



TOWNtalk

A newsletter for Town of Chapel Hill employees

December 2008
Vol. 5, No. 4

www.townofchapelhill.org

A Short Report

By Roger L. Stancil,
Town Manager

On Nov. 21, the employees at the Town Operations Center began a journey that has the potential for transforming our organization. Approximately 150 employees who work at the Town Operations Center and approximately 20 facilitators who work throughout the Town held a Day of Dialogue dedicated to talking about our relationships with each other, especially about race and other ways in which we are different from each other. The goal of the day was to recognize, understand and appreciate our differences and then create a plan of action for our organization and for individuals that will reflect the values of social equity, respect and teamwork.

I want to say Thank You to the Planning Committee for this event: Ray Gornto, Angie Turner, Jerry Neville, Paul Wofford, Jarvis Price, George Powell, Don Hayes, Traval Watkins, Audrey Gattis, Maggie Burnett, Andre Jones, Kevin Thompson, Sim Burnette, Barry Lowry, Buck Johnson, William Bellamy, Shelton Burnette and Terry Battle.

I also want to say Thank You to the facilitators who gave of their time to facilitate small group discussions during the Day of Dialogue. This was an example of the Teamwork from throughout the Town to make this happen. The facilitators that day were Anne Filiaci, Kay Tapp, Jeanne Tate, Carlo Robustelli, CoCo Hall, Lisa Baaske, Marcia Margotta, Tim Logue, Susanna Williams, Karen Rose, Johnny Pompey, Jim Huegerich, Karin Michel, Kevin Gunter, Lori Patino, Mark Bayles, Jeff Clark, Wendy Walsh, Vence Harris and Doug Parrish.

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Diana Harris

Fire Department

Administrative Assistant

Twenty years ago on Aug. 8, 1988, Diana began working with the Clerk's Office as Word Processor I. She worked long hours, and in addition to her regular work duties, she filled in anywhere she was needed, including serving as acting Town Clerk, copying, assembling Council packets, fixing machines and more. After 11.5 years in the Clerk's Office, she transferred to the Fire Department.

Every day is different, but they all begin with coffee. Diana's main responsibilities include submitting timesheets, paying bills, working on quarterly reports, answering phones, helping visitors, and dealing with vendors. She also takes care of injury reports and workers comp claims and assists retirees with retirement paperwork and checks. She recently completed a week-long training to become a certified car seat technician (see page 2 for more information).

Her favorite part of the job is relating to the firefighters. She enjoys talking to them about their lives and has a bulletin board filled with photos of the firefighters and their families.

Diana grew up in Spanish Harlem. Her parents were both from Puerto Rico, and moved to New York. She moved to Chapel Hill in 1988 to be closer to her mother, Vicky. She spends a lot of time with her daughter Tatiana and four-year-old granddaughter Layana, who also live in Chapel Hill.

Diana is one of Jehovah's Witnesses, and weekly Bible studies are an important part of her life.

Value in the Spotlight

Social Equity

advocacy • balanced • fair • compassionate
sharing • appreciation of diversity • communicative



Melanie Miller photo

Diana enjoys movies, especially romantic comedies, and some drama and action movies. She also likes spending time with friends and family, including a group of four friends who regularly travel together. She loves Latin music, and says she can swing with the best of them!

Our Value: As the Fire Department's Payroll and Benefits representative, we couldn't ask for a more dependable person than Diana to represent us. She is diligent (like a terrier) when it comes to getting questions answered and problems solved for employees because she truly cares about everyone in the department. She's always willing to go the extra mile to get things done.

— Cap Mellon, Deputy Chief of Operations

COMING UP

Dec. 13: Chapel Hill-Carrboro Holiday Parade, 10 a.m. to noon

Dec. 19: Service Awards Reception, 10 a.m., Hargraves Recreation Center

Dec. 24-26: Town Holiday. Most municipal offices will be closed.

Jan. 1: Town Holiday. Most municipal offices will be closed.

Jan. 9-10: Council Budget Retreat and Planning Session



Jonathan Edens and Jeanette Coffin get Town Hall ready for the holidays with a festive tree.

In Brief

Jerry Battle (Traffic Engineering), Lead Signs and Markings Technician, has completed requirements to be certified as a Signs and Markings Specialist Level III through the International Municipal Signal Association. This is the highest level of certification offered by the IMSA, and only a few technicians around the country have achieved this level of expertise.

Mike Rempson, Lead Traffic Signal Technician, and **Andrew Riel**, Traffic Signal Technician, each received a Certificate of Completion in Advanced Roadway Lighting after attending training at the Halophane Lighting Center in Ohio.



George Small (Engineering) is retiring! A retirement celebration will

be held from 3 to 5 p.m. Thursday, Dec. 11, in the first floor conference room at Town Hall. Information: 968-2892 or jtaylor@townofchapel-hill.org

Congratulations to our new child passenger safety seat technicians **Dace Bergen, Mary Blevins, Norman Clark, Diana Harris, Brian Parker, Dan Roberts, Jeff Ryan and MaryLee Tyndall**. The Chapel Hill Fire Department conducts a Child Passenger Safety Seat Clinic every Wednesday at Fire Station #2 (across the street from Glen Lennox shopping center) from 3 to 6 p.m.

Child Passenger Safety Seat Clinics are currently held from 2 to 5 p.m. on Saturdays at Fire Station #2, 1003 S. Hamilton Road.



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

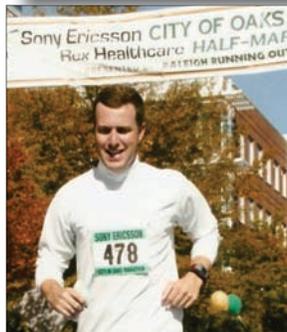
Chapel Hill Celebrates Arbor Day

Chapel Hill celebrated trees at its annual Arbor Day ceremony on Nov. 21. Students from Morris Grove Elementary School helped plant a black gum tree at the Town Operations Center at 6850 Millhouse Road. During the ceremony, organized by Landscape Architect **Emily Cameron**, Chapel Hill received its ninth Tree City USA award and a Tree City USA Growth award for the fourth time in nine years.

Special thanks to employees who helped with preparations, set-up and take-down, including **Peter Holz, Roger Mills, Tim Smith, Buddy Baldwin, Curtis Brooks, John Richardson, Alison Hinks** and **Robert Minick** and to everyone who took time out of their busy schedules to attend the event.



Morris Grove Elementary Students (l-r) Christina Nguyen, Annabel Hinkle and Leslye Patino-Sierra help plant a black gum tree at the Arbor Day celebration.



Several Chapel Hill Police officers have run marathons recently.

Chris Blue (above left) and **Donnie Rhoads** (above right) competed in the Outer Banks Marathon on Nov 9.

Rhoads completed the course in 4:03 and Blue completed the course in 4:09. **Danny Lloyd** (bottom photo) competed in the City of Oaks Marathon on Nov. 2 in Raleigh and finished the course in 4:26. This was the first marathon for all three, and they enthusiastically report that it won't be the last!

The marathon distance is 26.2 miles. The name marathon comes from the legend of Pheidippides, a Greek messenger. The legend states that he was sent from the town of Marathon to Athens to announce that the Persians had been defeated in the Battle of Marathon. It is said that he ran the entire distance without stopping and burst into the assembly, exclaiming "We have won!" before collapsing and dying.

Welcome to Council Member Merritt!

Jim Merritt took the oath of office on Nov. 17, to become the Town Council's newest member. The Council appointed Merritt by unanimous vote to fill the vacancy on the Council which occurred as a result of the death of Council Member Bill Thorpe. A retired school administrator and former guidance counselor, the native Chapel Hillian has a bachelor's degree in sociology and master's degree in counseling.

Veterans were honored at the Nov. 10 Council meeting. Town employees who are veterans or who have family members in active duty were recognized for their service and sacrifice by the Mayor and Town Council on Veterans Day 2008. **Harv Howard**, solid waste-fleet maintenance superintendent, accepted the proclamation on behalf of the employees. Watch the YouTube video of the Veterans Day Recognition:

www.youtube.com/watch?v=ppU77BsoubI



TOWNtalk, a publication for and about Town of Chapel Hill employees, is issued monthly September through June. It is printed on recycled paper. Please recycle with white paper.



Published by:
Town of Chapel Hill
405 Martin Luther King Jr. Blvd.
Chapel Hill, NC 27514
publicaffairs@townofchapelhill.org or (919) 968-2743

Compliments



Greg Alston (Transit) was complimented by Diane Collopy for politely and professional dealing with a difficult passenger.

Martha Peoples (Transit) was commended by Robin Council for her patience and consideration for passengers. "If she sees me trying to climb the hill to get to the stop, she will wait for me. Please be sure to compliment her for me."

Richard Roberts was thanked by Justin Low for assisting him in making a bus connection. Low said, "His perseverance and concern for a single passenger was particularly remarkable; he deserves to be commended for his strong service commitment and his actions should serve as a model for other drivers."

The Kinston Fire Department wrote to thank the **Fire Department** for generosity in assisting a severely burned firefighter being treated at the UNC Burn Center and his family. "...you and your department exemplified the heart of the fire service in a manner that is humbling."

Town Manager **Roger L. Stancil** commended the Police Department for its handling of the election night celebration: "I witnessed an atmosphere of mutual respect between officers and the crowd... Crowd control in high emotion situations is a skill. Nobody could have done it better Tuesday night than Chapel Hill Police."

Town employees received many compliments for their hard work and professional handling of the smaller, safer Homegrown Halloween on Franklin Street. Fire Chief Dan Jones said, "Hats-off to all who contributed to a very successful operation and much gratitude from here for the blessing of no fires, serious injuries or deaths."

A Short Report (cont. from page 1)
The Day of Dialogue was not just an event but the first step on a journey. Our next steps are as follows:

- Summarize the discussions of the day and meet with the Planning Committee and the Facilitators to debrief and learn from this experience for the next time we do this;
- Develop a Plan of Action to implement the suggestions made during the



Day of Dialogue for both individuals and our organization;

- Once we have set our actions on course for the Town Operations Center, say in six months, we begin to plan for how we duplicate this effort throughout the Town until we have included all Town employees;
- Institutionalize this as an ongoing effort in our new employee orientation and leadership training throughout the Town organization.



Employee Forum

2009 Employee Forum Members

Akalema Pheribo (Transportation), Replaces Wilbert Mason, 2010
Tony Combs (Transportation), Replaces Richard Roberts, 2010
Wallace Alston (Transportation), 2009
Travis Parker (Transportation), 2009
Kay McDaniel (Public Works), 2009
Angie Turner (Public Works), 2009
Audrey Gattis (Public Works), Replaces Mike Riggsbee, 2010

Wesley House (Police), 2009
Sheleatha Quick (Police), Replaces Mark Geerken, 2010
Leo Vereen (Police), 2009
John Richardson (CaPA/Legal/Exec. Management), Replaces Amy Harvey, 2010
Sam Rone (Parks & Rec), replaces Marian Kaslovsky, 2010
Mike West (Parks & Rec), 2010
Tricia Huegerich (Library), 2009
Frances Russell (HRD rep and HRD Liaison), Replaces Lisa Edwards, 2009
Jackie Thompson (Housing), 2009
Ross Thompkins (Business Management), Replaces Amy Oland and Bill Rehm, 2010
Chris Stephens (Fire), 2009
Heather Robinson (Fire), Re-elected, 2010
Buck Johnson (Engineering), Replaces Lauren Draughton, 2010
 Vacant (Planning), 2009

Recycling

As the holiday season is upon us, we need to deal with more corrugated cardboard and other packing materials. Those who live in Orange County and have access to curbside recycling can now recycle corrugated cardboard at the curb, up to 10 pieces at a time, less than 3 feet by 3 feet, flat and empty. If you have more than 10 boxes or can't cut it down, take it to a drop off site. Take styrofoam peanuts to a mailing house.

Buying a new television? Look for the Energy Star rating to get one that is as energy efficient

as possible. The new Digital Light Processing (DLP) televisions are more than 2.5 times as efficient as plasma screens. Find more info at www.ucusa.org/publications/greentips/

We recommend supporting local artists and craftspeople if you're buying gifts. Check out the Annual Chatham Artists Tour on Dec. 6-7 and Dec. 13-14 (www.chathamstudiotour.com) for more information on where to find local art.

Don't forget to recycle spent dry cell batteries at Radio Shack or Whole Foods in Chapel Hill, County Solid Waste Convenience Centers, or any of the three Weaver Street Market locations.

—Blair Pollock (Orange Community Recycling)

Recognizing Employees for Service

Employees with 20 or more years of service were honored at the annual Employee Recognition Ceremony for Longevity on Dec. 5 at Hargraves Center. We congratulate and thank you for your longtime service to the community.

20 Years

Victoria Madsen (Police)
Henry Harris (Police)
Peter Barkley (Transit)
Clinton Thorpe (Transit)
Tom Bick (Engineering)
Diana Harris (Fire)
Robin Clark (Police)
Jason McIntyre (Police)
Stanley Norwood (Transit)
Cheng-Yin Fan (Parks & Recreation)
Nancy Hayes (Transit)
Troy Smith (Police)

21 Years

Donald Wells (Transit)
Lafayette Poteat (Transit)
Brenda Jackson (Transit)
Christopher Bradley (Fire)
Norman Clark (Fire)
Richard Ennis (Police)
Jerry Neville (Engineering)
Amy Edwards (Transit)
Terry Battle (Parks & Recreation)
Mack Poteat (Transit)
Camelia Brooks-Brooks (Human Resource Development)
Brian Curran (Police)

22 Years

Charles Alston (Finance)
Jerry Battle (Engineering)
Robert Bosworth (Fire)
Donald Bradley (Police)
Yvonne Brown (Finance)
Robert Carden (Police)
Glenn Davis (Housing)
Rex Gibson (Police)
Andrew Jones (Public Works)
Doug Kelly (Fire)
Steve Kirkland (Public Works)
Annie Matthews (Transit)
Bob Overton (Police)

23 Years

Carol Baer (Library)
David Bonk (Planning)

Anthony Brooks (Police)
Ed Brooks (Police)
William Clark (Transit)
Jerrie Cole (Police)
J.B. Culpepper (Planning)
Bruce Heflin (Manager)
Ceberettia Hinton (Transit)
Ralph Karpinos (Attorney)
George Long (Housing)
Charles Mitchell (Public Works)
Teresa Oliver (Transit)
MC Russell (Engineering)
Lee Sparrow (Police)
Mike Taylor (Engineering)
Kathy Thompson (Library)
Rodney Watson (Fire)
Mike Whitmore (Housing)
Kathye Williams (Police)
Kriisti McClellan (Business Services Management)
Larry Gentry (Public Works)

24 Years

Mark Bayles (Library)
Cary Degraffenreidt (Public Works)
Douglas Fisk (Public Works)
Ozetar Gaskin (Public Works)
James Jones (Public Works)
Joe Layton (Police)
Cap Mellon (Fire)
George Small (Engineering)
Tim Smith (Public Works)
William Thompson (Public Works)
Tina Vaughn (Housing)

25 Years

Barbara Gear (Transit)
Richard Goldston (Public Works)

26 Years

Beverly Baldwin (Transit)
Ernestine Garrett (Transit)

27 Years

Pat Burns (Police)
Carmen Cole (Transit)
Stephen Porterfield (Fire)
Joe Sands (Police)
Ronald Teague (Transit)
Larry Tucker (Engineering)

28 Years

Eva Cohn (Transit)
Joe Farrington (Public Works)



Town Manager **Roger L. Stancil**, left, thanks **Nate Davis** (Parks and Recreation), right, for his years of service.

Elias Lack (Transit)
Bobby Pettiford (Inspections)
Frances Rapley (Library)
Tim Richardson (Library)
Garland Sawyer (Transit)
Annie Sharpe (Transit)
Bill Webster (Parks and Recreation)

29 Years

Decatur Cole (Public Works)
Randel Riggsbee (Public Works)
Lloyd Ross (Public Works)

30 Years

Raymond Alestock (Public Works)
Thomas Mills (Transit)
Scott Simmons (Planning)

31 Years

Maggie Burnett (Public Works)
Iris Schwintzer (Transit)

32 Years

Charles Booth (Transit)
Louise Pettis (Inspections)
Richard Terrell (Public Works)

33 Years

Jim Huegerich (Police)
Larry Stroud (Public Works)

35 Years

Nate Davis (Parks and Recreation)

36 Years

Dayle Gibson (Public Works)

39 Years

Flora Parrish (Police)