demonstrated exceptional leadership in managing critical infrastructure operations, improving efficiency, and strengthening departmental performance. His innovative approach includes enhancing snow removal and street maintenance operations, developing standard operating procedures, and reorganizing teams to better align resources and deliver cost-effective services.

Matt's commitment to excellence is evident in both his professional and personal achievements, including earning a degree in construction management while working full-time and completing advanced technical training through the Road Scholar program. He fosters a culture of safety, accountability, and continuous improvement, while maintaining strong, trusted relationships with residents through clear and responsive communication.

His leadership was especially evident during a historic winter storm, where his tireless efforts and coordination ensured Lexington's streets were among the best maintained in the region despite unprecedented snowfall. Matt's integrity, work ethic, and dedication to public service exemplify the spirit of the H.W. Kueffner Award and make him highly deserving of this recognition.



APWA-NC Robert E. Linkner Private Sector Service Award: **Eddie Staley**

The North Carolina Chapter of APWA proudly recognizes Eddie Staley as a recipient of the Robert E. Linkner Private Sector Service Award for his exceptional career-long dedication to advancing public works through private-sector leadership. Eddie has made a lasting impact by helping communities across North Carolina and beyond address complex infrastructure challenges through innovation, technology, and strong partnerships.

Eddie is widely respected for his leadership in implementing GIS, asset management systems, and data-driven decision-making tools that have improved operational efficiency and strengthened long-term infrastructure planning. His contributions to statewide water and sewer mapping initiatives and innovative solutions such as route optimization and integrated asset management have delivered measurable benefits to public works agencies of all sizes.

A committed leader within APWA-NC, Eddie has served in numerous roles, including Chapter President and Technology Division President, and played a key role in establishing and growing the Technology Division. He is also a dedicated mentor and educator, known for translating complex technical concepts into practical solutions that empower public works professionals.

Eddie's career reflects the highest standards of professional excellence, service, and commitment to community success, exemplifying the values of the Robert E. Linkner Private Sector Service Award.



APWA-NC Robert L. (Bob) Seals Award: **Magda Holloway**

The North Carolina Chapter of APWA is proud to recognize Magda Holloway as the recipient of the Robert L. (Bob) Seals Award, honoring her exemplary service, leadership, and lasting contributions to the Chapter and the public works profession.

Magda has long been a dedicated and highly respected member of APWA-NC, consistently demonstrating a commitment to strengthening the organization and supporting its members. Through her active involvement, she has played an important role in advancing the Chapter's mission of promoting excellence in public works and fostering meaningful professional connections across North Carolina.

Known for her collaborative spirit and strong leadership, Magda has contributed her time and expertise through committee work, event support, Young Professional mentoring, and professional engagement, helping to ensure the success of Chapter initiatives and conferences. Her willingness to step up, support others, and lead by example has made a lasting impact on both new and seasoned members alike.

Beyond her direct contributions, Magda is recognized for her ability to build relationships and cultivate a welcoming, inclusive environment within APWA-NC. She brings professionalism, enthusiasm, and a genuine desire to serve, embodying the core values of the Robert L. Seals Award, dedication, integrity, and a deep commitment to the Chapter.

Magda Holloway's service reflects the very best of APWA-NC, and her contributions continue to strengthen the organization and the public works community across the state.

WELCOME NEW MEMBERS!

Welcome to these new members who took advantage of the chapter's first-time member's rate offered by APWA national when registering for the APWA-NC Facilities and Grounds Division Conference. The membership committee encourages our Chapter members to reach out to these new "family members" with a great big welcome.

NAME	TITLE	ORGANIZATION/COMPANY
Brian Ashman	Engineering Project Manager	Town of Harrisburg
Dana Bain	Engineering Inspector	City of Fayetteville
Chris Barger	Fleet Services Mechanic IV	City of Eden
John Bass	Civil Engineer I	City of Wilson
Gerard Brewer	Town Engineer and Public Works Director	Town of Highlands
Brittany Burke	Environmental Specialist II	City of High Point
Ivan Cabiness	General Supervisor of Solid Waste Division	City of Eden
Kyle Cooper	Capital Projects Manager	Town of Morrisville
Tammy Croom	Public Works Operations Coordinator	Town of Rolesville
Fonzie Flowers	Vice President	Builder Services of NC
Chris Fulk	Billing & Collections Manager	Stay Alert Safety Services Inc
Cyndi Fussell	Office Supervisor	City of Fayetteville
William Hammond		Crumpler Plastic Pipe
Staci Harris	Administrative Services Coordinator	City of Burlington
Eddie Henderson	Project and Facilities Coordinator	Town of Rolesville
Robert Hughes	Engineering Inspector	City of Fayetteville
Miranda Jackson	Environmental Specialist I	City of High Point
Matthew Jones	Fleet - Business Services Administrator	City of Durham
Scott Miles	Town Engineer	Town of Rolesville
Tyler Morgan	Environmental Specialist II	City of High Point
Chad Parker	Public Works Director	Jackson County
Kelsey Parpart	Strategist	Century West Engineering
Cal Pettiford	Engineering Inspector	City of Fayetteville
Isaac Poelman	Public Works Director	Town of Rolesville
Paris Reynosa	Environmental Specialist I	City of High Point
Jennifer Skuya	Engineering Project Manager	Town of Harrisburg
Mark Tucker	Maintenance Technician 3	Town of Morrisville
Ariel Walker	Assistant Project Manager	Colliers Engineering & Design FL
Kevin Watson	Stormwater Manager	Town of Zebulon
Matthew Wetherell	Public Works Director	Town of Morrisville

CHAPTER CONTACTS

APWA-NC 2026 OFFICERS

<p><i>President</i> Forrest Jones City of Garner fjones@garnernc.gov</p>	<p><i>President-Elect</i> Steve Lander Pavement Navigators slander@pavementnavigators.com</p>	<p><i>Vice President</i> Rick Sanderson City of Charlotte rick.sanderson@charlottenc.gov</p>
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<p><i>Past President</i> Chip Vanderzee Summit Design and Engineering Services sammy.vanderzee@summitde.com</p>	<p><i>Director '25-'26</i> Caroline Kone, PE City of Hickory ckone@hickorync.gov</p>	<p><i>Director '25-'26</i> Kevin Rogers City of High Point kevin.rogers@highpointnc.gov</p>
<p><i>Director '25-'26</i> Dennis Stanley Town of Cary dennis.stanley@townofcary.org</p>	<p><i>Director '26-'27</i> Michelle Podeszwa McAdams podeszwa@mcadamsco.com</p>	<p><i>Director '26-'27</i> Taylor Keith TELICS taylorkeith@telics.com</p>
<p><i>Council of Chapters, Delegate</i> James Martin, PE NC State University/ITRE (retired) jbm@ncsu.edu</p>	<p><i>Council of Chapters, Alternate</i> Gary Smith City of Burlington gsmith@burlingtonnc.gov</p>	

APWA-NC 2026 DIVISION PRESIDENTS

<p><i>Equipment Services</i> Neal Hall Town of Garner nhall@garnernc.gov</p>	<p><i>Facilities and Grounds</i> Steve Gearren Village of Clemmons sgearren@clemmons.org</p>	<p><i>Leadership & Management</i> Andrew Parker Bohler Engineering aparker@bohlereng.com</p>
<p><i>Solid Waste</i> Griffin Hatchell City of Greensboro Field Ops griffin.hatchell@greensboro-nc.gov</p>	<p><i>Stormwater</i> Rob Hopper Resource Environmental Solutions rhopper@res.us</p>	<p><i>Streets</i> Steve Robbins Town of Huntersville srobbins@huntersville.org</p>

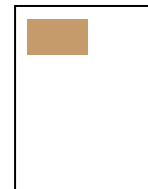
Advertise in the North Carolina Chapter News

As we look forward to 2026 APWA-NC encourages you to consider advertising with us in our quarterly digital newsletter. The support of our partners allows the Chapter to fulfill its mission of promoting professional excellence and public understanding through education, advocacy, and the exchange of knowledge.

By leveraging our subscriber list, you will be seen by over 1,200 industry professionals throughout the state.

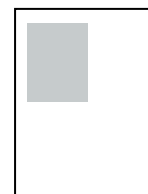
BRONZE \$500

- Full color business card ad in all 6 bi-monthly newsletters
- One (1) technical article submission per calendar year
- Logo & link to website included on Chapter Homepage & Newsletter Webpage
- Partner recognition at Annual Past Presidents' Dinner & Annual Meeting
- Partner recognition at registration tables at conferences



SILVER \$1,000

- All bronze benefits
- Upsize ad from business card to 1/4 page for all 6 bi-monthly newsletters
- Partner recognition at North Carolina Equipment Rodeo
- Partner recognition on PWX Equipment Rodeo T-Shirts



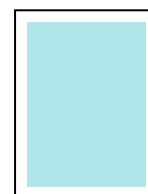
GOLD \$1,500

- All silver benefits
- Upsize ad from 1/4 page to 1/2 page for all 6 bi-monthly newsletters
- Additional technical article submission per year (2 per year)
- Sponsor a table at Annual Past Presidents' Dinner



PLATINUM \$2,000

- All gold benefits
- Upsize ad from 1/2 page to full page for all 6 bi-monthly newsletters
- Name & link to website included in weekly InfoNow emails
- Name & link to website included on monthly new member welcome emails
- Partner recognition at one (1) chapter event



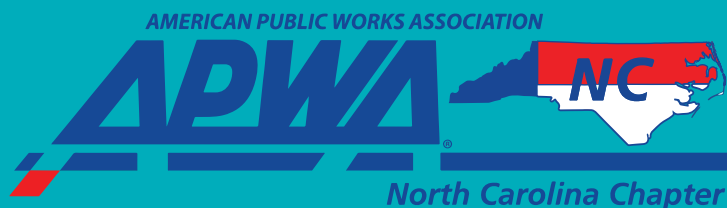
A LA CARTE OPTIONS

- Business Card Ad in 1 newsletter - \$50
- 1/4 Page ad in 1 newsletter - \$80
- 1/2 page ad in 1 newsletter - \$130
- Full page ad in 1 newsletter - \$200
- Sponsor a table at the Past President's Dinner - \$250

[Click Here
to Register
as a Partner!](#)

Contact Us:

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OUR MISSION

Engage the public works community and citizens through support, education, advocacy and outreach by creating opportunities for training, accountability, networking and growth for the benefit of all.

northcarolina.apwa.org

