



TOWNtalk

A newsletter for Town of Chapel Hill employees

September 2011
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www.townofchapelhill.org

On the Front Burner



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COMPREHENSIVE PLAN. It sounds like somebody else's job but it could affect yours in the future, so pay attention and participate in developing the Town's Comprehensive Plan when given the opportunity. Fire Chief **Dan Jones** is heading up our effort to include Town staff in this planning effort for the future in a different way than we have done in the past. As the Town sets its Vision for 2020, the decisions made will affect how we do our jobs and how budget decisions are made. Make sure your voice is heard.

PERFORMANCE REVIEW SYSTEM. We have talked for a long time about our need to improve our performance review system. There is now a committee of Employee Forum and Senior Management Team members working on a consistent and fair system. **Frances Russell** in Human Resource Development and **Kendal Brown** in Planning are co-chairing this effort. Contact one of them to learn more or find a way you can help.

HOW WE DO THE THINGS WE DO. As resources seem to get less and less, we need to find ways to do the things we do more efficiently. If you know a way we can do something differently and perhaps free up some resources (people and money) to do something else, let me know. I will look into it and let you know the results.

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Terrence Fearington

Patrol Officer III

Terrence Fearington says his job as a patrol officer requires him to respond to all kinds of calls - breaking and entering, fights, traffic accidents, missing people. But in the early morning hours of May 28, his job required that he act out of the ordinary - in fact, heroically.

Fearington says he simply did what had to be done when he arrived at a burning apartment building before the firefighters had arrived. He dashed inside the burning structure, found the resident, and carried her outside to safety. Both Fearington and the resident were treated for smoke inhalation, but thanks to his quick response, neither suffered severe injury.

It all comes in the line of duty when you're on patrol during the night shift, from 4 p.m. to 4 a.m. Fearington covers Area 4, which stretches from Umstead and Hillsborough Roads to I-40.

Fearington says the police department is close-knit and everyone works well together. They are diverse in ages and experience, so everyone has something different to offer. They have a small crew, but get things done.

He wants people to know that the police are there to help. They are human, just like everyone else, and are sensitive to people's needs. They do not have quotas. Don't be afraid to go up and talk to a police officer, unless they are engaged in a dangerous activity like a traffic stop. He especially enjoys talking to children.

Fearington is on the ALERT Team (Alcohol Law Enforcement Response Team), a multi-jurisdiction plainclothes operation that investigates underage alcohol consumption.

Value in the Spotlight

Communication



Fearington lives in Graham, and when he's not working, he likes to spend time with friends and family. He goes to country music concerts, hockey games and Durham Bulls games. He also likes to travel and is planning a trip to St. Kitts in December.

He is a runner with the Fleet Feet running group in Carrboro, and is training for a half-marathon in Myrtle Beach in October.

In addition to being on the CHPD, he is on a rescue squad in Alamance County and is a part-time 911 telecommunicator in Alamance County.

"Many hands, many miles, but one goal."

COMING UP

Saturday, Sept. 17: Big Sweep Morgan Creek Cleanup, 9 a.m.-noon. Meet at NC Botanical Garden Parking Lot Gazebo

Thursday, Sept. 22: Car-free day.

Tuesday, Sept. 27: Chapel Hill 2020 Kickoff Meeting, 5-8 p.m., East Chapel Hill High School

Thursday, Sept. 30: Deadline to submit nominations for Cal Horton Service Award.

Sunday, Oct. 2: Festifall, noon-6 p.m., West Franklin Street. www.townofchapelhill.org/festifall



Be creative at Festifall! Get your hands dirty and make something out of clay at the Chapel Hill Community Clay Studio or help make the Grand Pumpkin come alive. (see pg. 2 for more)

In Brief



Matt Brinkley (Business Management) and his wife Mandy are the proud parents of Cooper, born May 20. Wouldn't you know it, he's

already a UNC fan! Cooper (pictured with big sister Cami) weighed 8 lbs. 3 oz.



Congratulations to **Richard Bucci** (Fire) and his wife, Stacey, on their upgraded positions as grandparents. Eli Barrett

Chockley was born Sunday, Sept. 4, weighed 7.9 oz. and was 20 inches long. Mom and Dad are doing fine and new grandparents look forward to spending quality "spoiling" time with Eli.



Amy Oland (Business Management) and her husband Christian welcomed a new arrival, Heidi Elise Oland. Yes, that's lovely red hair! She was

born on June 17 at 2:11 p.m. She weighed 6 lbs. 13 oz. and was 18.5 inches long. She's very sweet, and her big brother and sister want to hold her all the time.

Festifall: Immerse Yourself in the Arts

Don't miss Festifall, voted Chapel Hill's Best Annual Event, from noon to 6 p.m. Sunday, Oct. 2, on West Franklin Street. Spend an afternoon exploring quality local art and enjoying live entertainment. Festifall offers family-friendly interactive art, rock climbing, and other fun activities.

Musical entertainment includes the Triangle Jazz Orchestra, Mipso Trio, Jasmé Kelly, Onward, Soldiers, Saludos Company, Bradley Simmons and Lo K Shun. New this year is the 140 West World Music and Dance Tent, where you can learn new dance styles and enjoy an



afternoon of music from around the world.

For information on parking and shuttles, visit www.townofchapelhill.org/festifall.



William Wallace House, son of **Wesley House** (Police) and his wife

Kimberly and grandson of **Dan Jones** (Fire), came into the world on May 26. Will was 7 lbs. 10 oz. and 19 3/4 inches long.

Doug Kelly (Fire) retired on Aug. 31 after 25 years of working for the Town. Happy retirement!

Thanks to all who displayed their creative works in the **Employee and Family Art Exhibition**. Awards go to:

- Best in Show: "Presence of the Past" by Scott Simmons, Planning
- First Place: "Colorful Easter Basket" by Maryann Smith, Planning

Awards were determined by votes from staff and the public.

The Town has been selected by the NC Urban & Community Forestry Program for the Outstanding Project Merit Award for the Revised Tree Protection Ordinance. The award will be presented at the annual Urban Forestry Conference in Charlotte.

Congratulations to **Curtis Brooks, Mary Jane Nirdlinger**, members of the Planning Staff, and our consultant, Jenny Gulick from Davey Resource Group, for their years of hard work that can now be recognized as "award winning"!

Need to park at Town Hall? Be aware of changes to parking in Town Hall lots.

Town vehicles assigned to Town Hall based employees will be parked in the new gravel lot on Stephens Street (the upper lot). No personal vehicles may be parked there.

Six new visitor spaces have been added in the lots at Town Hall. Visitors may park in these spaces for up to 60 minutes without a permit.

Visitors who need to park for longer than 60 minutes must obtain a parking pass from Jeanette Coffin in the reception area on the second floor. They will need to display the pass on the dashboard.

Employees at Town Hall will need to display their windshield permit and may park at Town Hall in any space not designated as visitor parking.

Town-owned vehicles used by personnel not based at Town Hall may park in any undesignated space when attending to business at Town Hall with first priority on using available parking in the lower paved lot on Stephens Street.

Get on the right track with the **Health Risk Assessment Fair** Sept. 26–28 at the Employee Health Clinic, 317 Caldwell St. Call Lynne Wade for an appointment at 969-5029. Walk-ins will be accepted from 8 to 10 a.m. and 5 to 7 p.m. Sept. 26, from 7 to 10 a.m. Sept. 27, and from 7 to 10 a.m. and 5 to 7 p.m. Sept. 28.

When you complete the HRA and physical assessment, you will receive a \$25 gift card.

Get a \$2 discount on tickets to the N.C. Zoo with your library card through Sept. 30! Download a coupon at www.nczoo.org and present it with your library card to receive the discount. All Town employees are eligible for a free card at Chapel Hill Public Library.



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SMT Notes

The following is a brief update of some of the items that were announced and have been discussed recently by the Senior Management Team (SMT). To stay up-to-date on Town news and activities, subscribe to Chapel Hill eNews by emailing info@townofchapelhill.org.

Training: Mandatory EEOC training must be conducted by January 2012. The training is mandatory for all employees (including temporary and contract) and will address discrimination and harassment. Title VII training has been mandated and all employees will need to undergo training by Dec. 15. More information will be provided at a later date.

Comprehensive Plan: The new Comprehensive Plan, Chapel Hill 2020, will be our guide to how we operate in the future. All departments will be involved. If you are not involved it would be in your best interest to become involved.

Health Care Initiative: Steve Stewart will be working with the health care initiative committee (**Jackie Carden** (Police), **Jim Orr** (Parks and Recreation), and **Heather Robinson** (Fire)) to make the initiative successful.



Town employees made a special connection with residents during the Good Neighbors Initiative.

On the Front Burner

(continued from p. 1)

THE NEW HEALTH CLINIC IS OPEN FOR BUSINESS ON CALDWELL STREET. If you know about it, use it. If you don't know about it, ask.

OMBUDS. Our employee committee is working with **Wayne Blair**, UNC Ombuds, to develop our program. Happening soon.

Compliments



Edward Alston (Transit) was thanked by Tom Ricketts for efficiently dealing with a bus full of passengers..

Tim Auble (Transit) was complimented by David Perkins for being courteous and making riding the bus a more pleasant experience.

Scott Beavers (Business Management) was complimented by Lisette Frankel for being helpful and friendly. This is a special compliment, since people don't often appreciate the one who takes their money!

Kimberly Burnette (Transit) was thanked by Grace Moore for being pleasant and patient. "I have had other nice drivers but she is exceptionally pleasant to ride the bus with."

Alonza Crisp (Transit) was complimented by a passenger for being conscientious, friendly and a good driver. "Please let him know that I appreciate him."

Mike Fishback (Transit) was thanked by Terri Robinson for waiting at the bus stop. "I have just had surgery on my neck and chest. This was an important first trip for me."

Amy Harvey (Communications and Public Affairs) was thanked by John Richardson (Sustainability) for attending an after-hours meeting to swear in new members of the Sustainability Committee. "Her efforts were very impressive."

Harold Haywood (Public Works) was commended by Rick Crume for excellent customer service. "Harold has been very responsive to our concerns on Davie Circle, and his assistance is greatly appreciated by all of us."

Chris Jensen and **M.C. Russell** (Public Works) were thanked by Herman Mitchell

for road and storm pipe repairs on University Drive. "The crew did a fine, fast job and made a lasting, substantial improvement in replacing the storm drain and repairing the road. You have an excellent group there, and their work is much appreciated."

Arek Kempinski (IT) was thanked by Andrea Orbich for assisting when a laptop broke during an evening meeting. "I just wanted someone to know how helpful the IT staff was and in a pinch helped us with the laptop."

Stan Norwood (Transit) was complimented by Mr. Ryder for being reliable, professional, courteous and a responsible driver. "Surely others have complimented him, and now it seems I shall add my expression of my appreciation to theirs."

Ernest Odei-Larbi (Stormwater) was thanked by Robert S. Kintz for his assistance with getting a huge fallen tree cleaned up from Morgan Creek. "We appreciate your efforts to keep Morgan Creek clean and safe."

Richard "Rerun" Roberts (Transit) was complimented by John Santa for being friendly and an excellent driver. "And boy oh boy can that man s m o o t h out a long hill and a bumpy road!" "We even SANG to him, which we MEANT as a compliment but found out later pretty much happens to him every day!"

Sonja Robinson (Transit) was commended by Roger Lundblad for loading and unloading two challenging groups of passengers with minimal disruption of service.

Emily Cameron (Public Works) thanked Stormwater Management for providing assistance on Streetscape construction. Stormwater provided hood/grate assemblies for curb inlets so installation could proceed on schedule.

Public Works crews were thanked by Elen Wilkinson for being efficient, friendly and helpful. "They always greet me and my children, and they put up with my barksy dogs with good humor. In addition, they always pick up the trash that has been blown by the wind. They are doing a great job keeping our neighborhoods and town clean!"



Employee Forum

Employee Forum elections have started. Ballots will be distributed to departments with members whose terms are expiring in 2011: Transit, Public Works, Police, Housing and Fire.

Return completed ballots to **Lynne Wade** (HRD). For more information, contact **Jackie Thompson** (Police) at 968-2760 ext. 150 or jthompson@townofchapelhill.org

Celebrating Teamwork

Who will you nominate for the Cal Horton Service Award?

Do you have an outstanding co-worker? Make sure they get the recognition they deserve by nominating them for the Cal Horton Award. Download a nomination form at www.townofchapelhill.org/index.aspx?page=1548 or contact Human Resource Development at ext. 2700. Return completed nomination forms to Human Resource Development by Thursday, Sept. 30.

The program was established by Town Manager **Roger Stancil** and Cal Horton Service Award Program Committee members **Loryn Clark** (Planning), **Jim Huegerich** (Police), **Dan Jones** (Fire), **Andrea Judge** (Parks and Recreation), **Marcia Margotta** (Transit), **John Newark**

(Public Works), **Deborah Squires** (Public Works-Engineering), **Larry Stroud** (Public Works) and **Kathy Thompson** (Library).

The Cal Horton Service Award was initiated in 2006 when funds were raised by the community through the Foundation for a



Teamwork artwork created by Trish D'Arconte (Stormwater) at the Employee Appreciation Luncheon in June.

Sustainable Community Inc., a not-for-profit charitable corporation under the auspices of the Chapel Hill-Carrboro Chamber of Com-

merce. The community raised the funds to honor the 16 years of service of Town Manager Cal Horton.

Nominees routinely go above and beyond job expectations, set examples for others in work ethic, attendance, personal values and relationships, and are respected by peers. Nominees must have worked for the Town for more than 10 years.

The recipient will be announced at the Nov. 18 longevity breakfast. A ceremony to celebrate with family and friends will be held in December. The recipient of the award will be announced at the Longevity Breakfast at Hargraves Center on Dec. 2.

Past Cal Horton Service Award recipients:

- Maggie Burnett, 2010
- Jim Huegerich, 2009
- Larry Stroud, 2008

Teambuilding at Its Best!

On Saturday, Aug. 27, members of the Fire Department, Public Works and Police Department transformed to WARRIORS in an obstacle course called "Warrior Dash". Caprice Mellon, Chris Bradley and Gordon Shatley from the Fire Department as well as Phil Williams, Barry Lowry and Clint Daly (and his wife, Kelsey – not a Town employee) from Public Works emerged to the personal challenge as WARRIORS. This 5K obstacle course took place in Huntersville, N.C., and was an all-day event that more than over 1,000 people participated in. The obstacle course consisted of approximately 12 obstacles = hurdles, climbing walls, construction dumpster climbing, running through tires, climbing cargo nets and more. Especially noteworthy and appealing was the obstacle course called the "mud pit". At the end of the course after having mud hosed off, if completed, a Thor-like hat and medalion in the shape of the hat was the fulfilling reward. However, the personal challenge and "fun-time fellowshiping with others," Caprice Mellon stated, was the more enjoyable experience. Phil Williams declared that had he not prepped for this beforehand, he "wouldn't

have made it. It was tough and everyone else left me to fend for myself." Nevertheless, he is looking forward to the next one. Clint Daly entered with his wife, Kelsey, and said that they had "a good time, although it was tough but definitely worth doing." Gordon Shatley also agreed that they all had a great time, however, mentioned that it was different. "You work with folks but don't get the chance to fellowship outside of work. It was something totally different – a different atmosphere." Chris Bradley described the event as "challenging, still a lot of fun. I should have trained more. It was a family type atmosphere with live music and good food. There were also lots of costumes." Chris carried Thor's hammer through the challenging obstacles with the instructions not to drop it. Unfortunately, he ended up dropping it twice and, as a penalty, Chris had to complete two sets of pushups. However, the "swan dive" into the mud pit made up for all of that. "Everyone



Warriors pictured left to right: Chris Bradley, Caprice Mellon, and Gordon Shatley, all Fire Dept.

looked to see if I was all right and the first thing that came up was the Thor hammer – everyone laughed and shouted "Thor . . . Thor . . . Thor."

At the end of the event, participants donated their shoes to the host of the event who, in turn, donated them to the homeless shelter.

Look for these WARRIORS to become maniacs in the next challenge, Rugged Maniacs, in April 2012.

—Diana Harris (Fire)