



## CATAWBA COUNTY

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### CATAWBA COUNTY NAMES NEW ASSISTANT COUNTY MANAGER

In 2004, when Mary Furtado was applying for the International City County Management Association (ICMA) Fellow program, designed by ICMA to generate interest in local government careers among master's program graduates, she was asked to list the governments she most wanted to work with as a member of that program.

She put Catawba County, North Carolina at the top of her list. But her information was not forwarded by ICMA to Catawba County and she entered the program in Sarasota County, Florida.

Furtado will soon begin working for Catawba County Government as an Assistant County Manager. A nine-year local government veteran with extensive experience in organizational structuring, strategic planning and policy, Furtado is currently serving as Executive Director of Strategic Operations in Sarasota County, Florida. She will begin her new duties with Catawba County on December 12, 2011.



As Assistant County Manager, Furtado will be part of the County's management team with County Manager Tom Lundy and Assistant County Manager Dewey Harris. Each member of the management team works on a day-to-day basis with specific County departments, under Lundy's direction. The entire team works closely with the Catawba County Board of Commissioners to carry out the goals and directives of the board. Furtado succeeds Lee Worsley, who left Catawba County in October to become Deputy County Manager in Durham County, North Carolina.

"We're very pleased to have Mary join the County's management team," Lundy said. "She emerged from 135 applicants after a rigorous interview process involving seven department heads, Dewey Harris and myself. She's smart, strategic, a hard worker and interested in building strong communities. She has had experience in technology, finance, budget, legislation and strategic planning. She brings a strong commitment to public service, has good county government experience and skills that will complement our current staff. We look forward to having Mary and her husband, Gage, as part of the Catawba County community."

"I've always loved what North Carolina has to offer in terms of quality of life and climate," Furtado said. "From a professional perspective, I was ready to take the next step in assuming a progressively more responsible position. I just had to find the right organization and community. Catawba County has a phenomenal national reputation as a well-managed and innovative organization focused on delivering quality outcomes to its citizens. When I read through the philosophy statements posted on the County's website, they really resonated with me - values statements like competent, accountable, responsive, least intrusive, compassionate, fair. During a recent visit for my interview, after getting a chance to meet several staff members, I got the sense that the public service ethic and the commitment to solid teamwork run deep and are more than just mottos or slogans. I thought, 'this place is too good to be true.'"

Furtado earned a Bachelor's Degree from Hamilton College in New York in 2000 with a dual concentration in philosophy and anthropology. In 2004, she earned a Masters Degree in Public Administration from Arizona State University. She also earned a Certificate in Non-Profit Leadership and Management. She was named a member of the Pi Alpha Alpha Honor Society for Public

Affairs and Administration and the Phi Kappa Phi Honor Society and Gamma Beta Phi Honor Society while attending Arizona State.

She served with the Charleston County, South Carolina School District beginning in 2001, first as a Site Supervisor and Recreation Instructor, then as a Grant Evaluator and Policy Researcher. She identified and managed grant opportunities, compiled and analyzed student achievement data needed for grant reports, developed a program policy manual for use by administrators at eight school sites, and created promotional and marketing publications.

Furtado began working for Sarasota County, Florida in 2004 with a year in the ICMA Fellow Program. She first worked as a Policy/Program Consultant for Sarasota County's Office of Fiscal Planning, which included economic and budget analysis. She evaluated proposed Florida legislation in terms of their potential policy, fiscal, and operational impact on the County. She worked with County departments to identify new or increased funding sources to ensure that service levels could be maintained even as traditional revenues declined and worked independently on special projects, as assigned.

She then worked as a Strategic Planner in Sarasota County's Public Works Department, coordinating strategic planning, from the development of a strategy through integration of that strategy in a budget, project execution, and outcome evaluation. She established goals and performance measures to monitor County progress towards those goals, and identified potential problems and ways to remove or work around those problems.

Furtado was named Sarasota County's Executive Director of Strategic Operations in January 2007. In that role, she has designed and put in place strategic plans for the County and its departments; worked to establish countywide goals and ways to measure progress toward goals; set priorities for the county's use of financial and staff resources; headed efforts to improve the County's business processes and departmental restructuring; managed Sarasota County's Geographic Information Services (GIS) department; and led the operations of the County's Executive team, managing a weekly agenda and coordinating follow-up actions.

Mary Furtado is a member of ICMA and has served on its Local Government Management Fellowship Advisory Board, Editorial Press Advisory Board and Emerging Leaders Development Program. She served on the Board of Directors of the Community Housing Trust of Sarasota County, which she helped to establish in 2005 to create permanently affordable housing opportunities for low and moderate income individuals and families.

"My early plans in Catawba County involve getting to know the community priorities and the employees throughout the organization," Furtado said. "I'll be listening a lot and learning how I can support them, with the primary goals of building solid relationships and determining how and where I can add the greatest value moving forward."

Furtado and her husband, Gage, whose family has roots in Gaston and Wilson Counties in North Carolina and who is a veterinarian, have two dogs and two cats. They both love the outdoors, especially hiking and kayaking, and she loves playing sports of almost any kind with soccer being a long-standing favorite. She enjoys reading and watching live musical performance in a variety of styles.