

TOWNtalk

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A newsletter for Town of Chapel Hill employees

www.townofchapelhill.org

A Short Report



Pay increases that were authorized by the Town Council as a part of the budget for the 2004-05 fiscal year take effect this

month. Pay step increases for employees below the job rate and merit increases for employees above the job rate will provide an average increase of 3.78 percent.

The Council also authorized payment of increased costs for medical insurance and continuation of benefits for employees and dependents. The Council has supported a good medical insurance program, a securely funded retirement system, workers compensation insurance and other benefits as essential components of employee compensation.

I am proud to work for a Town Council that places such a high value on attracting and retaining a competent and dedicated group of employees. And, I am proud to work with a group of employees who have earned the respect and confidence of the Council.

*Cal Horton
Town Manager*

Lloyd Ross Equipment Operator III

In the Spotlight

Joined Town:
1979

Department:
Public Works
(Solid Waste
Services)

Duties: Work day begins at 5:30 a.m. Drives trucks with names like Knuckle Boom and Side Loader, and rides on the back to haul garbage, or whatever is required.

Philosophy: "No matter what your job, keep a positive attitude. I like my work."

Personal: Raised by grandparents in Hurdle Mills, N.C. Played many sports, including wrestling, track and football, for Orange High School and later became a linebacker for the former Carolina Pirates in Durham.



Married to Linda; children are Lloyd Benjamin, 16; and Phillip Lamar, 10. Enjoys fishing. Shuns red meat.

Nomination Quote:
"He knows how to do everything and is always willing to take on any task," says Harv Howard, sanitation superintendent.

Town launches program to promote active lifestyles



Taking a walk along Bolin Creek path after the GO! Chapel Hill launch are (left to right) Inspections Director Lance Norris, Mayor Kevin Foy and Police Chief Gregg Jarvies.



Get moving! That's the message of "GO! Chapel Hill," a program designed to promote active living and increase physical activity in the community.

A launching celebration held on Sept. 14 outside the Community Center along Bolin Creek Path featured town leaders including Mayor Kevin Foy and Town Manager Cal Horton. Accompanying them were Town

employees participating in the "Step It Up!" walking and exercise program. After the presentation, Manager Horton led the group on a 1.5-mile walk down the pathway.

Joining them were health promotion educators, transportation staff, and planners who are working together in planning tactics for integrating physical activity into daily routines. The program is funded with a \$200,000 grant from the Robert Wood Johnson Foundation.

To learn more about the program and access walking logs, ideas to increase activity, lists of activities and events in the area and conversion charts, visit www.gochapelhill.org.

In Brief

News about us

Donald Bradley (Police) has been promoted from sergeant to lieutenant. Lt. Bradley joined the Chapel Hill Police Department, as a public safety officer in 1986. He served as a patrol officer, a member of the central business district squad, an investigator, and most recently as a patrol platoon sergeant.



Richard Buccì (Fire) has left his post as a Chapel Hill firefighter to join the security giant Wackenhut Corp., which is hiring civilian firefighters to fill a government contract in Iraq. Buccì says his main aim for his

time in Iraq is to provide care packages for the enlisted. A native of Bergen County, N.J., he joined the Army National Guard in 1984 as a combat medic. He completed a tour before the Gulf War and left as a sergeant. His respect for the soldier extends back to his father Vincent Buccì who served in World War II with the 142nd Company B attached to the 5th Army under General Clark "My real goal is to encourage these young soldiers and remind them that we have not forgotten them. If I can encourage just one soldier this tour is worth it." Buccì's wife of 15 years is Brenda, and they have a 12-year-old son, Kyle.

Tim Brown, Jeff Meadows, Lee Harris and Clint Thorpe (Transportation) recently attended and became certified in On-Board Diagnostic Training at Guilford Technical College.

Brian Curran (Police) has been promoted from lieutenant to captain. Capt. Curran joined the police department in 1986 as a communications specialist. In 1987 he became a public safety officer. He has served as a juvenile investigator, patrol sergeant, and most recently as a supervisory lieutenant in the Investigations Division.

Leo Vereen (Police) has been promoted from police officer II to sergeant. Sgt. Vereen joined the department in 1999 as a police officer, after serving in the U.S. Army for 20 years. He served as a patrol officer and member of the Community Services Unit.



Town lauded by EPA

The Town of Chapel Hill has earned the Best Workplaces for Commuters designation — a mark of environmental and commuter friendliness — from the U.S. Environmental Protection Agency (EPA) and the U.S. Department of Transportation (DOT). Best Workplaces for Commuters is a voluntary partnership program designed to cut traffic congestion and traffic-related air pollution. The program recognizes employers that offer employees commuting options that discourage driving alone to work. Chapel Hill's major benefit offered to employees — and indeed, to all residents — is its fare-free transit system.

Calendar features Chapel Hill

The 2004-05 National Crime Prevention Council Calendar features Chapel Hill Police Department efforts to work cooperatively with merchants to reduce crime. The calendar calls attention to department's Business Alert Network (BAN) program and cites it as a model crime prevention effort. The program operates much like a neighborhood watch group. Police officers train business owners on ways to reduce losses

from robbery, larceny, fraud, shoplifting, counterfeiting and internal theft; increase their awareness of criminal laws affecting the protection of their business; and conduct security surveys to suggest strategies for improving the safety and security of businesses. Increased communication between the business community and the police department, including information on crime trends affecting the business community, is an important part of the BAN program.



Amy Harvey (Clerk's Office) takes a turn at darts during the kickoff celebration for the Town's Combined Campaign. Special thanks go to **Jeannette Fort Taylor** (Engineering) and **Gordon Sutberland** (Planning), who did a great job of organizing the games and encouraging players.

Employees support campaign

Employees had fun while helping to raise more than \$600 for charitable agencies during the Combined Campaign Kickoff held on Sept. 17.

They came for lunch, raffles, baked goods, fellowship with other employees -- and games! Game prize winners were: Operation Shrek, **Tanita Howard** (first place) and **Brenda Jones** (second and third place); Fact or Crap, **Cary Degraffenreidt** (first), **Tracy Dudley** (second and third place); Darts for Dollars, **Cal Horton** (first), **Bruce Heflin** (second) and **Flora Parrish** (third); and Darts Winners, **Ernie Rogers** (first), **Phil Mason** (second), and **Cary Degraffenreidt** (third).

Pledge cards should be returned by Nov. 1. "Please consider pledging as a one-time gift or through payroll deductions, which are practically painless," said Campaign Chair Carol Abernethy.

If you have questions about how to pledge, please contact your campaign representative or Carol Abernethy at cabernethy@townofchapelhill.org or 968-2743.



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Human Resources

Employees to receive pay raises

Raises for all employees are effective Oct. 2, as authorized by the Council. All employees will see pay raises in Oct. 15 checks. Weekly paid employees will have an increase for their full pay period. The pay period for biweekly paid employees in the Oct. 15 check is Sept. 28 to Oct. 11. Employees who are paid biweekly will have the raise for six working days of the 10 working day period. Both weekly and biweekly paid employees will begin at the higher rate on the same day.

The increase percentages for employees at or above the job rate are: 3.8 percent for Outstanding Performance and Exceeds Expectations, 3.78 percent for Meets Expectations and 1.0 percent for Needs Improvement.

Employee Forum



Elections Coming

The Employee Forum annual elections are coming up soon. Consider participating – as a member you can act as a voice for the Town's employees.

Employees save on computers

As a Town employee, you can save 5 to 10 percent on any new Dell computer system including laptops and desktops under Dell's Employee Purchase Program.

For more information visit <http://townhall.townofchapelhill.org/eforum/docs.htm> and look for the headline: TOCH computer purchase program details. Monthly specials are also posted here. Stay current on issues affecting Town employees at <http://townhall.townofchapelhill.org/eforum/docs.htm> and be sure to look up meeting minutes. Talk to your representative about any work-related issues you would like the Forum to discuss.



"It was like stepping off into another world," said Deputy Fire Chief Robert Bosworth of the devastation he witnessed at Cullasaja Gorge near Franklin, N.C. Boswell was among a team of Chapel Hill firefighters who assisted residents with cleanup and emergency searches. Pictured here, responders mark houses after they have been searched for survivors. (Photo by Byron Greeson)

Robert Bosworth, Darryl Rimmer, Byron Greeson, Ryan Warner, Keith Gaudette, Sam Erwin and Paul Moss of the Chapel Hill Fire Department were deployed on Sept. 17 to assist residents in western North Carolina following the aftermath of Hurricane Ivan. The firefighters have special skills and equipment needed in searching demolished buildings and performing rescues under extreme conditions. They served in a search-and-rescue capacity during a 72-hour deployment as part of the North Carolina Region 8 Urban Search and Rescue team with members from Raleigh, Durham and Cary, as well as Chapel Hill. They assisted the town of Cullasaja Gorge, which experienced extreme flooding, mud slides, toppled trees, severe property damage and loss of infrastructure such as roads, power and water supplies. Much of the region was already saturated from rains brought by Hurricane Frances when the remains of Hurricane Ivan brought more heavy rainfall.

Here's to your health!

Healthy Balance Team leaders are ready to help employees who are participating in the Step It Up! program. First quarter summary logs are due to team leaders on Nov. 22. If you have questions about how to fill out logs or need other guidance, contact your team leader. Photographed here are (from left to right):



Photographed here are (from left to right): **Julie Ann Gouveia-Pisano** and **Bess Ramey** (representatives from Pfizer Inc., a co-sponsor of the Town program); **Jeannette Fort Taylor** (Engineering), **Camelia Brooks-Brooks** (Human Resources), and **Ronald Gallerani** (Housing). Other team leaders are **Anissa Graham-Davis** (Human Resources), **Alvin Ward** (Fire), **Andrew Smith** (Police), **Lisa Edwards** (Police), **Scott Blacknell** (Transportation), **Laurel Cotton** (Transportation), **Paul Wofford** (Public Works), **Kay McDaniel** (Public Works), **M.J. Goodrum** (Library) and **Sonya Reddick** (Parks and Recreation).

Compliments

Praise
from
Citizens



Kathy Fritzsche wrote to Roger Waldon (Planning) on Sept. 8: "I write to tell you of the excellent assistance I have received, as have other Presque Isle Villas homeowners, from **Gene Poveromo** [Planning]. He has been exceptional. For some time, we have been struggling with issues related to our developer. It has been difficult to 'learn as you go' all of the intricacies involved in new housing development.

When we came in contact with Gene a few weeks ago, our fortunes immediately improved. He helped us find information that we sought and, in doing so, helped to crystallize our understanding of a significant issue. He also proactively informed us that a relevant matter was coming before the Town Council. At issue, was a fourth project deadline extension request by the developer.

With the notice Gene provided, we were able to go before the Council last night and request — and secure — a shorter, six-month extension rather than the one-year requested. This is a subtle, but significant accomplishment and one that we value greatly. It would not have been possible without the help we received from Gene.

I wanted to make sure that you knew how much we appreciated all that he has done for us."

On July 14, Patricia Taylor wrote about the outstanding work of our **Sanitation Division** employees to Mayor Kevin Foy and Council Members: "How often, during these sultry, steamy summer days, do you stand with your head inside your curbside trash container when it is full of week-old garbage?

You are in a decided majority if you've answered NO while shuddering at the very thought of performing such an odoriferous action. However, the trash collectors of our city do this on a daily basis. 'Of course,' you say, 'that's their job — and welcome to it.'

It is their job and they perform it heroically, not only during these unbearably hot summer days, but also year round. Through winter chill,

snow, and ice, through rain and mud, the trash disappears from the curbside containers (the containers don't always disappear from the curbside, but that's another issue).

After following behind the trash truck, it occurred to me that these men are the most visible of all our city employees. We see what they do. We watch them do it. They are reliable, dependable, strong, and as far I've ever seen, uncomplaining. They ride behind the truck inhaling fumes, and stench. Dodging traffic they jump off to pick up the next load and move on.

Is there a mechanism to declare a citywide Day of Appreciation for these men? I wish that I could think of something householders who cared to participate could do to show their appreciation; however, no clever, peculiar-to-Chapel Hill ideas come to me. I guess 'Thank you' is always appropriate."

Police Officer **Scott Taylor** was complimented on Sept. 1 by Jim Henry for his outstanding work in catching suspected burglars. Henry wrote to Chief Gregg Jarvies that a compressor had been stolen from the back of his company's pick-up truck. Taylor was off duty when he saw the theft in progress and sprung into action.

"He took time out from his day off to help and conducted himself as a competent professional," Henry said. "You should be proud of Mr. Taylor as well as all of your employees. As a resident of the Chapel Hill area, I certainly am."



Coffee Talk:
Who's new,
who's
retiring,
and more

Welcome new employees!

Joseph Pardington (Police), Substance Abuse Counselor
Tanita Howard (Clerk's Office), Admin. Clerk
Martha Adamo (Clerk's Office), Admin. Clerk
Michael Stout (Engineering), Engineer I
Charles Pardo (Police), Crisis Counselor
Christopher Stephens (Fire), Firefighter



Facts,
figures
and trivia

Who Knew?

Can you guess the identity of this Town of Chapel Hill employee? Yes, the photo was taken a few years back! Send your answers to Catherine Lazorko at clazorko@townofchapelhill.org or by interdepartmental mail. See clues below.



"Born and raised in southern Durham County before the age of video games and computers, I learned the finer points of making mud pies and skipping rocks over water. I am married to Chuck, my husband of 29 years and have two sons: Nicholas, age 25, and Eric, 21. I enjoy listening to all kinds of music, garden design, jewelry design with wire and beads, sailing and I'm a newly trained literacy tutor with the Durham Literacy Center."

COMING UP

BIGSWEEP: Oct. 2

Volunteer to clean creeks and waterways. Info: bigswEEP@townofchapelhill.org

SOLAR ROOFS COMMITTEE

You're invited to a solar homes tour on Oct. 2, and an Oct. 19 gathering to answer question about adding solar energy systems to homes. Info: 962-7283

FESTIFALL: Oct. 3

Come to Franklin Street and enjoy original arts and crafts, food, entertainment and the Kids Zone.