



An affiliate of the National Association of Counties

CERTIFIED PUBLIC OFFICIALS PROGRAM

Program Requirements & Workbook

NACRC
2501 Aerial Center Parkway
Suite 103
Morrisville, NC 27560

CERTIFIED PUBLIC OFFICIALS PROGRAM
Requirements & Workbook
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Welcome to the NACRC Professional Certification Program!

NACRC members have an excellent opportunity to earn professional credentials through the Certified Public Officials program. Recognizing the need to promote educational standards for the nation's professional administrators of county elections, court systems, land records and records managers, NACRC began offering this outstanding Professional Certification Program in 1987. In 1998, an additional job specific tier was added for Clerks to Boards and Commissions.

Each participant in the program must earn a total of 96 credits to obtain a CPO award. Of those credit hours, a total of 28 must be earned through participation in NACRC offered courses. The remaining credits can be earned by attending classes at a local college, seminars sponsored by your state association or other agencies, and through experiences in county service.

The Management tier of the CPO program is required for all job specific categories. Once the management tier has been completed, it can be used for certification in more than one job specific tier. Of the total 96 credit hours required for certification, 72 relate to the management portion, and 16 of those credits must be earned through NACRC sponsored sessions.

In each job specific category or tier, 24 course credits are required. A minimum of 12 course credits must be earned through NACRC sponsored courses, In addition, 10 attendance credit hours are required for certification in each job specific category, with 5 of those credits earned at NACRC sponsored sessions.

A fee of \$12.50 per credit hour is charged for NACRC seminars attended and used for course credits. No fee is charged for NACRC sessions used as attendance credits.

Many programs are offered at each NACo/NACRC conference. Designed and presented by recognized experts, these sessions offer members the opportunity to explore new methods and technologies in their respective fields, while earning credits for certification.

The Certification Workbook specifies the subjects applicable for certification credit in each tier. Although course work submitted must fit into these specific course titles for credit, actual titles of sessions may differ. As you earn credits, whether through NACRC or through local sessions, keep appropriate notes in your workbook. When you are ready to apply for your certification award, you must provide evidence that you participated in the seminars for which you are claiming credit.

How do I begin? Enroll!

To begin your participation in the CPO program, the "Professional Certification Program enrollment" form must be submitted, along with a fee of \$25 to cover administrative costs.

What's next?

You will earn "course" and "attendance" credits by attending NACo/NACRC Conferences, as well as by attending sessions provided by other organizations or institutes. Be sure to sign in at each seminar that you attend.

"Course" credits are seminar type programs where a particular subject is covered in depth. NACRC course credits are usually issued in two or four credit hour increments. For credits through courses sponsored by other organizations, the applicable credit hours will be based on the session's length.

"Attendance" credits are earned by participating in programs or meetings of at least one hour in length. They must cover subject matter generally related to the job specific area for which certification is sought. One credit is usually allowed for each program or meeting attended.

For credits earned through NACRC, you will receive from NACRC statements identifying the conference sessions you attended. Each statement will include information concerning subjects and certification credit hours available. You must select the sessions for which you wish to receive certification credit, and return the completed statement, along with a fee of \$12.50 per "course" credit hour requested. There is no fee for "attendance" credits. NACRC credit hour certificates will then be issued and mailed to you. It is your responsibility to retain these certificates as evidence of your participation in NACRC seminars. You will include these certificates as documentation when you apply for your *Certified Public Official* and/or recertification award.

To receive credits for sessions sponsored by other organizations, you must retain appropriate documentation as evidence that such sessions were attended. A receipt, certificate, or grade report are examples of such documentation. You must include such documentation when you apply for your *Certified Public Official* award.

Be sure to make appropriate notes in your workbook so that you can easily identify what credits you have earned and what categories are still needed.

I've earned the required credits – now what do I do?

When your records indicate you have completed all credit requirements, it's time to apply for your *Certified Public Official* award. Applications and supporting documentation must be submitted to the Professional Certification Committee by May 15, along with a \$20.00 evaluation fee. Certified Public Official awards are presented at the NACo/NACRC Annual Conference in mid-July of each year.

Evidence must be provided of participation at seminars for which you are claiming credit. For NACRC sessions, you will use the credit hour certificates issued to you. For seminars provided by other organizations or institutions, you must provide a course description, date and length of seminar, as well documentation such as a receipt, certificate or grade report that provides evidence of your attendance. Credit hours for non-NACRC courses will be based on the length of the session.

In certain categories of the Management tier, experience may be used as a substitute for credits required. In such cases, two credits are allowed for each five years of experience. Experience credits may be used only once. The name of the office held must be listed, along with the applicable dates. State Association Certification, an MPA or equivalent degree, or equivalent course work can also be substituted in certain areas of the Management tier. Appropriate documentation is always required.

The Professional Certification Committee will review your application and documentation. If all requirements have been fulfilled, you will be notified that you are now a nationally recognized *Certified Public Official!*

A credential you will be proud to hold!

Certified Public Official awards are presented at the NACo/NACRC Annual Conference, held in mid-July of each year. You will be proud to display on your office wall the beautiful NACRC plaque designating you as a nationally recognized *Certified Public Official!*

NACRC's Continuing Education Requirements:

Re-certification of the Public Official Awards is required every two years. A total of 12 credit hours must be earned under the job specific tier, with 6 of those credit hours received through NACRC sponsored sessions.

NACRC

Professional Certification Program Enrollment Form

(This form is to be completed by any NACRC member working towards Certification.)

Please enroll me in the NACRC Professional Certification Program. The one time Certification Registration Fee of \$25 is included.

I wish to seek Certification in the following job specific areas(s):

	Court Administration/Clerks to Board
	Election Administration
	Land Records
	Records Management

Note: The Management tier of the CPO program is required for all job specific categories. Once the management tier has been completed, it can be used for certification in more than one job specific tier.

I understand that a fee of \$12.50 per credit hour will be charged for NACRC sessions attended and used for certification course credit. No fee will be charged for sessions used as NACRC attendance credits.

NAME:
TITLE:
ADDRESS:
PHONE:
EMAIL:

Please forward this enrollment form to: NACRC, 2501 Aerial Center Parkway, Suite 103, Morrisville, NC 27560.

Additional ongoing information will be provided to you to assist you in the certification process.

Congratulations on your efforts to become a Certified Public Official!

NACRC Application for Certified Public Official Award

NAME
TITLE
ADDRESS
PHONE
EMAIL

I hereby request NACRC Certification in the _____ tier.

I have completed the credit hours required, including those required for the Management Tier. The credits earned are listed on the enclosed worksheet. Supporting documentation is enclosed.

I understand that it is my responsibility to provide the necessary information and evidence of participation for credit hours listed. Incomplete information may cause the application to be rejected or delayed. The \$20 non-refundable evaluation fee is enclosed.

Date_____ Signature_____

Note: Applications for NACRC Professional Certification must be submitted by May 15. Awards are presented at the Annual Conference in July.

Mail applications to NACRC, 2501 Aerial Center Parkway, Suite 103, Morrisville, NC 27560

NACRC Application for Re-Certification of Public Official Award

Re-certification is required every two years for NACRC Certified Public Officials.

A total of 12 credit hours must be earned under the job specific tier, with 6 of the credit hours received through NACRC sponsored sessions.

I hereby request NACRC Re-Certification in the _____ Tier. My CPO destination was awarded _____.

NAME
TITLE
ADDRESS
PHONE
EMAIL

I have completed the credit hours required, as listed on the attached. Supporting documentation is also enclosed.

Date _____ Signature _____

Note: Applications must be submitted by May 15. CPO awards are presented at the Annual Conference in July. Application and documentation should be mailed to:

NACRC, 2501 Aerial Center Parkway, Suite 103, Morrisville, NC 27560

NACRC PROFESSIONAL CERTIFICATION PROGRAM
Requirements Workbook

The following defines course and credit hour requirements. Although the course work submitted must fit into specific course titles for credit, actual titles of sessions may differ. When using a NACRC sponsored seminar, provide as documentation the certificate you received. When using a seminar offered through another organization or institution provide statement, invoice, certificate, grade report, or other documentation that provides evidence of your attendance and include course title or description, date and length of seminar. Credits are based on hours of attendance at seminar. For instance, a full day seminar would earn 8 credits; a 2 hour seminar would earn 2 credits.

NACRC Certification Management Tier

The management tier is required as part of NACRC Certification for any job specific tier. Your completed management tier can then be used for certification in more than one job specific tier. 72 credits are required in the Management tier, 16 of which must come from attending NACRC seminars. Substitution of years of experience can be used only once. When using years of experience, please provide position title and year began. When substituting an MPA or equivalent course work, please include appropriate documentation.

M – 1	Techniques of Management	Total of 16 Credit Hours Required		Sessions attended/credits earned
	a. Supervision	8 credits	** MPA/SAC/Yrs.	
	b. Communication	8 credits	** MPA	
	c. Leadership	8 credits	** MPA	
M – 2	Personnel System	Total of 16 Credit Hours Required		
	a. Performance analysis & appraisals	8 credits	** MPA/SAC	
	b. Collective Bargaining/ Contracting	8 credits	** MPA	
	c. Planning, training & development	8 credits	** MPA	
	d. Constitutional & legal issues	8 credits	** MPA	
M – 3	Organizational Issues	Total of 32 Credit Hours Required		
	a. Interaction/dynamics	8 credits		

	of groups			
	b. Professional Ethics	4 credits		
	c. Budgeting & internal controls	4 credits	** MPA/SAC/YRS	
	d. Finance & accounting	4 credits	** MPA/SAC/YRS	
	e. Borrowing & investments	4 credits		
	f. Records Management & Technology	8 credits		
	g. Liability & Security Issues in the Public Sector	4 credits		
M – 4	Intergovernmental Issues	Total of 8 Credit Hours Required		
	a. Administrative Law	4 credits	**YRS	
	b. Intergovernmental relations	4 credits	** MPA/SAC/YRS	
	c. Public & media relations	4 credits	** YRS	

* May be substituted for each other.

** As indicated for specific courses, a substitution for required credits can be obtained through an MPA (Masters in Public Administration) or equivalent course work, or SAC (State Association Certification), or YRS (2 credits for each 5 years of service. Years of Experience credits can be used only once.)

NACRC Professional Certification Program
Attendance Credits

10 Attendance Credit Hours are required for certification in any job specific category. Five of these attendance credits must come from NACRC sponsored seminars. List title or subject matter, location/sponsor of session and date. Sessions must have been during the past five years. (Verification may be requested.)

Certification Tier – _____

NACRC Sessions Attended

- 1.
- 2
- 3
- 4
- 5

Other Sessions Attended:

- 1
- 2
- 3
- 4
- 5

NACRC Professional Certification Program
 Job Specific Categories – Course Work Required

Course work submitted must fit into specific course titles for credit, although actual titles of sessions may differ.

NACRC Certification – Court Administration/Clerks to Boards

24 credits required – 12 must come from NACRC sponsored seminars.
 4 credits are allowable in each category.

		Sessions Attended/ Credits Earned
C – 1	Child Support Enforcement	
C – 2	Clerk/Court Accountability	
C-3	Jury Management	
C-4	New Technology for the Courts	
C-5	Records Management for the Courts	
C-6	Courthouse Security	
C-7	Juvenile Court Issues	
C-8	Collection of Costs & Fines	
C-9	Public Access to Information	

CB – 1	Calendaring and other administrative techniques	
	a. Publications	
CB – 2	Open Meetings Act	
CB – 3	Parliamentary Procedures	
CB – 4	Board relations	
CB – 5	Indexing	
CB – 6	Document Management	
CB – 7	Art of Taking Perfect Minutes	
	a. Professional Ethics	
	b. Use of technologies	
CB – 8	Public Access to Information	
CB – 9	General	
	a. Techniques for management	

	b. Protection of records, security	
	c. Disaster recovery	

10 Attendance Credits are also required. Five must come from NACRC sessions. Please list on the sheet provided for attendance credits.

NACRC Certification – Election Administration

24 credits required – 12 must come from NACRC sponsored seminars. 4 credits are allowable in each category with the exception of petition verification, which has 2 allowable credits.

		Sessions Attended/Credits Earned
E – 1	Pollworkers: Recruiting, Training & Maintenance	
E – 2	Challenged Elections	
E – 3	Voter Registration methods, education & outreach	
E – 4	Voting Equipment/ballot tabulation/security	
E – 5	Absentee voting/voting by mail	
E – 6	Campaign Finance	
E – 7	Precinct Lines/ Polling Places	
E – 8	Petition verification	
E – 9	Calendaring & other administrative techniques	
E – 10	Maintenance of Voter registration Polls/cancellations/alternatives	
E – 11	Federal Laws & regulations	
E – 12	Technologies/Records Retention	
E – 13	Public Access to Information	

10 Attendance credits are also required. 5 must come from NACRC seminars. Please list on the sheet provided for attendance.

NACRC Certification – Land Records

24 credits required – 12 must come from NACRC sponsored seminars. 4 credits are allowable in each category, except Maps/Plats and Criteria for Documents, each of which have 2 allowable credits.

		Sessions Attended/Credits Earned
LR – 1	Processing property records history/technology	
LR – 2	Maps/Plats	
LR – 3	Criteria for Documents	
LR – 4	Indexing Practices	
LR – 5	New Technologies	
LR – 6	Fees	
LR – 7	Teaching the Public to use the Recorder’s Office	
LR – 8	Geographic Information Systems	
LR – 9	Land Descriptions	
LR – 10	Protection of Records/security/disaster recovery	
LR – 11	Public Access to Information	

10 Attendance Credits are also required, 5 must come from NACRC sessions. Please list on the sheet provided for attendance credits.

NACRC Certification – Records Management

24 credits required – 12 must come from NACRC sponsored seminars. 4 credits are allowable in each category with the exception of Fees and Resources for Records Management, each of which has 2 allowable credits.

		Sessions Attended/Credits Earned
R – 1	Overview of Records Management	
R – 2	Records inventory, data & records retention	
R – 3	Document filing systems	
R – 4	New technologies/Imaging	
R – 5	Managing Active, semi-active & inactive records	
R – 6	Forms Management	
R – 7	Protection of Records/Security/Disaster Recovery	
R – 8	Fees	
R – 9	Resources for Records management	
R – 10	Public Access to Information	

10 attendance credits are also required, 5 must come from NACRC sessions. Please list on the sheet provided for attendance credits.