



TOWNtalk

A newsletter for Town of Chapel Hill employees

August 2006
Vol. 2, No. 11

www.townofchapelhill.org

Messages from All of Us

Bob Avery: Thanks for the steady leadership you have provided for so many years. We have all benefited from your professionalism, your enthusiasm, and your interest in everything we do. As you prepare to hit the Escape key, the IT Department wishes you the very best.

Randy Ballard: Cal's direct support for Public Works during periods of greatest challenge has been most impressive. During Hurricane Fran, our greatest challenge, his efforts and support were visible, immediate and real. Relative success was the result. For this, as well as an on-going atmosphere of knowing that "doing the right thing" will stand you in good stead, we are grateful. A fruitful retirement from public service will be a just reward for Cal and his family. We wish him nothing less!

Clerk's Office: Thank you for your leadership, your guidance, and your support. We wish you health, happiness and success in your retirement. We lift our red ink pens to you!

Mayor Kevin Foy: We will all miss Cal when he leaves his job as town manager, but one of the great legacies he leaves is his devotion to and affection for Town employees. I've often seen that affection returned. Whenever I travel with Cal around town and we encounter a police officer, firefighter, sanitation worker, or other member of the 600-person town staff, Cal waves and calls out a greeting, usually by first name; and you all smile and wave back to him. He's been a great leader for Chapel Hill, and I know he'll keep waving and saying hello even after Sept. 1.

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Cal Horton

Town Manager

Length of Service:

July 1990 to September 2006

Duties: The Town Manager serves as the professional administrator of the Town and is responsible for coordinating all day-to-day operations and administration. These duties include human resources management, financial management, preparation of an annual budget proposal and administration of the budget adopted by the Council, intergovernmental relations, and organizing the implementation of Town Council policies. The Town Manager serves as the chief advisor to the Town Council and appoints a professional staff of department heads to help manage the organization.

Personal: Married Ginger Horton in 1965. They are the parents of two children, Alex (and wife Cathy) of

In the Spotlight



Photo by Bill Wilcox, courtesy of Chapel Hill Herald.

Phoenix and Lauren (and husband Michael) of Daytona Beach, Fla., and grandparents of Tanner, 11; Caleb, 7; Cole, 5; and Addie, 2.

Quote: "It's been an honor to serve as Chapel Hill's Town Manager and I'm grateful for the experience," Horton said. "I'm proud to have been associated with such an outstanding group of department heads and Town employees."

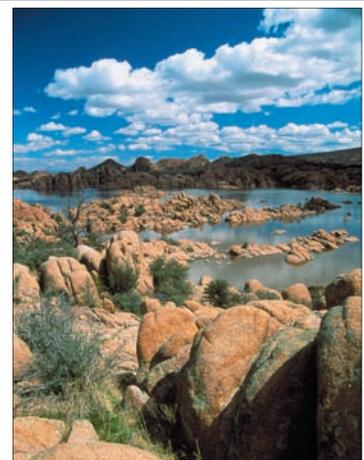
COMING UP:

Sept. 1: Cal's official retirement date. Various departments are hosting activities.

Sept. 14: Community Dinner for Cal at the Carolina Inn.

Coming Up in Retirement . . .

- ◆ Teaching municipal government at UNC-Chapel Hill School of Government.
- ◆ Attending classes in art history and more; reading, reading, reading!
- ◆ Visits with children and grandchildren.
- ◆ Spending time with mother, Pauline Horton, a resident of Chapel Hill.



Cal and Ginger love to travel, and one of their favorite places is Arizona. Pictured above is Watson Lake near Prescott.

Best Wishes, Cal!

Sabrina Garcia: Shortly after my hire as Crisis Counselor with the Town, Cal extended a greeting that will always be remembered and cherished by my parents. During his visit to my home state of New Mexico, Cal and his wife left a message for my parents, introducing himself and sharing an appreciation for their daughter, me.

I can't tell you what a memory that made for parents who always want to know that their child has made an impact in their profession. To this day, sixteen years later, my folks will share this message with others as an example of the kindness of others. Cal, I will always be grateful for sharing that moment in time, and making me sound good to my folks.

Gregg Jarvies: Cal: As you sit in the front porch rocker, know without a doubt that you made a difference — in me, in us, in the community, and in the profession. Thank you.

Kay Johnson: Thank you for all you have done for the citizens of Chapel Hill through the Council and Town staff. Your support and guidance have been a model of public service.

May your future budget negotiations be less memorable and on a smaller scale. And may you enjoy wonderful new adventures.

Dan Jones: Some of my best memories of working with Cal will involve standing in the street, usually at night, sometimes but not always in bad weather and watching that twinkle in his eye as we tried to resolve some crisis. He truly loved the pressure of a tough situation. I will always think of him and miss him most when we are in an emergency.



Ralph Karpinos: Cal, congratulations and best wishes on your retirement. It has been an honor and privilege for me to be able to work with you for the last 17 years.

Bill Letteri: Best wishes for a long, happy and healthy retirement. It has been an honor to know you, and all of us in Public Works will miss



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AFTER WORKING

A poem by Robert Bly
Submitted by Chris S. Berndt

I
After many strange thoughts,
Thoughts of distant harbors, and new life,
I came in and found the moonlight lying in
the room.



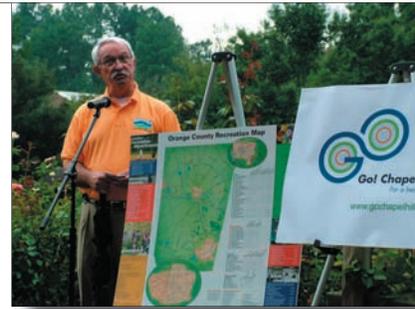
your impeccable leadership, support and sincere friendship.

Manager's Office: We'll miss your good humor on a long work day; wise counsel to dissect the issues; red-penned scrawl to improve agenda memoranda; conversations on history, art, food, politics, books and more; and the rolling beat of "Rawhide" as you boot up. Happy Trails!

Lance Norris: Cal, over the years it has always given me a secure feeling to know we had such an efficient and dedicated leader. It will be impossible to replace your unique qualities and talents, but I'm pleased you now have the opportunity

to enjoy a well-deserved rest.

Flora Parrish: Over the years, I have worked under many different Town Managers and have seldom thought twice about their departure. That is, of course, until Mr. Horton. Before Mr. Horton, I never even considered that the Town Manager would know who I was, much less make me feel like a friend instead of just another employee. I am quite certain that he has made others feel the same way. It has always amazed me that Mr. Horton has always called everyone by name, which



II
Outside it covers the trees like pure sound,
The sound of tower bells, or of water moving
under the ice,
The sound of the deaf hearing through the
bones of their heads.

III
We know the road; as the moonlight
Lifts everything, so in a night like this
The road goes on ahead, it is all clear.

seldom occurs nowadays. Town events have also benefited from Mr. Horton, as his sense of humor made the events fun to attend.

While positions can be re-filled, there is no one that will be able to completely fill your shoes. Mr. Horton, I can honestly say that you will be truly missed. I wish you much happiness in your retirement.

George Small: Thanks for taking care of us for all these years, Cal. Enjoy your new career as one of the B.R.A.T.S. (Blissfully Retired After Town Service). Sonna tells us she is the current president of the Brats Pack. Cheers from the Engineering Department Crew.

Tina Vaughn: Cal, congratulations on your retirement. Your guidance, leadership, and sense of humor will be missed. I hope you can, and will, now do things that you have wanted to do, but didn't because you did not have the time. I wish you the best that life can offer.



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EMPLOYEE FORUM RESOLUTION HONORING TOWN MANAGER W. CALVIN HORTON FOR HIS HARD WORK AND SUPPORT OF EMPLOYEES

WHEREAS, the Chapel Hill Town Council hired a consultant to conduct diversity training with all Town employees and to conduct a study of the Town's work environment in 2001; and

WHEREAS, one of the consultant's recommendations was that the Town Manager should appoint an advisory committee comprised of

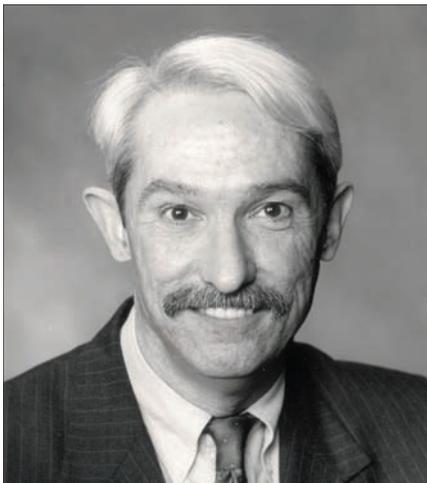


employees and supervisors to review those cross cutting issues which affect each department and make recommendations to management for needed improvements, enhancements and strategies; and

WHEREAS, on February 5, 2003, the Employee Forum held its first meeting and is continuing to meet with the support of the Town Manager; and

WHEREAS, the Forum has made recommendations for supplemental insurance, a return of the Lunch and Learn series, and a Town Health Fair; and

WHEREAS, Mr. Horton has come to Forum meetings to share information, and to brainstorm new ideas; and



WHEREAS, he has supported the Forum's actions in any manner possible, including encouraging us to take action on our beliefs; and
WHEREAS, Mr. Horton has demonstrated skills in leadership, administration, budgeting, motivating and managing people, and working effectively with the general public and media; and

WHEREAS, he has spent countless hours at Council meetings balancing the needs of the community with the services provided by the employees; and



WHEREAS, Mr. Horton has held his ground with the Council when it came to his recommendation regarding employee compensation; and

WHEREAS, he has pushed employees to provide excellent service to the community, especially in times of need, such as hurricane cleanup, and winter storm recovery; and

WHEREAS, Mr. Horton has a motto to treat all people with dignity and respect and to provide Fair, Effective, Efficient, and Fast public service; and

WHEREAS, he uses his humor to boost the spirits of employees; and

WHEREAS, Mr. Horton takes a sincere interest in all employees and could tell a story about almost everyone he meets; and

WHEREAS, he has provided this organization with a family friendly atmosphere/environment;

NOW, THEREFORE, BE IT RESOLVED by the



Employee Forum of the Town of Chapel Hill that the Forum recognizes Town Manager W. Calvin Horton for his hard work and support of the employees of the Town of Chapel Hill.

The Employee Forum members, February 2003 through June 2006:

Ann Brown, Felix Bloch, Amy Edwards, Iris Schwintzer, Traval Watkins, Susie Whaley, Maggie Burnett, Leanne Mikels, Jeff Clark, Lisa Edwards, Than Austin, Bernard Leach, Brigid Cox, Kelly Stokes, George Long, Chelsea Laws, Mona Nazir, Rodney Watson, David Sasser, Mary Jean Williams, Deborah Squires, Amy Harvey, Charles Bynum, Christopher Blue, Will Quick, Wes Tilghman, Dorice Johnson, Jacqueline Thompson, Jonathan Bell, Norman Clark, Lee Harris, Ceberettia Hinton, Jerry Neville, Donnie Rhodes, Beth Dean, Wendy Walsh, Terry Gearhart, Kristi McClellan, Wallace Alston, Anne Edwards, Lee Harris, Kay McDaniel, Karen Patillo, Bryan Walker, Karen Rose, Dana Stidham, Joshua Jonassaint, Ken McDouall, Keith Gaudette.



Proclamation of the Mayor and Town Council: 2006 is W. Calvin Horton Year

Whereas, W. Calvin Horton will retire as Town Manager on September 1, 2006, after seventeen years of service to the people of Chapel Hill; and

Whereas, Cal began his service with the Town in June 1989 as Public Safety Director, and was appointed Town Manager in July 1990; and

Whereas, during that time, Chapel Hill has been nationally recognized for its professional management leadership, quality public services, and excellent quality of life; and

Whereas, Cal has been recognized by his colleagues in the International City/County Management Association (ICMA) for his leadership skills and is an ICMA Credentialed Manager; and

Whereas, Cal has served as president of the North Carolina City/County Management Association; and

Whereas, Cal has maintained a high level of integrity, ethics, and intellectual honesty in his work and communications with the Town Council, citizens, and Town staff; and

Whereas, Cal has set the standard for Town employees to provide excellent and responsive customer service; and

Whereas, Cal has instructed employees to treat all people with dignity and respect, and that employees provide services to citizens in a manner that is fair, effective, efficient, and quick; and

Whereas, Cal has been a champion and advocate for Town employees, and has treated them with dignity and respect; and

Whereas, the Chapel Hill Town Council has relied on the Manager's valuable advice and wise counsel over many years; and

Whereas, Cal has effectively managed the Town's involvement with such major projects as UNC-Master Plan, Office and Institutional-4 zoning, Meadowmont, Southern Village, the Town Operations Center, Homestead Park, and Downtown Streetscape improvements; and

Whereas, the professionalism, preparation and follow-up, and dedication of the Manager and his staff have been illuminated during times of trouble, such as Hurricane Fran in 1996, the 2002 Ice Storm, and other emergencies; and during times of community joy, including NCAA Basketball Championships and other celebrations; and

Whereas, Cal has brought energy, enthusiasm, and good humor to his job and set a standard for excellence for work and encouraged his staff to strive for excellence in their work; and

Whereas, the entire Town and its citizens, the staff, and past and present members of the Town Council have appreciated, benefited from, and relied on Cal's hard work and professionalism.

Now, Therefore, BE IT RESOLVED BY THE COUNCIL OF THE TOWN OF CHAPEL HILL that the Council, on behalf of all Town citizens, expresses our sincere gratitude and admiration for years of outstanding service by proclaiming the year 2006 as

W. Calvin Horton Year

In the Town of Chapel Hill.

GIVEN UNDER OUR HANDS AND THE SEAL OF THE TOWN
ON THIS THE TWENTY-SIXTH DAY OF JUNE, TWO THOUSAND AND SIX.

Mayor Kevin C. Foy
Mayor pro tem Bill Strom
Council Member Laurin Easthom
Council Member Sally Greene
Council Member Ed Harrison
Council Member Cam Hill
Council Member Mark Kleinschmidt
Council Member Bill Thorpe
Council Member Jim Ward

