

NCBC Impact

Dedicated to the professional development of its members

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One last edition before the NCBC 2008 Conference in San Antonio. And one last *President's Message* for our outgoing NCBC President, Ken Gardner.

NCBC members have a homework assignment before the conference. The *NCBC By-laws* article has a pdf version of the new proposed By-laws and a brief explanation of the reasoning behind some of the changes. Please read the By-laws prior to the conference and be ready to vote!



Ok, you've got to help Mary Lynn out, I'm beginning to feel sorry for her! See what our Historian begs you to bring to the conference in *NCBC History*.

Also in this edition:

- Learn about the new *Life Insurance* program being offered by NCBC.
- See who and what will be at the *Tech Trails* exhibit at the conference.
- Special correspondent, Lisa Haney (TNWB), recaps the first ever *Human Resources Open Forum* hosted at her court. Thanks, Lisa!

See you in San Antonio!
Sandy

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President's Message

Looks like this will be my last President's message before the reins are turned over to Mark Hatcher. Hard to believe two years can go by so quickly, but I want to extend my sincere appreciation for the hard work done by the board and committees during my tenure. Without the support and dedication of numerous hard working individuals, our association could not have addressed critical issues, nor grown to the levels we now have.

First, lets talk about San Antonio. 565 registered attendees and counting. This is the latest information on how many individuals you will be seeing in San Antonio come the first week in August. This is a new record for NCBC and our host court has been busy planning all the details to make the conference another success. While we may get a few stragglers wanting to register, registration has officially closed. If you haven't seen Texas Western's *Texas Tattler* updates, please visit our website at ncbcimpact.org and click on the conference link. The *Tattler* is filled with great information on the conference, and you might just find yourself laughing hard enough to fall off your horse, especially since pretty soon that is what we will all be using as our main means of transportation! Yee Haw!

On the budget front, we recently received mostly good news. This past week the AO sent out a letter on the full House Appropriations Committee budget results. The Judiciary received a 4.5% overall budget increase, with the salary and expense account receiving a 4.6% increase. The Senate is expected to

take up the bill in early July, and every effort is being made to keep the House mark. While its good news, it doesn't mean a final budget will be approved anytime soon. With this being an election year, we will probably wind up in a continuing resolution situation until February or March 2009.

For work measurement, a new predictor tool was established for FY 2009 based on the recommended formula from the Bankruptcy Clerks Advisory Group (BCAG). Courts can use this tool to determine what their staffing would be if the formula is approved later this year by the Judicial Conference. The NCBC board supports a fair and equitable distribution of any new authorized positions. During the past year, many issues were raised about the proposed formula, but the end result is good news for most Bankruptcy Clerk offices. Because of lack of filings in some districts, there still is the potential that some Bankruptcy Clerk's offices may lose staff. However, due to the continued increase in filings and general weakness in the economy, the NCBC supports the position that if a court does have to downsize, they should not have to lose more than 10% of current staff in FY 09.

I am proud to have had the opportunity to serve all of you as your NCBC President. I look forward to staying involved with the Board as the Past President. Enjoy the rest of the summer, and see y'all in San Antonio in August.

Kenneth S. Gardner
President, NCBC

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NCBC By-laws

During the past year, the NCBC By-laws committee has been hard at work editing the By-laws to bring them current. Please review the attached red-lined pdf version of proposed changes. For those of you not used to working with red-lines, text with a line through it is recommended for deletion, while underlined text is recommended for addition.

Most of the changes are for style or grammar, however a few changes are recommended to improve the NCBC structure or other significant reasons. Here's an outline of the reasons for those changes:

- Section 5.8 - Adds an auditing duty for the Treasurer.
- Section 5.10/6.6 - Specifies which members can be Officers and addresses retiring Officers.
- Section 7.3 - Defines appointment process and terms of service for Staff to the Board.
- Section 7.6 - Adds Impact Editor to Staff of the Board.
- Section 8 - Changes election timeframes.

Voting on the new By-laws will happen during the Business Meeting Thursday at the Conference.

[By-Laws](#)

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NCBC History

PLEASE, MR. POSTMAN

Friends and colleagues, for weeks and even months, I have anxiously watched both e-mail and snail mail, knowing that soon you would be sending me all kinds of wonderful items to increase the NCBC Archive holdings. But alas.....although some of you have been most generous in sharing, far too few of you have not responded. So, I thought that maybe I had been too general in making my request. Here, then, are some specific items/documents that I'd be all too happy to receive:

Pictures from Conferences 1997 - 2003. These can be on disk, or copies of actual photos, which we can scan.

ANY memorabilia from those same conferences. These can include bags, water bottles, vendor giveaways, stickers, and most especially the agendas.

From those of you who have been around the Courthouses for more than a few years, I'd like to have pictures and memorabilia from some of the earlier conferences as well, going back to 1987, the first conference deputy clerks were eligible to attend. And if there are some real veterans who have any material from the earlier meetings (1980 - 1986), that would MOST ESPECIALLY be appreciated.

I'll keep watching my mailboxes, hoping that this time you'll heed my plea. If you're planning to attend the Conference in San Antonio, and you'd like to bring something for me there, please feel free to do so. I'm looking forward to seeing all of you in San Antonio; please come by and look at the historical display that will be in the lobby. And.....have any of you heard that it's going to be hot??

Mary Lynn Wilson
Historian

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Life Insurance Program

Living Fully Today, Prepare For Tomorrow

Help the ones you love stay financially fit with FEDERAL FIRST Voluntary Term Life Insurance coverage, underwritten by Aetna Life Insurance Company (Aetna). It's a benefit that can help your beneficiaries cover your debts if you die, or give them money for the other things that may matter in their lives: Home. Car. College tuition. The list goes on.

National Conference of Bankruptcy Clerks is offering you the opportunity to purchase this voluntary term life insurance coverage during an **open enrollment held July 15 through September 15, 2008**. During this open enrollment period, you have the chance to elect coverage up to specific guaranteed acceptance amounts as described in your enrollment materials without answering medical questions.

Don't miss this important opportunity. Read your enrollment materials to find useful information to help you make informed decisions about protecting those you care about most.

You can learn more about the FEDERAL FIRST Voluntary Term Life Insurance program by:

♣ Visiting the FEDERAL FIRST web site at: www.federalfirst.com

♣ Calling the FEDERAL FIRST Service Center at: 1-800-233-0438 Monday – Thursday, 7:30 a.m. – 4:30 p.m. CT and Friday, 7:30 a.m. – 2:00 p.m. CT

♣ Watching an educational presentation at any time – 24/7 - at: <http://www.brainshark.com/aetnavpns/Judiciary>

• Life insurance plans contain exclusions and limitations.

Policy forms issued in OK include: GR-9/GR-9N. •

For more information about the FEDERAL FIRST Voluntary Term Life Insurance Policy, logon to www.federalfirst.com

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Tech Trails Update!



What do the following have in common?

- Minnesota Bankruptcy Court
- Iowa-Northern Bankruptcy Court
- Delaware Bankruptcy Court
- California-Northern Bankruptcy Court
- Wisconsin-Western Bankruptcy Court
- Texas-Northern Bankruptcy Court
- Illinois-Northern Bankruptcy Court
- California-Southern Bankruptcy Court
- Washington-Western Bankruptcy Court
- Missouri-Eastern Bankruptcy Court
- The Federal Judicial Center
- AO-Human Resources Division-Benefits
- Bankruptcy Methods Analysis Program (BMAP)
- Utah Bankruptcy Court

These are the trailblazers and pioneers who have roped in their local innovations, which are yours for the taking during Tech Trail.

Plan to stock up on topics including: 5alpha; CHAP-Chambers Calendaring Program, Naturalization Ceremonies in Bankruptcy Courts; Knowledge Management; Digitless Case Administration; Wikis; Online Attorney Training and Registration; Automated CM/ECF Login/Password Process; Strategic Workforce Planning

Initiative; BMAP Working Group Recommendations; IP Softphone, Captivate Lessons for Attorney Training; ECF On-Line Attorney Certification Training; CANB Mobile; Dictionary Resource Tool; and JNet pages for EAP. The FJC plans to showcase a mother lode of programs. In fact, their offerings are so vast; they are opening a general store just for the occasion.

We guarantee you ample time to see demos, to talk to the experts, and to git to know your court kin. If that isn't enough, you can enjoy a cool respite from the scorching heat of the San Antonio sun as you amble along Tech Trail.

Happy Trails to you ...
Kathy Grzybowski

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HR Open Forum

by Lisa Haney (Human Resources Manager, TNWB)

April 23 - 25, 2008 marked the first Human Resources Open Forum (HR Forum) for Human Resource professionals within the Courts. The idea of the open forum was introduced to me when I attended the 2006 AO/FJC Bankruptcy Operational Practices Forum in Washington, D.C. and my court, Tennessee Western, decided to host a similar program for HR court professionals, when neither the AO nor FJC were able to run with this idea at this time.

If you are not familiar with the open forum concept, let me briefly explain. It is a process by which the participants submit topics to establish breakout sessions for the agenda once on site for the program. We were fortunate to have Bob Fagan and Judy Roberts (retired expert FJC employees) now with Bob Fagan and Associates, Inc., guide us through the process. This agenda setting process allowed the HR professionals of the Bankruptcy Courts to come together to discuss issues with those interested in the same subject matter in small group settings. I had seen the open forum process work with 300 - 400 people, but would it work with the 90 or so HR professionals who were attending? I would soon find out!

For this initial pilot HR conference, we did decide to limit attendance to one HR Representative from each bankruptcy court and we also opened it up to all HR staff in the 6th Circuit court units. We did have a wait-list, so if dropouts occurred, courts who had requested more than one staff attend, were able to send an additional person.

We were honored to have the Honorable Julia Smith Gibbons, Judge, U.S. Court of Appeals for the Sixth Circuit and the Honorable David S. Kennedy, Chief Judge, U.S. Bankruptcy Court, Western District of Tennessee, welcome the group and recognize the professionalism and dedication of HR leaders in the courts.

In addition to the open forum sessions, I wanted to have a few established sessions on issues and changes that all of us will be facing in the near future. First up was Stan Sargol, Special

Assistant, Bankruptcy Court Administration Division (BCAD), who discussed the proposed Bankruptcy Staffing Formula and other pertinent budget issues. Pat Tuccio, Chief, Advisory Services, Court Personnel Management Division (CMPD), was on hand to discuss The Court Compensation Study. Chris Mays, Division Chief, Business Technology Optimization Division (BTOD) provided us with valuable information on the upcoming changes to the Human Resources Management Information System (HRMIS).

Bob and Judy successfully led us through the agenda building process and once the agenda was together - I could finally breathe! We ended up with 17 sessions and a few sessions being held twice. During the break out sessions, we discussed issues such as performance standards, retirement, EDR, worker's compensation, small court issues, IDP, HR Councils and AO processing and paper flow. We decided to keep the last morning open in order to manage any late-developing issues or subjects that were requested as repeats. That morning, however, the group requested we remain as a large group and tackle the remaining topics with AO assistance and Bob and Judy setting the pace and ensuring no question was left unanswered. Please visit the HR Forum website for notes on the sessions <http://156.125.90.228/COBWEB/conference/index.htm>

My initial goals for the program were:

1. To allow the attendees to meet and communicate face-to-face. Technology is a great resource, but it can't replace putting a face with a name, renewing old friendships and making new ones. Not to mention - good food, great music and the chance to unwind!
2. To learn from each other's experiences. Between all those attending, there is so much talent, knowledge and experience that we are a valuable resource to each other.
3. To gain a better understanding of our future role within the Court system, especially with the HRMIS changes, compensation changes and staffing/budget changes.

So, do I feel that the goals that I set for the program were accomplished? Yes, I do! However, it was only successful because of those who planned, organized, presented, facilitated, scribed and attended! Thank you to all of those who participated in one way or another; your participation and support made for a great program! I'm looking forward to the next HR Open Forum.

On that subject, I've had numerous requests to schedule another HR Forum in the next 12-18 months. TN-W is willing to assist any Court with the knowledge we've learned in how to produce and manage one of these conferences. The district and probation representatives also were interested in one specific to

their needs. So -- any takers?

For more information please contact me at Lisa_Haney@tnwb.uscourts.gov

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