



State of the County

Presented by

Chairman Michael D. Page

March 23, 2015

Video: Year in Review



STATE OF THE COUNTY

For more info:
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www.dconc.gov



Durham County Commissioners

2014 - 2015



Chairman

Michael D. Page



Vice Chair

Brenda Howerton



Commissioner

Fred Foster, Jr.



Commissioner

Wendy Jacobs



Commissioner

Ellen Reckhow



Making History



Vice Chair Brenda Howerton

- Elected as second vice president of the North Carolina Association of County Commissioners in the fall of 2014
- On track to become the first president of NCACC from Durham County

Shaping Policy



Commissioner Fred Foster

- Appointed Vice Chair of the National Association of Counties Human Services and Education Steering Committee
- Serves as 2nd VP of the TJCOG Board of Delegates

Ensuring Justice for All



Commissioner Ellen Reckhow

- North Carolina Association of County Commissioners board member
- Chairs the NCACC Environment Steering Committee
- Serves on the Justice and Public Safety and the General Government steering committees

Enhancing Leadership Capabilities



Commissioner Wendy Jacobs

- Graduated from Advanced Leadership Corps sponsored by the UNC School of Government, NCACC and the NC League of Municipalities

Taking County to the Next Level



County Manager Wendell Davis

- Returned to Durham County in April 2014
- Introduced Best Practice Management business tool called Managing for Results Model to enhance performance of the County's existing Strategic Plan



Welcoming New Leadership



Claudia Odom Hager

Hired in October 2014 as the new
Budget and Management Services
director





Financial Strength

Triple-A Bond Rating Reaffirmed



Financial
Management



Budget
Reserves



Substantial
Growth

Durham County Government continues to be financially well managed and maintains a **Triple A** rating tremendously beneficial to Durham County's tax payers.



Superior Financial Management



George Quick, Chief Financial Officer

Strong stewardship over financial operations driving financial strength for Durham County Government

Top-Notch Collection Rate



Kimberly Simpson, Tax Administrator

Aggressive collection efforts enabled Durham County to finish 2014 with a collection rate of 99.34%



2014 Tax Collections

Durham County Among Top 5 Counties in North Carolina

Buncombe

Durham

Wake

Mecklenburg

Guilford





Economic Development

Durham County and City of Durham create **Joint Economic Development Strategic Plan** "that will significantly enhance our ability to attract new business in our community. "



City Center

County Partners with City for Downtown Growth

- 25 story high rise
- Mixed-use building
- Retail
- Office Space
- Residential floors including 133 apartments



Photo Credit: NewStudio



Jack Tar Hotel Reno

County Partners with City for Downtown Growth

74 room hotel in walking distance
of the convention center





Argos Therapeutics

County Partners with City for Downtown Growth

- A Durham based biopharmaceutical company bringing 236 new jobs and saving 100 jobs
- Headquarters relocated to Durham bringing additional cancer and infectious diseases research to the City of Medicine



Next Generation of Leaders

Durham County Government
Leadership Academy developed in
alignment with the County's

Strategic Plan Goal 5:
**Accountable, efficient and Visionary
Government**



DURHAM COUNTY
**Leadership
Academy**

"You Can Lead from Anywhere"



Next Generation of Leaders

Goal of **The Leadership Academy**:

- Strengthen knowledge of leadership concepts
- Focus on employee development
- Promote self-discovery of leadership potential



 **DURHAM COUNTY**
Leadership
Academy
"You Can Lead from Anywhere"

Next Generation of Leaders

Academy's theme:

You Can Lead from Anywhere!



Next Generation of Leaders

- Fostering a sense of teamwork
- Big investment in participating employee's future



EXCELLENCE

A 3D-rendered compass rose is centered on a light beige background. The word "EXCELLENCE" is printed in a large, dark, serif font, arching over the top of the compass. The compass has a silver-colored metal base with a central pivot. A red arrow with a white outline is attached to the base and points towards the word "EXCELLENCE". The compass rose features eight main points and several smaller, secondary points, all rendered in a dark brown color.

Accomplishments
Achievements
& Highlights

Achievement Highlights

Durham County Public Health receives the Robert Wood Johnson Foundation **Culture of Health Award**

We Did it, Durham!
Durham, North Carolina Receives National Award from the Robert Wood Johnson Foundation

DURHAM COUNTY
RWJF Culture of Health Prize



Unwavering Commitment to Collaboration

Achievement Highlights



Gayle Harris, Public Health Director

- Led Durham County Department of Public Health in being honored for their commitment to health for all
- Robert Wood Johnson Foundation Culture of Health Award winning communities receive \$25,000 cash prize in recognition of their accomplishments

Achievement Highlights

RWJF Celebration and Take a Loved One to the Doctor Event





Achievement Highlights

Durham County Library hosts
“**Durham Reads Together**”
launched in fall 2014



Library

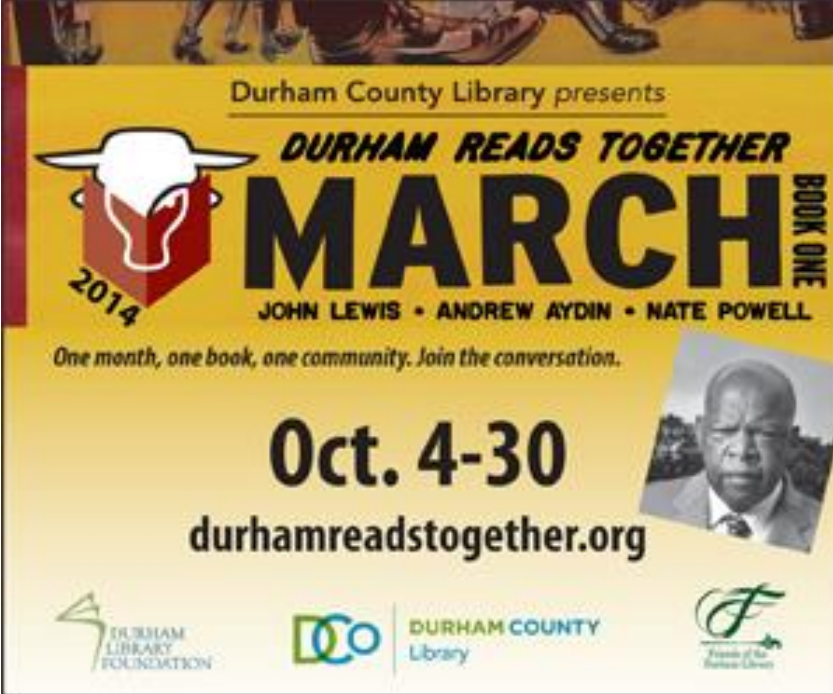


Achievement Highlights

Durham County Library hosts

March: Book One

author U.S. Representative
John Lewis during Durham
Reads Together Program



Durham County Library presents

DURHAM READS TOGETHER

MARCH BOOK ONE

2014

JOHN LEWIS • ANDREW AYDIN • NATE POWELL

One month, one book, one community. Join the conversation.

Oct. 4-30

durhamreadstogether.org

DURHAM COUNTY LIBRARY FOUNDATION

DURHAM COUNTY Library

Friends of the Durham Library

LOGO FOR THE DURHAM COUNTY LIBRARY FOUNDATION

LOGO FOR DURHAM COUNTY

LOGO FOR THE DURHAM COUNTY LIBRARY



Achievement Highlights

5 service members and one veteran take oath of citizenship at **2014 Veterans Services Day** led by Durham County Veterans Services



Photo Credit: Steven Paul Whitsitt Photography



Achievement Highlights

Durham County Criminal Justice Resource Program collaborates with Durham County District Court, Office of the Sheriff and the Durham Police Department for a new program called, **Misdemeanor Diversion Program** for 16 and 17 year old first-time offenders



Achievement Highlights



Mike Andrews, Sheriff

- Elected to new term
- the 2015 Outstanding Law Enforcement Executive of the Year Award
- Awarded for advocacy of mental health issues and properly training officers on handling the special population when interfacing with law enforcement

Achievement Highlights

Durham County Tax Administration received the **2014 Distinguished Jurisdiction Award** for implementation of an online tax appeals system increasing efficiency of resolving taxpayer appeals and access to information



Achievement Highlights

Increased productivity for collections

Durham is the first county in NC to utilize this suite of online applications



Achievement Highlights

Durham County Cooperative Extension's 4-H program partners to provide STEM programming for more than 600 Durham County students



Achievement Highlights

Cooperative Extension STEM programming funds and resources used to build 10-bed vegetable garden behind Lakeview Alternative School.



Achievement Highlights



The **Bionomic Educational Training Center** educates youth on best management practices to improve water quality

Achievement Highlights

Durham County Soil and Water Conservation District leads workforce development training for youth at **Southern School of Energy and Sustainability**



Soil & Water



Achievement Highlights

Durham County Emergency Medical Services collaborates with [City of Medicine Academy](#) for unique EMT course



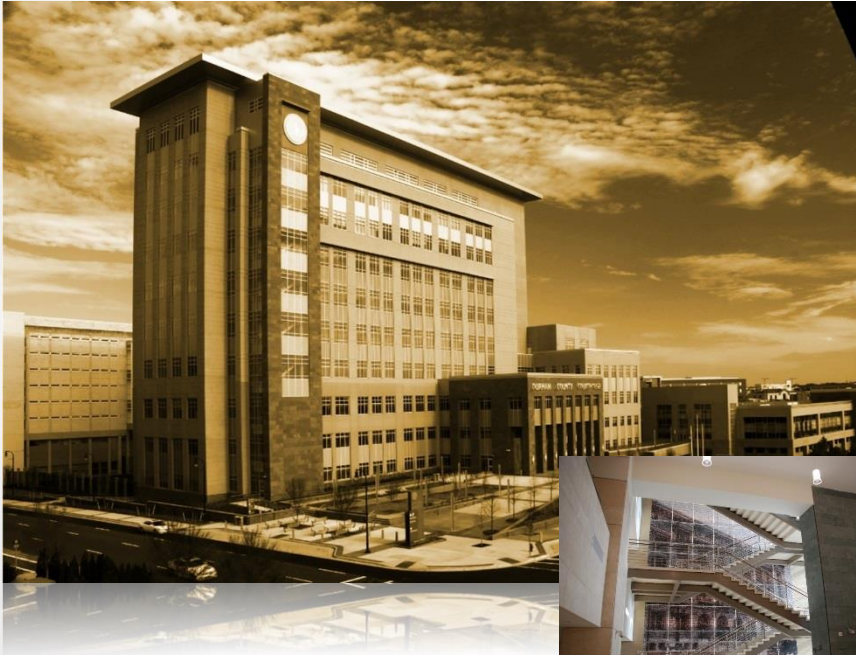
Achievement Highlights



Durham City and County partner for **Open Data** enabling businesses, nonprofits, journalists, universities and residents to access public data.



Achievement Highlights



Durham County Justice Center receives "Gold" level certification as a LEED Certified Building

Recent certification brings the total county of LEED certified buildings for Durham County to **eight**



Achievement Highlights



State Employees Credit Union **Cash Points Machine** installed at Courthouse parking lot offers convenience for employees and visitors

Achievement Highlights



Triangle Wastewater Treatment Plant
named **Collection System of the Year**

Accomplishments Achievements & Highlights





Answering the Challenge
My Brother's Keeper



My Brother's Keeper



Durham County makes the future success of young men of color a priority





My

BROTHER'S KEEPER

IDENT OF THE

My Brother's Keeper Durham

NOVEMBER 13, 2014

Durham County hosts its first
My Brother's Keeper Community
Summit Kickoff



Photo Credit: Steven Paul Whitsitt Photography



My Brother's Keeper Durham

NOVEMBER 13, 2014

Approximately 160 community leaders joined Durham County in promising to support My Brother's Keeper Durham and efforts to improve outcomes



Photo Credit: Steven Paul Whitsitt Photography



My Brother's Keeper

NOVEMBER 13, 2014

School Board Chair Heidi Carter and Mayor Bill Bell join Chairman Michael Page in pledge to collaborate efforts to support My Brother's Keeper : Durham initiative



Photo Credit: Steven Paul Whitsitt Photography



My Brother's Keeper

Photo Credit: Steven Paul Whitsitt Photography

Dr. Bryant Marks of Morehouse College is keynote speaker for MBK Durham kickoff event



A collage of promotional materials for the 'My Brother's Keeper' event. The top left features a circular logo with a handshake and the text 'MY Brother's KEEPER'. To its right is a dark brown sign that reads 'DURHAM, NORTH CAROLINA'S Response TO PRESIDENTIAL INITIATIVE: MY BROTHER'S KEEPER'. Below the handshake logo is a 'DURHAM COUNTY' logo with the 'DCCO NC' emblem and the year '1881'. Underneath that, it says 'Keynote Speaker: Dr. Bryant Marks'. The bottom left of the collage shows a silhouette of a bull. On the right side, there is a photo of a group of men in suits, including Barack Obama, with the text 'my BROTHER'S KEEPER'. Below the photo is a dark brown sign that reads 'COMMUNITY SUMMIT' and 'November 13, 2014 3:30 pm' at the 'Durham Human Services Building Auditorium'. At the bottom right, it lists 'The White House Administration & Durham County Government'.





The kickoff event included discussion of three critical issues.

Photo Credit:
Steven Paul Whitsitt



My Brother's Keeper Durham



My Brother's Keeper Durham creates four committees guided by eight co-chairs.



MBK Co-Chairs



Education

- Dr. Philip Graham
- Dr. Donna-Marie Winn

Court Involvement

- Judge Leon Stanback
- Rev. James Blake

Health

- Dr. Wizdom Powell
- Michael Scott

Job Training and Placement

- Farad Ali
- Roger Shackelford



My Brother's Keeper Durham



- Durham County hosts Youth Summit on January 24th
- 125+ Youth ages 11-21 attend



Photo Credit: Steven Paul Whitsitt Photography



MBK Durham Community Youth Summit



Photo Credit: Steven Paul Whitsitt Photography



MBK Durham Community Roundtable Summit



Photo Credit: Steven Paul Whitsitt Photography



My Brother's Keeper Durham

- MBK Durham hosts Community Roundtable with guest U.S. Secretary of Labor Thomas Perez on **February 11th**



Photo Credit: Steven Paul Whitsitt Photography



My Brother's Keeper Durham

- Discussion at the **MBK Durham Community Roundtable** focused on strategies and policies that the U.S. Department of Labor could implement to encourage employers to create opportunities for youth



My Brother's Keeper Durham

- Chairman Michael Page and County Manager Wendell Davis travel to the White House for the **My Brother's Keeper National Convening**
- Attendees were reminded that the goal of MBK is to "**widen the circle of opportunity**," according to Attorney General Eric Holder



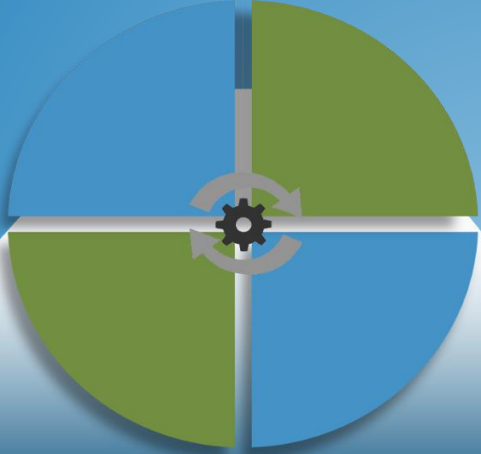
My Brother's Keeper Durham

"It will take our entire community toiling together in new ways, and with new partners, to ensure that our MBK goals are realized"



Photo Credit: Steven Paul Whitsitt

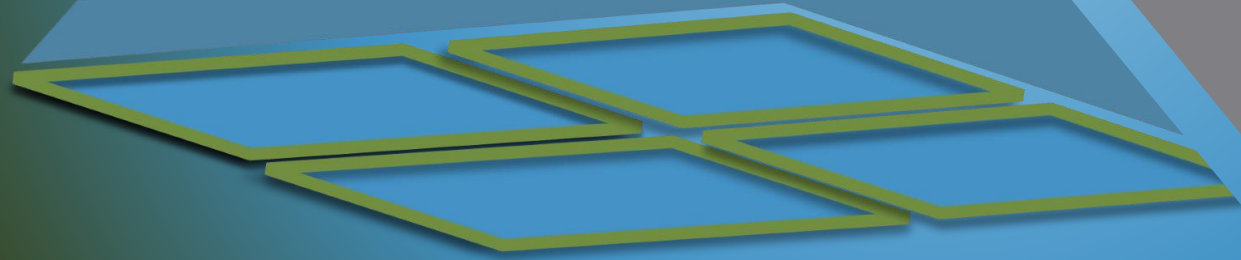




Managing for Results

by

County Manager: Wendell Davis



County Manager Introduces Best Practice Model

County Manager Wendell Davis offers **best practice management model** to enhance the county's existing Strategic Plan Model





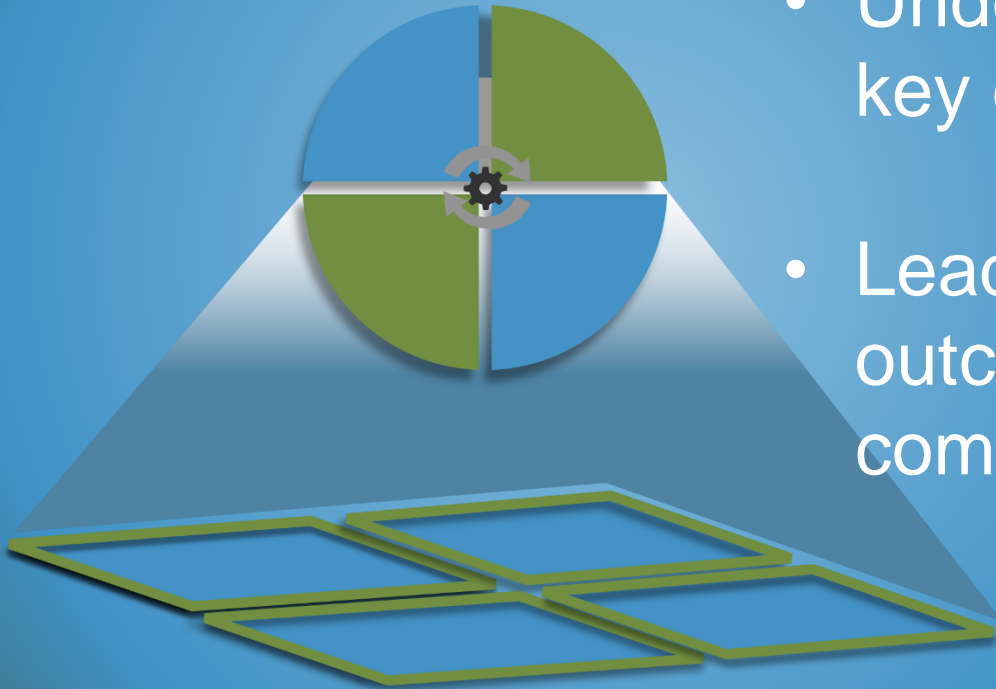
Managing for Results Model

Yielding data and trends over time, and to review programs and services objectively

- Produces data and trends needed over time
- Output will enable more effective use of tax dollars



Managing for Results Model



- Understanding key concepts
- Lead to better outcomes for our community



Managing for Results Model

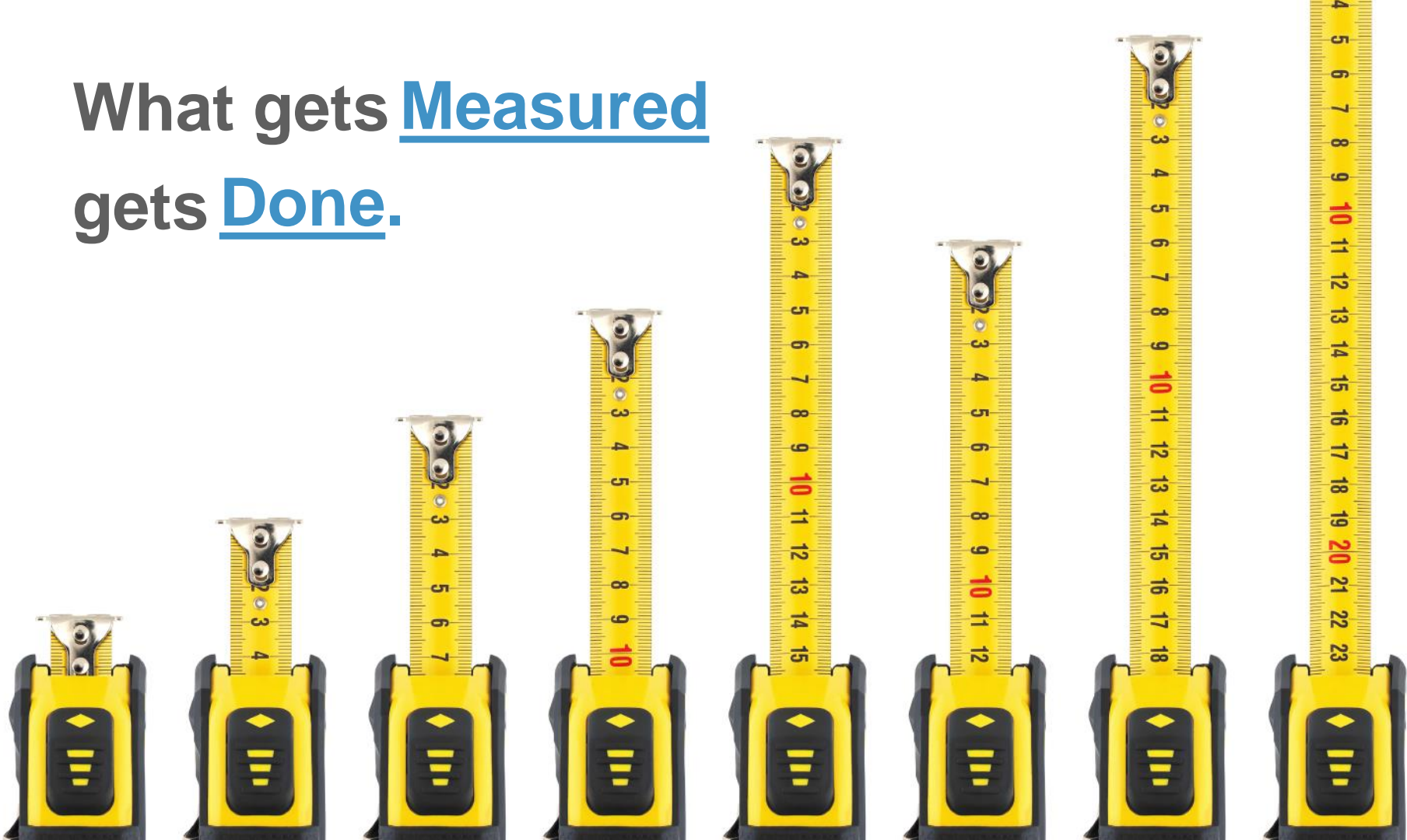
Yielding data and trends over time, and to review programs and services objectively

Four-part Performance Cycle

- Plan
- Budget
- Manage
- Evaluate and Learn



What gets Measured
gets Done.





All programming funded by the County will be monitored using performance measures.

Management of MFR

- The **Managing for Results Model** requires managers to be accountable for program performance objectives
- Employees have a line of sight to know how his/her performance contributes to organizational performance



Learning Labs and Workshops

County employees worked in **four separate areas** to develop a Managing for Results model specific to Durham County Government's areas of interest



Learning Labs and Workshops

Board supports proposal made by employees with tweak to **customer service area**

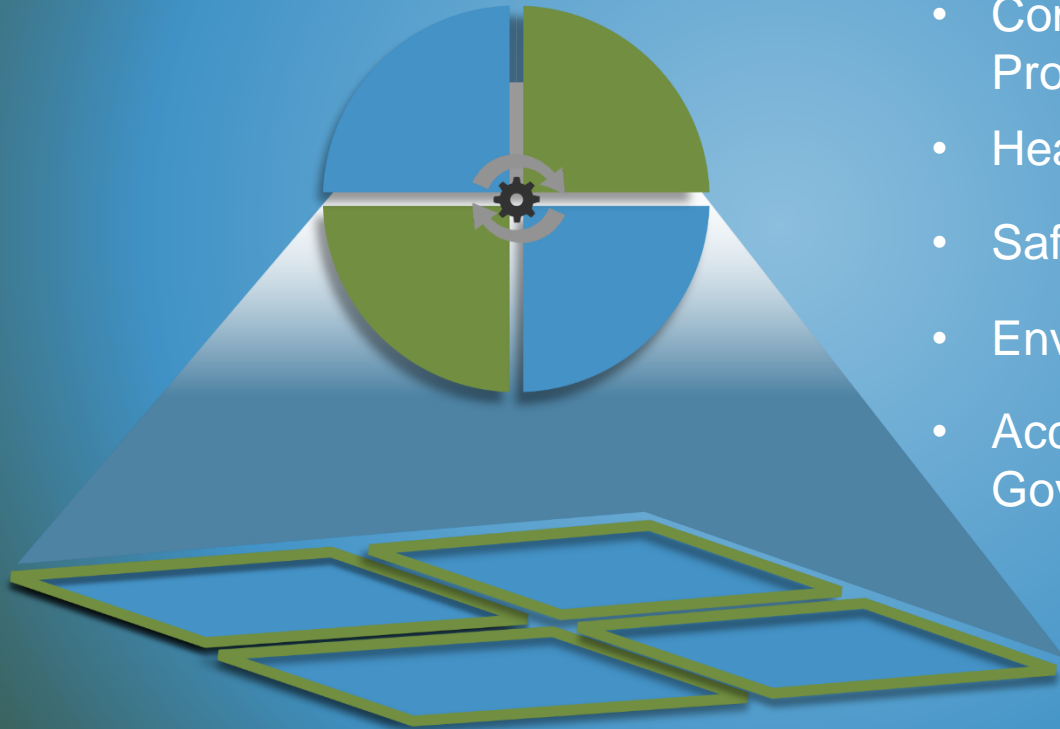


Learning Labs and Workshops

- Staff now working to **operationalize** the Durham County model
- Will rollout with **seven pilot** departments

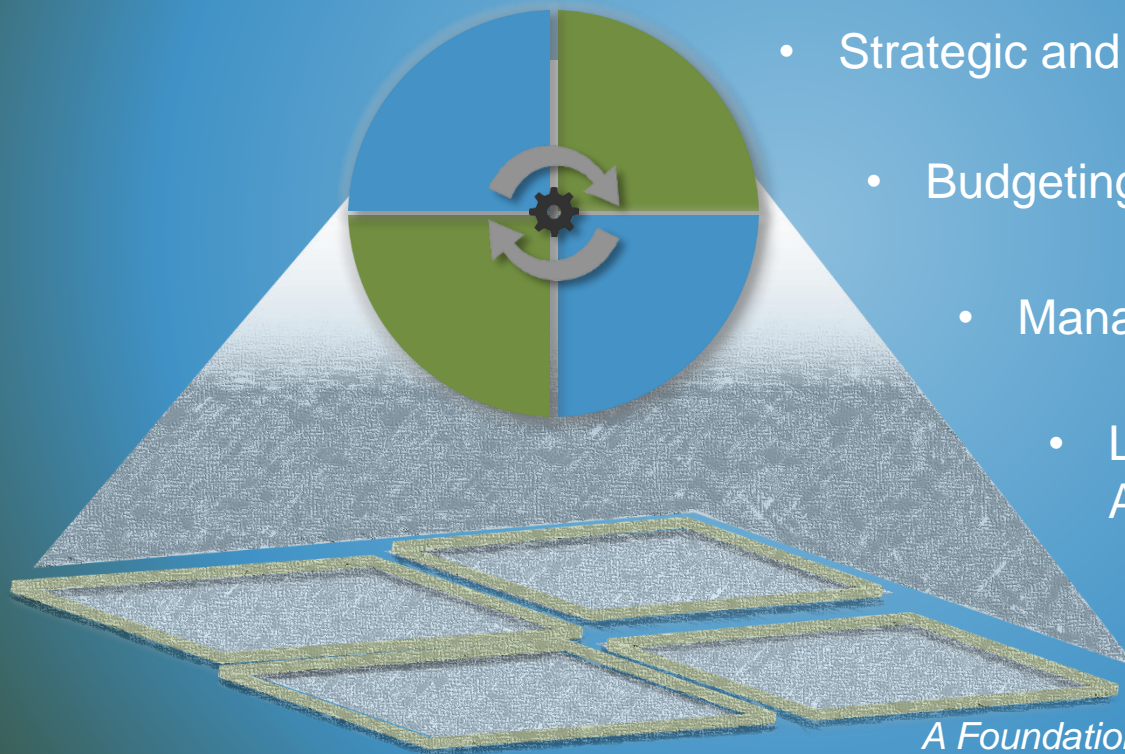


Managing for Results Model: Strategic Goals



- Community and Family Prosperity
- Health and Well Being for all
- Safe and Secure Community
- Environmental Stewardship
- Accountable and Visionary Government

Managing for Results Model: Main Components

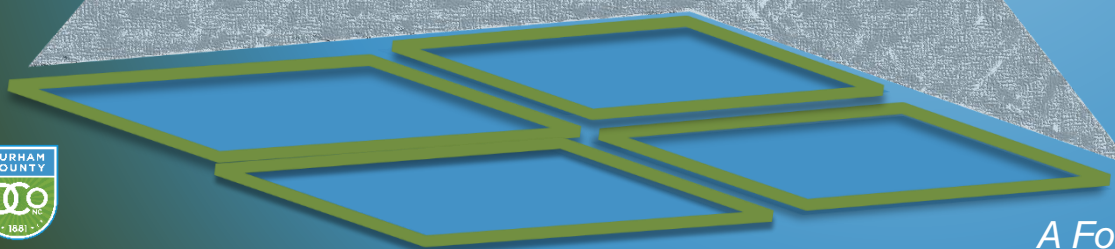
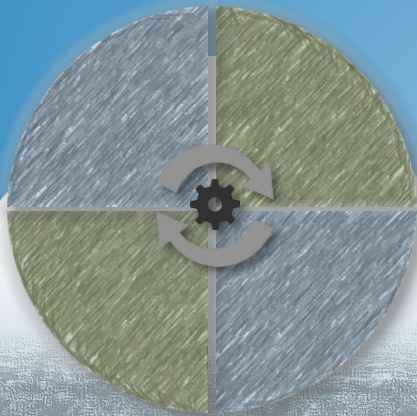


- Strategic and Operational Planning
- Budgeting for Results
- Managing Service Delivery
- Learning, Evaluation and Accountability

Managing for Results Model: Main Components



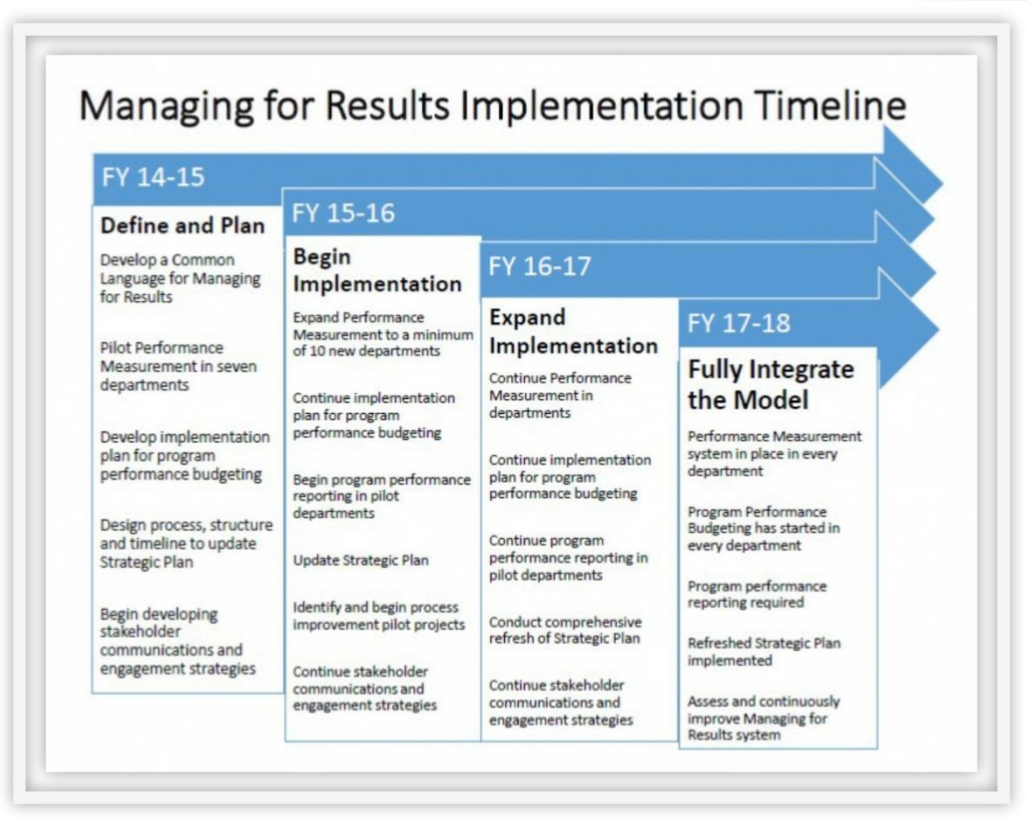
- Effective Communications and Stakeholder Engagement with Clear Roles
- Effective Partnerships and Collaboration that add value
- Results Focused Leadership and Governance
- Core Values and High-Performance Culture



A Foundation of Exceptional Customer Service

Managing for Results Timeline

- New model will be rolled out over several budget years
- County is maximizing its fiscal resources and demonstrating great stewardship of citizens' tax dollars





Managing for Results Timeline

“Greatness is not a function of circumstance. Greatness, it turns out is largely a matter of a conscious choice, and discipline.”

~ Jim Collins



DURHAM
COUNTY

DCO
NC

★ ★ ★ 1881 ★ ★ ★

State of the County Address
Durham County Government

Thank You!



Live. Grow. *Thrive.*