



# TOWNtalk

A newsletter for Town of Chapel Hill employees

February/March 2012  
Vol. 8, No. 6

www.townofchapelhill.org

## On the Front Burner



In an organization that values RESPECT, especially Teamwork, Communications and Responsibility, I believe keeping our commitments to each other is critical. In that light, I am reporting two commitments I made to you and what I have done:

**Budget and Compensation:** When the Council approved the 2011-12 Budget, I committed to them and to you that I would report in early January 2012 on the state of the economy at that time and my thoughts about transforming the one-time bonus of two percent of the last two budgets into a pay increase in the 2012-13 Budget. On January 30, 2012, I reported to Council that the local economy was showing signs of emerging from the Recession. Because of your contribution to our ability to survive the Recession in good shape, I committed that I would include a minimum two percent pay increase in the Recommended 2012-13 Budget. I also recommended that we initiate a pay and classification review that could begin to take effect in the 2013-14 Budget. I am currently investigating ways to begin that process soon.

**Martin Luther King Jr. Day commitments:** In 2011, I was invited to present remarks at the MLK Jr. Day event at Public Works on January 21, 2011. In those remarks, I set out the hopes listed below. I have listed each and what we have achieved:

- **Ombuds:** Contract with UNC ombuds to provide service to Town employees. The ombuds is at work with the Town.

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## Nate Davis

**Joined Town: Jan. 11, 1973**  
**Hargraves Center Supervisor**

In December 2011, Nate Davis was presented with the Cal Horton Service Award. This award recognizes distinguished service by Town of Chapel Hill employees.

Nate grew up in the community and came to Hargraves Center as a child. His main priority is to make Hargraves a safe, fun place for young people. As Hargraves Center Supervisor, he is responsible for supervising staff, operating the facility, and planning programs. Hargraves provides programs for all ages, from kindergarten to seniors. Facilities offered at Hargraves include a gym, pool, tennis court, softball court and meeting rooms. At some times of the year, all of the facilities are in use at the same time.

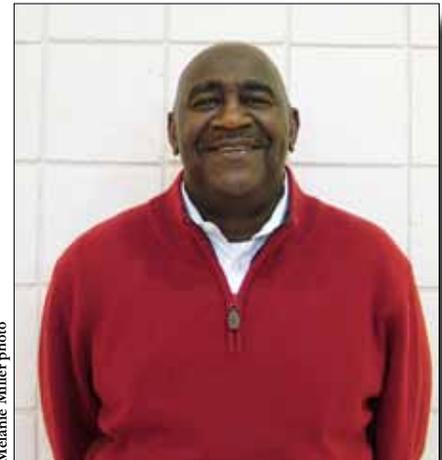
Nate loves working with young people in the community, and his favorite programs are the after-school program and summer camp. Currently he is working to find organizations to co-sponsor programs with Hargraves, so they can be offered at a lower cost. Nate is also working to increase the number of programs offered for teens.

Nate and his wife Peggy have three sons: Nate Jr., Anthony, and Oliver; and four grandchildren: Ben, 23, Jarell, 17, Reagan, 10, and Cole Montana, 2.

Nate serves on several organizations, including the Friends of Robert and Pearl Seymour Center.

## Value in the Spotlight

# Professionalism



Melanie Miller photo

"He truly cares about people and will do whatever he can to help someone in need. I have personally witnessed Mr. Davis help a child that had no one else to turn to, care for the needs of a senior citizen, assist a person with substance abuse issues to find the help that they needed, comfort a member of the community in their time of need or just be a good listener for someone needing some company. Mr. Davis is always finding a way to let 'just one more kid' into summer camp or to take swimming lessons."

—Butch Kisiab, Director, Parks and Recreation

## COMING UP

**Tuesday, March 13:** Chapel Hill 2020  
Special Topic: Community Survey, noon,  
Town Hall Council Chamber

**Tuesday, March 20:** Chapel Hill 2020  
Community Meeting, 6 p.m., East Chapel Hill  
High School, 500 Weaver Dairy Road

**Saturday, March 31:** Annual Children's Egg  
Hunt, 9:30 a.m., River Park, Hillsborough

**Saturday, April 14:** Earth Action Day, Noon  
to 5 p.m., Southern Community Park



Egg hunters ages 2 to 10: bring your baskets to River Park in downtown Hillsborough on Saturday, March 31. Entertainment begins at 9:30 a.m., and the egg hunts will begin at 10:30 a.m. sharp.

# In Brief



Congratulations to **Rob Pruitt** (Fire), his wife, Julie and their daughter, Sophie, who welcomed a new addition to their

family. Cole William Pruitt was born on Jan. 28 and weighed in at 8 lbs. 13 oz. The family is doing well at home and Capt. Pruitt has begun planning for his son to be a quarterback for the Green Bay Packers.

**Richard Roberts, Shanika Nickerson** and **Thomas Bartolotta** (all Transit) have been promoted to permanent Transit Supervisors. All three participated in the Chapel Hill Transit Supervisory Training Program. The training took nearly two years and a lot of hard work to complete. Congratulations!

**Wendy Simmons** (Public Works) has joined the Town as Solid Waste Services Superintendent. Wendy received a bachelor's degree from Smith College and a Master of Environmental Management from Duke University.

**Jeannette Taylor** (Engineering) and her husband Vincent Taylor were invited to the White House, with other prominent business leaders in the Triangle, for a discussion with White House Officials on best practices in economic development.

**The Chapel Hill Fire Department** received a plaque from the N.C. Jaycees Burn Center in appreciation of dedicated support by the Firefighters Association and Fire Department to the Burn Center.

The **Office of Public and Cultural Arts** has moved to the Parks and Recreation Administrative Building at 200 Plant Road. The contact information for Jeff York and Steve Wright will remain the same.



TOWNtalk is produced by the Communications and Public Affairs Department  
Editorial/Graphics: Catherine Lazorko,  
Melanie Miller

## Police Awards Ceremony

Chapel Hill Police held its annual Awards Ceremony on Jan. 31, recognizing the following employees for their outstanding contributions to the department and the community. Town Manager **Roger Stancil** and Mayor **Mark Kleinschmidt** addressed department employees, offering thanks and praise for their service.

- Employee and Officer of the Year: Technical Services and Officer **Stephen Slagle** – Patrol Division
- Meritorious Conduct Award: Officer **Preston Opegard**
- Life Saving Award: Officer **Eric Dallin**
- Medal of Valor: Officer **Terrence Fearrington**



*Terrence Fearrington participates in the Chapel Hill Police Department awards ceremony.*

- Medal of Honor: Officer **Preston Opegard**
- The Herman Stone Award: **John French** – Human Services and Officer **Kenny Lennon** – Community Services

**Streaming media sites have been blocked** to address a deterioration of internet speed caused by the Town's bandwidth being used to stream non-work related video and audio. Please do not use the Town's internet connection for watching movies or TV shows or listening to radio or music (Pandora, etc.) or any streaming media that is not work related. If a site is blocked that you need to access for Town business, please call the IT Help Desk at ext. 2020.

**Interested in wellness?** The Library is offering a new resource. The Mind and Body Fitness bimonthly email newsletter features books, DVDs, and healthy living events. Sign up through the library's website at: [chapelhillpubliclibrary.org/txp/?s=Reference&c=411-nextreads-newsletters](http://chapelhillpubliclibrary.org/txp/?s=Reference&c=411-nextreads-newsletters)  
Visit the Library at University Mall for books, DVDs and other resources on fitness and wellness.

**Want to lose weight? You can join Weight Watchers@Work any time!** The cost per month is \$39.95 and the Town has agreed to subsidize 50 percent for six months. This means the cost to employees will be \$19.99 per month for six months. If you have had your HRA and you reach your 10 percent goal, you will be eligible for a \$100 incentive! The Town group will meet on Wednesdays at 12:30 p.m. The first location will be at the Transit Training Room. The location will probably be rotated every three months. Employees will also be able to choose the online option for

\$17.95 per month. Contact the Wellness Committee at [wellnesscommittee@townofchapelhill.org](mailto:wellnesscommittee@townofchapelhill.org) or call HRD to get login information.

**HEALTHeME** – Prescriptive Wellness for Life. Access this personalized and simple weight loss program on any computer or mobile phone by going to [www.healtheme.com](http://www.healtheme.com). Just answer a few questions at registration and you will have a personalized plan that is simple to use. HEALTHeME is a local company that is offering an introductory membership to all Town of Chapel Hill employees for 10 percent off the \$9.99 per month membership cost. To take advantage of this discount, go to [www.myhealtheme.com](http://www.myhealtheme.com), click "Get started now," add physician information on the Notifications page, and in the payment page, type into the appropriate box: chdoc

**MyFitnessPal**, a free calorie counter, diet and exercise journal, can be used online or on a smart phone. The program tracks calories along with daily nutrient totals such as total fat, protein, carbs, sodium and more. Your calorie goal is personalized to you based on your age, gender, weight and exercise routine. Visit [www.myfitnesspal.com](http://www.myfitnesspal.com).

**Need a copy of old paystubs or W-2's?** Visit the new intranet Employee Self Service (ESS) portal. From any computer that's hooked up to the town network, use Internet Explorer to go to <http://munisweb/MSS> and log on.

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Please recycle with white paper.



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# Compliments



**Quintis Becton** (Transit) was complimented by Elizabeth Hinton for excellent driving and friendliness to passengers.

**Robert Sykes** and **Cary Degraffenreidt** (Public Works) were thanked by Jonathan Prinz for repairing a sinkhole. "It's the responsiveness of people like you that makes me happy I live in Chapel Hill."

**Annie Edwards** (Transit) was commended by Mr. Hardin for her professionalism and caring.

**Janice Hooker** (Transit) received a compliment from Harro Maas for excellent service and good driving skills.

**Darren Purdee** (Transit) was thanked by Amanda Emerson for being pleasant and professional.

**Lana Simons** (Transit) was commended by Dayun Jin for assisting her in finding a lost driver's license.

**Walter Hicks** (Transit) was commended by a passenger on the U route for being professional.

**Deborah Davis, Jessie Cameron** and **Shawn Jones** (all Transit) were thanked by Ann Marie Walton for calling a dispatcher when she missed a bus.

**Annie Edwards** and **Horace Sewell-El** (both Transit) were complimented by Rebecca Butler for their excellent driving and courtesy.

**David Bonk** (Planning) and **Kumar Nepalli** (Traffic Engineering) were thanked by Suzanne Haff for the new sidewalk on Martin Luther King Jr. Boulevard. "What a pleasure to be able to walk to the bank, the dentist, the vet, the grocery, the post office, the movies, and more."

**Anthony Leach** (Transit) was commended by Sam Smith for assisting an elderly passenger. "He was so patient and kind with her and our staff."

**Sonja Roberson, Stanley Norwood, Kim Monroe** and other drivers on the **D route** (all Transit) were commended by Mirta Mihovilovic for their care for Chapel Transit riders.

# SMT Notes

The following is a brief update of some of the items recently discussed by the Senior Management Team (SMT). These notes are posted on the Town's Intranet twice a month and can be accessed from your Town computer. To access the notes, type in "intranet" in your web browser, click "Published Documents" on the left-hand side of the page, then "SMT Meeting Notes" under the "Teams" column. To stay up-to-date on other Town news and activities, subscribe to Chapel Hill eNews by emailing [info@townofchapelhill.org](mailto:info@townofchapelhill.org).

**Council Retreat:** The Council Retreat was held the first weekend in February. The retreat agenda included an update on Chapel Hill 2020; Council guidance on the budget; and information on successes, trends and priorities from each department.

**The Town will begin transitioning away from desktop printers** and moving toward the use of centralized, larger and more equipped printers. This change will save funds, be more sustainable, and encourage people to get up and move around. IT staff will be proactive about

maintenance and responsive to trouble calls about printer issues. A review of printers and copiers as well as fleet policies and operations and utility management will be guided by the Sustainability Office, working with John Bjurman and other appropriate staff. The goal of this review is to reduce costs in cost centers that do not often get much management attention.

**"If I were the boss, what would I do to save money?"** Roger is working with Jason Damweber on a campaign to solicit innovative ideas to save money



for Town government. They will be mining for good ideas as they visit employees from each department throughout the next several weeks.

**HRAs:** Town staff members are encouraged to complete their health risk assessments by contacting Nurse Jennie at 968-2796. HRA consists of two visits – the first to have your blood pressure and weight measured along with a blood draw (you do not have to be fasting). The second is to review your results and have a 30 minute consultation to review your overall health and develop your wellness goals.



## 2012 Employee Forum Members

Chair: **Kristi Petty** (Library)

Co-Chair: **Melissa Holland** (Fire)

Secretary: **Judy Petty** (Transit)

**Wallace Alston** (Transit); **Judy Petty** (Transit); **Nancy Hayes** (Transit); **Joe McMiller** (Transit); **Alex Aguilar** (Public Works); **Jayson Staley** (Public Works); **Buck Johnson** (Traffic Engineering); **Mike Riggsbee** (Stormwater); **James Huggins** (Public Works); **Jackie Thompson** (Police); **Lacy Brock** (Police); **Nate Chambers** (Police); **John Richardson** (Sustainability); **Kristi Petty** (Library); **Mike West** (Parks and Recreation); **Terry Battle** (Parks and Recreation); **Lynne Wade** (HRD); **Sabrina Farrar** (Housing); **Ross Tompkins** (Business Management); **Melissa Holland** (Fire); **Stacy Graves** (Fire); **Kendal Brown** (Planning)

## On the Front Burner

(continued from p. 1)

- **Values:** Work with Senior Management Team and Employee Forum to create a set of shared values as the basis for our actions and decisions and begin developing a performance evaluation system that will include feedback on the consistency of our actions with our values. The Values of RESPECT were adopted by the SMT and the Forum. A committee of SMT and Forum members is working on a performance evaluation system as described.
- **Day of Dialogue:** We will conduct our next Day of Dialogue in Town Hall. Not yet accomplished.
- **Pilot projects in Public Works on ways to resolve workplace issues:** Lance Norris has tried different ways to address workplace issues and reports improvements. I am interested in how you think that has gone.
- **Expand the Martin Luther King Jr. Day events to every department in Town:** We achieved that goal in 2012. The planning committee is conducting an after action review for lessons learned for next year to make our event even more successful. (See story p. 4)

# Martin Luther King Jr. Celebration

Town of Chapel Hill employees celebrated the legacy of Dr. Martin Luther King Jr. Friday, Jan. 13, at Hargraves Center.

Employees have held their own special observance of Dr. King's legacy for 12 years and counting at the Town of Chapel Hill. Usually held the Friday before the Monday holiday, the celebration has been nurtured by a dedicated group of Public Works employees led by Maggie Burnett. This year at the urging of Town Manager Roger Stancil, the celebration grew to include employees of all departments. Friday's celebration was preceded by a weeklong series of activities designed to encourage service and reflection on the principles of Dr. King.

"After consulting with Maggie, I proposed at last year's celebration event at the Town Operations Center that we grow the event to include all departments, working together as a Team to develop ways we can celebrate Dr. King's ideals consistent with our Values of



RESPECT," Stancil said.

A highlight of the event was a drama performed by Chapel Hill Transit employees. The play is a reenactment of the day Rosa Parks refused to give up her seat on a Montgomery, Ala., bus. Chapel Hill Transit bus operator Michele Sykes plays "old Rosa," and Sheila Neville plays "young Rosa."

Thanks to all who participated. Will you help us plan for next year's celebration? Contact us at [info@townofchapelhill.org](mailto:info@townofchapelhill.org)

## Poetry Contest Winners

Thanks to everyone who participated in the first Town Employee Poetry Contest in Honor of Dr. Martin Luther King, Jr.

The winning poetry entries are:

- First Place (\$100): **Kay McDaniel** (Public Works) for her poem "I Would Ask"
- Second Place (\$50): **Emily Cameron** (Public Works) for her poem "Joy"
- Third Place (\$25): **Wendy Smith** (Stormwater) for her poem "MLK in 5-7-5"

Congratulations Kay, Emily and Wendy!

The winning poems were read aloud by their authors at the Martin Luther King Jr. Employee Celebration & Sharing Event on Jan. 13 at Hargraves Center. Winning poems have been reproduced as bus cards and are being displayed on Chapel Hill buses.



## Top 10 Reasons To Participate in the Wellness@Work Program

1. Participation will help keep health insurance premiums low for all employees because the greater the participation, the greater the savings.
2. The Town spends \$747/month or \$8,964/year per employee for health insurance. Reducing the cost frees up money for potential employee raises, equipment, etc.
3. If you take the Health Risk Assessment (HRA), you get a \$25 gift card.
4. If you have issues such as high blood pressure, diabetes, high cholesterol, increased weight or you smoke, you will receive a \$100 gift card if you meet your goal in six months and another \$100 gift card if you maintain your goal for an additional six months.
5. You have same day access to a nurse practitioner for minor acute illness with NO co-pay.
6. Even if you have a doctor and a regular physical, you have the unique opportunity for a 30 minute visit with the nurse practitioner to discuss your overall health and wellness at NO cost to you.
7. Visits to the clinic can be done on work time, NO leave has to be taken. Personal health information shared as a participant in the Wellness@Work Program is CONFIDENTIAL and will not be shared with the Town.
8. Appointments are easy. Visit [www.uncwellnessatwork.org](http://www.uncwellnessatwork.org) or call 968-2796.
9. You will have an opportunity to be healthier and have a better quality of life.
10. Nurse Practitioner Jennie Petruney is the best!

## Wellness@Work Survey

Let us know what kind of wellness programs and resources you want! Take the Wellness@Work Survey at <http://bit.ly/wch18R> by March 9. The Wellness@Work Committee will use your ideas to create new wellness programs and activities for all employees.

*The Manager's Office, HRD and Business Management lead the Town in the percentage of employees who have taken their Health Risk Assessment. Fire and Parks and Recreation are gaining!*

*To complete the HRA, you need to sign a waiver, complete a questionnaire, and visit the wellness clinic. If you haven't completed any of these components of the Health Risk Assessment, visit [uncwellnessatwork.org](http://uncwellnessatwork.org) or call 968-2796 to complete the questionnaire or make an appointment to visit the clinic. You'll receive a \$25 gift card when you complete the HRA.*

