



# TOWNtalk

A newsletter for Town of Chapel Hill employees

September 2006  
Vol. 3, No. 1

[www.townofchapelhill.org](http://www.townofchapelhill.org)

## A Short Report

By Roger Stancil,  
Town Manager

I am guessing some of you are wondering who I am, coming here to assume Cal's job. Let me share with you some of my basic values and beliefs as a way to start getting to know each other. As you share your values and beliefs with me, I believe we will find we have much in common because of what we have chosen to do with our lives. As we work together, ask me a question when you see me do something that you do not think reflects these values. We can learn together.

We are stewards of the public trust, the highest of callings. Our challenge is to leave this place in better shape than when we arrived.

We can only be good stewards when we act ethically and take personal responsibility for our actions and their effect.

We develop leadership by continuous learning, constantly reviewing what we did to see if we can do it better and examining the assumptions we made which led us to believe our action was the right one in the first place.

The best solutions to community and organizational challenges come when we understand and appreciate all the perspectives around the table. That understanding involves a willingness to try on new ideas and exercise *both/and* thinking instead of *either/or* thinking.

Our success is dependent on the extent to which we respect and value the interests and opinions of citizens, co-workers and others we serve.

Working together as a team is what adds value to the services we provide individually, which others can usually provide equally well.

If you can imagine it, you can make it happen.

I will be persistent in the pursuit of an idea, yours or mine.

I will be stubborn in defending the best interests of the Town.

I look forward to getting to know you better.

## Roger Stancil Town Manager

**Duties:** "I believe a manager has two distinct responsibilities. He has an obligation to ensure that Council members are well informed as they make decisions about the town. He must develop and manage a competent, financially sound organization as a team that can take the town where the Council and the community want to go. To be successful, he must develop relationships throughout the community and the employee team."

**Personal:** Roger is a native of Rocky Mount, N.C. He and his wife, Carol, have been married 24 years. His son, Stephen, is a 2006 graduate of Wake Forest University, and his daughter, Amanda, is a rising high school junior. He graduated from Wake Forest University with a B.A. in politics. After working several years, he returned to graduate school in 1977 and received his Master of Public Administration from UNC-Chapel Hill in 1982.

Roger's first job in municipal government was assistant director of human relations for the City of Rocky Mount, investigating and conciliating complaints of mistreatment and discrimination. While completing his

## In the Spotlight



MPA degree requirements, he was a circuit manager for the towns of Winterville, Grifton and Fountain. He became the administrative assistant to the city manager in Fayetteville in 1982 and gained increasing responsibility there, eventually becoming city manager in 1997.

**Quote:** "I am fascinated by the unexpected opportunity to live in the best place in the country and work with a group of people with your reputation for excellence. I believe there is a reason we have been brought together, and I look forward to working with you to discover the compelling future before us."

## COMING UP

**Sept. 4:** Labor Day Holiday

**Sept. 11:** Police Promotional Ceremony, Police Department

**Sept. 22:** Car Free Day

**Sept. 29:** Combined Campaign Kickoff, 11 a.m. to 1:30 p.m. Town Hall



### NEW BABY!

Congratulations to employee families with recent arrivals. The latest is Nora Decker, who arrived on Aug. 3, child of Ellen Decker (Library) and husband Brian. See page 2 for more of our beautiful babies!

# In Brief

## F-U-N starts Fund-raising

The Town's annual Combined Campaign Kick-off will be held from 11 a.m. to 1:30 p.m. Friday, Sept. 29, at Town Hall. Employees are invited to learn more about the campaign and enjoy hot dogs, games, baked goods and a raffle.

The annual combined campaign, the only charitable drive authorized to solicit Town employees for payroll deduction pledges, raises money for numerous agencies, including a wide variety of health care, service, and environmental organizations. Each department has an assigned representative who will collect employee pledge forms. The deadline to submit these is Oct. 20.

The four combined campaign federations – Triangle United Way, Earth Share of NC, Community Health Charities of NC, and NC Community Shares – will have tables set up at the Campaign Kick-off, and chances for prizes will be available when employees visit tables.

Consider attending the kickoff. You will have fun with your co-workers while helping to support worthy causes. Last year, employees who participated in the campaign contributed more than \$18,000, and the kick-off raised about \$600. If you would like to contribute baked goods, prizes, games or energy to the kick-off event, please contact Catherine Lazorko at 968-2893 or [tio@townofchapelhill.org](mailto:tio@townofchapelhill.org).

## Employee Art Exhibition

Discover the artistic talents of Town staff at the Town Employee Art Exhibition! The exhibition may be viewed at Town Hall, 8:30 a.m. to 5 p.m. Monday through Friday, through Sept. 8.

Town employees and family members have contributed works of art in a variety of media, including carving, silk painting, pastels, photography, painting, and pottery. Some items may be purchased. Information: 968-2888 ext. 377 or 294.



**Employee Appreciation Lunch** — **Bruce Heflin** (*Manager's Office*) and **Diana Harris** (*Fire*) enjoy a plate of barbecue at the Employee Appreciation Luncheon held at Chapel Hill High School on June 16. Town employees gathered to eat, socialize, and honor achievements and milestones. Watch for announcement of *Employee Day In the Park*, the next employee event tentatively set for Sept. 30. — Photo by Bob Avery

# Welcome Employee Babies!



**Loryn Clark** (Planning) and **Jeff Clark** (Police) welcomed a new son, Tyler Addison Jones Clark, on May 30. He weighed 8 lbs. 1 oz.



August (Gus) Larson, son of **Ed Larson** (Library) and his wife Jessica Larson, was born on

July 24, weighing in at 6 lbs., 10 oz.



**Dorice Johnson** (Library) and husband Quentin Johnson welcomed their first child, Jordan M. Johnson, on

April 26. Jordan weighed 7 lbs.



**Dayle Gibson** (Public Works) has a new granddaughter, Camron Elisa Gibson. Camron, shown here with big brother Tanner, was born May 24 in Charlotte.

here with big brother Tanner, was born May 24 in Charlotte.



TOWNtalk is produced by the Town Information Office:

Information Officer: Catherine Lazorko  
Communications Specialist: Melanie Miller  
[tio@townofchapelhill.org](mailto:tio@townofchapelhill.org) or 968-2893

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Please recycle with white paper.



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# Home Ownership Opportunity

Orange Community Housing and Land Trust will host an Open House from 2 to 4 p.m. Sunday, Sept. 16, at 603 Nunn St., Chapel Hill. The newly-built single-family home is for sale to income-qualified buyers. The home is part of the Northside Initiative, a revitalization effort in the historic Northside neighborhood led by the Land Trust, Habitat for Humanity, and Empowerment Inc. with the support of the Town of Chapel Hill. Information: 967-1545.

# Compliments



**Tyron Edwards** (Transportation) received praise from Ms. Riggsbee for his politeness and professionalism. "Yesterday, a car pulled right out in front of the bus. He handled the situation very professionally. I just wanted you to know how much I appreciate him."

Elijah Pendergraft expressed appreciation for **Nancy Hayes** (Transportation) for being helpful and cheerful. "She always has a lot of information to give to passengers who don't speak English or people who just don't know where they are going. It is refreshing to ride on the bus with her!"

Bus driver **Jaime Palacios** (Transportation) was commended for going "beyond the call of duty." Heather Scott wrote that Palacios assisted her when her car battery went dead. "I can't tell you how good it makes me feel about humanity and Chapel Hill Transit to happen upon Jaime Palacios when I needed some help. He is an exemplary ambassador for the system and Town. His kindness to me minimized a potentially troublesome situation."

Vincent Watson complimented **Lafayette Poteat** (Transportation) for being competent and pleasant. "He is a careful driver. I have seen him handle difficult problems, and I enjoy our talks about 'the good old days'."



The Fire Department recognized promotions and special service in a ceremony on July 24. **Brad Henderson** (second from left) was promoted to fire equipment operator and **Susanna Williams** (center) was promoted to administrative captain. **Chris Stephens** (left), **Gerry Boone** (second from right), **David Sasser** (right) and **Doug Parrish** (not pictured) were honored for assisting FEMA with relief on the Gulf Coast after Hurricane Katrina. In August, the department graduated its first Fire Academy in 13 years.

# Recycling



Tired of junk mail at the office? Get rid of it by instituting a junk mail elimination self-help program. Following this simple nine step program will help reduce the amount of junk mail your department receives.

**Step 1:** Admit it. You get too much junk mail. About 30 percent of what comes into an office is junk mail.

**Step 2:** Believe that it is possible, useful and necessary to reduce the amount you get, even if you're already recycling it.

**Step 3:** Educate yourself further: see [www.recycleworks.org/junkmail/business.html](http://www.recycleworks.org/junkmail/business.html)

**Step 4:** Call or email the recycling office for a Junk Mail Box Kit: 968-2788 or [recycling@co.orange.nc.us](mailto:recycling@co.orange.nc.us).

**Step 5:** Designate a member of the department as the Junk Mail Eliminator who will contact each sender and request that the receiver get no more mail from them (or use a postcard and do it yourself).

**Step 6:** Place Junk Mail Box near where people pick up their mail and publicize it.

**Step 7:** Rip the address label or page from each piece of undesired mail and place in the Junk Mail Box with your name crossed through.

**Step 8:** Work to keep the program going.

**Step 9:** Congratulate yourself for taking action to reduce waste of money, resources, time and energy.

— Blair Pollock (Orange Community Recycling)

# Employee Forum



Members of the Employee Forum welcome Town employees to send their questions, concerns and issues for consideration in the 2006-07 year. Forum members are listed below.

Amy Harvey (Co-Chair), Administration  
Annie Edwards, Transportation  
Bryan Walker, Police  
Ceberettia Hinton, Transportation  
Dana Stidham, Planning  
Deborah Squires, Engineering  
Donnie Rhoads, Police  
Jacqueline Thompson (Chair), Housing  
Jerry Neville, Engineering  
Josh Jonassaint, Parks and Recreation  
Karen Patillo (Secretary), Public Works  
Karen Rose, Police  
Kay McDaniel, Public Works  
Keith Gaudette, Fire  
Ken McDouall, Library  
Kristi McClellan, Finance  
Lee Harris, Transportation  
Luther Nash, Inspections  
Michael West, Public Works  
Norman Clark, Fire  
Terry Gearhart, Information Technology  
Wallace Alston, Transportation  
Wendy Walsh, Human Resources

# Training Opportunities for Town Employees

The Office of Training and Development of the Human Resources Department offers training opportunities for all Town employees.

Course enrollment forms must be signed by department heads. Classes will be filled on a first-come, first-served basis. A registration confirmation will be sent indicating the location of classes.

For more information, contact Lisa Edwards, Training and Development Coordinator, at 968-2888 ext. 322 or [ledwards@townofchapelhill.org](mailto:ledwards@townofchapelhill.org).

## FINANCIAL WELLNESS

To Your Credit  
Instructor: Local Credit Union  
10 a.m. to 12:30 p.m. Oct. 5

Identity Theft  
Instructor: Local Credit Union  
10 a.m. to noon Nov. 14

## AVAILABLE for ALL EMPLOYEES

“What Do You See?”  
Instructor: Henry Meguid, Ph.D.  
Part I: 1 to 5 p.m. Sept. 12  
Part II: 9 a.m. to 1 p.m. Sept. 26

Generations Working Together  
Instructor: Polly Weiss  
1 to 4:30 p.m. Sept. 19

What Every Employee Should Know  
Instructor: Henry Meguid, Ph.D.  
9 a.m. to noon Oct. 24

Fire Extinguisher Training  
Instructor: Asst. Chief Alvin Ward, CHFD, and Mike Gary, Public Works  
Choose one time:  
9 to 11 a.m. Sept. 13 or  
7 to 9 p.m. Sept. 13

Workplace Sexual Harassment Prevention for Employees  
Instructor: Lisa Edwards, MBA  
Choose one date:  
10 a.m. to noon Oct. 19 or  
10 a.m. to noon Nov. 15

Substance Abuse Training for Employees  
Instructor: Julie Waller, COHC, OSHA  
Choose one date:  
9 to 11 a.m. Sept. 27 or  
1 to 3 p.m. Oct. 25

## EMPLOYEE DEVELOPMENT

What Did I Do With My Keys?  
Instructor: Deborah Taylor  
10 a.m. to noon Sept. 27

Quick and Healthy Meals for Busy People  
Instructor: Alice Pettitt  
9:30 to 11:30 a.m. Nov. 8

## AVAILABLE for SUPERVISORS and DEPARTMENT HEADS

Performance Objectives: Evaluations  
Instructor: Polly Weiss  
8:30 a.m. to 12:30 p.m. Sept. 15

Hiring the Right Person  
(Legal and Effective Hiring)  
Instructor: Wendy Walsh, SPHR, MA  
Choose one date:  
11 a.m. to 2 p.m. Oct. 4 or  
1 to 4 p.m. Nov. 7

Workplace Sexual Harassment Prevention for Supervisors  
Instructor: Lisa Edwards, MBA  
Choose one date:  
noon to 2 p.m. Oct. 19 or  
noon to 2 p.m. Nov. 15

Substance Abuse Training for Supervisors  
Instructor: Julie Waller, COHC, OSHA  
Choose one date:  
9 to 11 a.m. Sept. 18 or  
1 to 3 pm. Oct. 17

Corrective and Disciplinary Actions  
Instructors: Pam Eastwood and Anissa Graham-Davis  
Choose one date:  
1 to 3 p.m. Nov. 1 or  
3 to 5 p.m. Nov. 15

Accident Reporting/Workers Compensation  
Instructor: Julie Waller, COHC, OSHA  
Choose one date:  
9 to 11 a.m. Oct. 10 or  
2 to 4 p.m. Oct. 26



## EMPLOYEE MILESTONES

**Louise Pettis** (Inspections) was among employees recognized with service awards in June for reaching 5 to 30 year milestones of service. Pettis, who has worked 30 years for the Town, won the flower bouquet at the awards reception.

The next service award reception to honor employees will be held from 10 to 11 a.m. Friday, Sept. 22, in Town Hall's first floor conference room.