



TOWNtalk

A newsletter for Town of Chapel Hill employees

October 2008
Vol. 5, No. 2

www.townofchapelhill.org

A Short Report

By Roger L. Stancil,
Town Manager

We have all been shocked by the news coming out of Wall Street and Washington in recent days. Our national and global financial markets are crashing around us. No one can predict when these markets will stabilize. I believe there is common agreement, however, that when we come out on the other side of this financial crisis, many aspects of the financial system will change. Because no one can accurately predict the future and because what we are witnessing has never happened before, no one can provide much guidance on how this situation affects us and what we should do.

North Carolina has some of the most conservative regulations in the nation in terms of local government investments. As a result, we are in a good position in terms of day-to-day cash flow. I also have the greatest respect for the experience and knowledge of our Business Management staff. The bottom line is: while the markets have been volatile, we can handle the short-term issues in terms of cash flow. While our AAA rated municipal bonds are the safest of investments, we do not know when bond sales may be feasible again. These bond sales are used to support our capital investments, such as the library expansion.

Local government revenues are affected more slowly than revenue streams in the private sector when the economy changes. Because of the uncertainty of what happens next and what we face in the future, we need to begin to take steps to protect our financial position. I will be working with the Senior Management Team to develop spending strategies that put us in the best position possible for the future.

During the next 30 days, we will develop a plan for managing our expenditures so that we can be prepared for any reduction in revenue as a result of changes in the economy. We will keep you updated on what we know and what we need to do. I have great confidence in our Town team's ability to handle these challenges with excellence and with respect for our employees and our customers.

Joe Farrington

**Street Cleaning and Construction
Crew Leader**

Joined Town: September 1980

Duties: Did you ever wonder how the streets of Chapel Hill are so clean the day after a big event? Joe Farrington gets to work early to keep the streets clean (as early as 4 a.m. some days), and works extra hours running the street sweeper and flusher after special events, even overnight for large events like Halloween.

Joe serves as lead crew person for street sweeping and flushing, snow removal, debris removal, etc. He is among the first employees to volunteer for extra assignments, after-hours assignments and special jobs that are not popular among the crews.

After joining the Town's Public Works Department as Laborer I, Joe worked alongside senior employees whenever possible to gain as much knowledge as he could to prepare himself for promotion. In 1992 he was promoted to Street Cleaning Supervisor (later reclassified to Street Cleaning and Construction Crew Leader) and inherited a tradition of being on call 24 hours a day, seven days a week with no additional pay, and he remained in this status for quite some time until the Town adopted an on-call policy with on-call duties distributed among the department.

He says, "I do what I have to do. No matter what's asked of me, I try to do it to the best of my abilities."

Value in the Spotlight

Teamwork

consequence awareness • relationships
cooperative • mission-focused • strength
shared decisions • enhancement of resources



Melanie Miller photo

Personal: Family is very important to Joe, and he spends a lot of time with Debra, his wife of 22 years, and daughters Shanessa, 21, and Kelli, 12. They enjoy traveling to visit his wife's family in Chadbourne or to Charlotte to visit Shanessa.

Our Value: In his 28 years serving the Town of Chapel Hill, Joe has always accepted his assignments and duties with a smile and positive attitude and always strives to find ways to encourage his peers and help others.

COMING UP

**Friday, Oct. 10: Combined Campaign
Kickoff, Town Hall**

Friday, Oct. 10: Flu Shot Clinic, Town Hall

Wednesday, Oct. 15: Flu Shot Clinic, Transit

**Wednesday, Oct. 22: Chapel Hill-Carrboro
Transit Forum, 5 and 7 p.m., Carrboro Town
Hall, 301 W. Main St.**

Tuesday, Nov. 4: Election Day

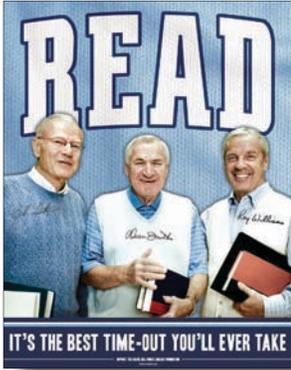
Nov. 7-9: Library Book Sale Info: 968-2780



Flu shots are free for Town employees at Flu Shot Clinics on Friday, Oct. 10, at Town Hall and Wednesday, Oct. 15, at Transit. See page 2 for more information.

In Brief

Congratulations to **Jef Ryan** (Fire) and his new bride, Lauren. They were married on Saturday, Sept. 20, 2008, and it was a beautiful day for a wedding!



Reading: It's the Best Time Out You'll Ever Take!
The Chapel Hill Public Library

Foundation has produced a limited supply of posters featuring UNC men's basketball coaches Dean Smith, Bill Guthridge and Roy Williams. This is a unique opportunity for avid readers and Tarheel basketball fans alike, as this is the first time all three coaches have been photographed together.

Posters are \$15 each (tax deductible) and are available online at www.chplfoundation.org/news/poster.php or at the Chapel Hill Public Library, McIntyre's Fine Books at Fearrington Village and at Chapel Hill Sportswear and Carolina Pride on East Franklin Street. Proceeds will be used to purchase books for the Chapel Hill Public Library.

Flu season is just around the corner!

Protect yourself with a flu shot. Flu shots will be available to Town employees from 8:30 to 11 a.m. Friday, Oct. 10, in the Town Hall Break Room or from 10 a.m. to 1 p.m. Wednesday, Oct. 15, in the Transit Training Room. You must present your BCBS health insurance card. If you are not covered by BCBS insurance, shots are available for \$30 (payable by cash or check).



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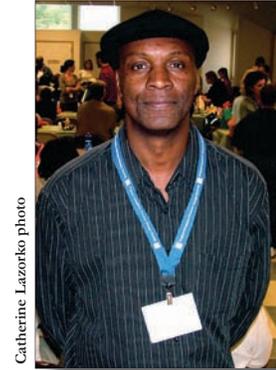
Project Homeless Connect

Thanks to all employees who helped make the second year of Project Homeless Connect Orange County a success! Almost 300 volunteers assisted in serving 202 guests at the one-stop service center for people experiencing — or at risk of experiencing — homelessness, which was held Thursday, Sept. 25.

Featured this year was a Share Your Story Tent, which engaged guests in discussions about their experiences with homelessness. Writing workshops were also offered to help guests express their feelings about homelessness. Speakers included Calvin Harris (right), formerly homeless.

Supported through a \$5,000 grant from the Triangle United Way, the event links homeless

people with a broad range of services including housing; employment and job training; health, dental and mental health care; legal assistance; and more. Internet access was available to assist with contacting family members and friends, and guests were offered lunch and personal care gift bags, haircuts, showers, coats and other clothing.



Catherine Lazorko photo

The Town Office of Sustainability

has been established to address growing challenges associated with issues such as energy efficiency, environmental protection and social justice. The office will be staffed by John Richardson, the Town's long range and sustainability planner.

The Office of Sustainability, which is designed to further the Council's goals for the community, is established under the Town Manager and will work with the Senior Management Team to carry out its adopted mission statement: Learning, serving and working together — creating a sustainable community through social equity, economic vitality and environmental protection. Through these efforts, sustainability will not be the focus of a few individuals within the Town, but rather a team effort that becomes a way of doing business. Information: www.townofchapelhill.org/greencity

OWASA invites Town employees to attend a financial planning workshop, "Financial Planning and Trusts," at 9 a.m. Tuesday, Oct. 21. Participants will learn about incorporating estate planning into your financial plan. The free workshop will be held at the LGFCU Administrative Building, 400 Jones Ferry Road in Carrboro. To reserve your space, please call Lynn Wade at 968-2700.

Parking is limited at Town Hall. The long-awaited replacement of the HVAC system at Town Hall has begun, and 11 parking spaces in the lower lot are reserved for the contractor's equipment/vehicles for several months.

Please use other Town facilities for daytime meetings and training during these months if more than one or two extra cars will be parked at Town Hall for your event. **Carol Abernethy** will be reviewing the Meeting Room Calendar in the next week or so and may contact you if it appears that a meeting of yours might add to the expected parking problem. If you wish to change an upcoming meeting to another venue, please contact Carol at 968-2844.

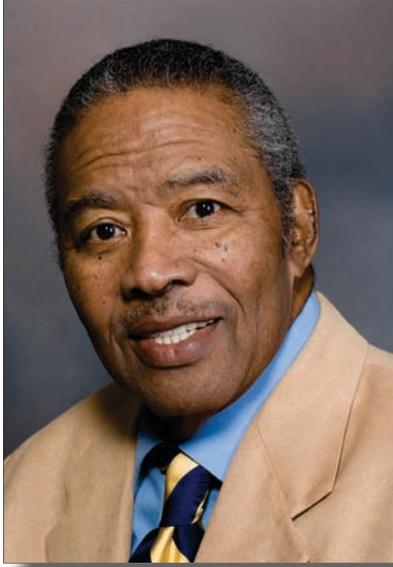
Although Engineering and Inspections have generously agreed to park some Town or personal vehicles in the Rosemary Street garage, parking will be very limited at Town Hall. Please be considerate of both your co-workers and citizens having business at Town Hall.

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



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In Memory of Bill Thorpe



The Town of Chapel Hill is mourning the loss of long-time Council Member Bill Thorpe, who passed away at his home Saturday, Sept. 27.

Thorpe, a resident of Chapel Hill for nearly 40 years, served on the Council for a total of 11 years. In 1984, he initiated legislation to celebrate as an official Town holiday the birthday of Dr. Martin Luther King Jr. and also set into motion the effort to rename Airport Road to Martin Luther King Jr. Boulevard in May 2005. Another of his initiatives was the Town of Chapel Hill Internship Program, established in 2006 for university undergraduates. For his leadership in promoting civil rights in the community, Fayetteville State University honored Council Member Thorpe with its 2006 Humanitarian Award.

"Bill Thorpe served our community for more than 30 years," said Mayor Kevin Foy. "His perspective on our recent history, and his insistence on remembering where we have been as a guide to where we should go, has been invaluable to Chapel Hill. We will miss him as a colleague and as a friend. On behalf of all of Chapel Hill, I offer our sincere sorrow and extend our deepest sympathy to Bill's wife, Jean; his son, William; and his daughter, Beverly."



SMT Notes

The following is a brief update of some of the items that were announced and have been discussed recently by the Senior Management Team (SMT). To stay up to date on Town news and activities, subscribe to Chapel Hill eNews by contacting pio@townofchapelhill.org.

Public Works Reorganization: The merging of Inspections, Engineering and Public Works is under way as employees from all the merging departments work together to create a structure for the new organization.

Facilitative Leadership: Town Manager Roger L. Stancil announced that the management approach named "facilitative leadership" is here to stay and is not a fad. Facilitative leadership is a people-centered, quality and results driven process of developing and supporting a culture in the workplace that helps us reach goals through processes that help us relate better to each other. Facilitative leadership is particularly important to effective group process, teamwork, workplace culture and change management in the workplace.

Graffiti Incidents: Town Manager Stancil provided a follow-up report on these incidents to

employees on Sept. 12. If you are interested and have not received a copy of this report, contact the Manager's Office at 968-2844.

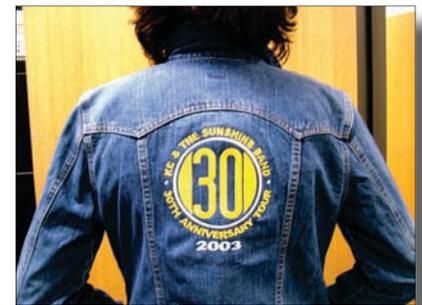
Town Manager Stancil has hired a consultant to facilitate discussion about the graffiti incidents in particular, and racial relations in general. The consultant has met with two employee groups and one supervisory group at the Town Operations Center. These groups had differing views about the problems they believed led to the incidents. The consultants are scheduled to meet with a planning group to discuss smaller focus group meetings. Each focus group will have an employee acting as facilitator. The facilitators are employees who have received training in this area. The consultants may return at a later time to continue these focus groups throughout the Town to discuss multicultural differences regarding race, gender and related issues.

Community Safety Partnership: Police Officer Mark Geercken made a presentation about a new program that trains employees to help become the eyes and ears of the community. Employees from the towns of Chapel Hill, Carrboro and Hillsborough, and the Orange Water and Sewer Authority (OWASA) are joining to better deter criminal activity and identify potential public safety hazards in the newly formed cooperative venture. Watch for the decals on our vehicles!

Campaign Kickoff Today!

At the Combined Campaign Kickoff, you could be the lucky winner of a gift certificate to Kitchen Works, Bear Rock Café, Southern Season, The Loop, Trader Joe's or Bruegger's Bagels; or win other prizes such as a KC & The Sunshine Band jean jacket. Come by Town Hall between 11 a.m. and 2 p.m. Friday, Oct. 10. Have lunch, play games, and support a worthy cause.

Employees may choose to donate to agencies and programs listed under the umbrella of the following federations: Triangle United Way, Earth Share of NC, Community Health Charities of NC, and NC Community Shares.



For information, contact Combined Campaign Chair Mark Bayles at 968-2777 ext. 123 or mbayles@townofchapelhill.org

Recycling

As you change out your smoke alarm battery for the daylight savings changeover at the end of the month, don't forget to recycle it along with all your other dry cell batteries at any Solid Waste Convenience Center, Radio Shack at

University Mall, Whole Foods in Chapel Hill or Weaver Street Market locations at Carrboro and Southern Village.

—Blair Pollock (Orange Community Recycling)

New Restrictions to Halloween on Franklin Street



HOMEGROWN HALLOWEEN IN CHAPEL HILL

Returning to a smaller community celebration.
www.townofchapelhill.org/halloween

Unidentified group of revelers, Franklin Street, ca. 1904.
 North Carolina Collection, University of North Carolina Library at Chapel Hill

Town Manager Roger L. Stancil has announced that the Town of Chapel Hill is introducing “Homegrown Halloween in Chapel Hill,” an information campaign to return Halloween on Franklin Street to its roots as a small town community gathering and reduce crowd sizes that have become unmanageable.

With about 80,000 revelers at its peak, the event last year attracted many more people than the total 54,000 population of Chapel Hill. An enormous number of people confined in the downtown area presents many public safety concerns related to personal and property crime, crowd panic and large scale civil disorders. Additional concerns focus on alcohol poisoning and gang-related violence.

“We’re determined to put safety first, and with such a large crowd that has become almost impossible,” said Town Manager Roger L. Stancil. “The possibil-

ity for serious injury or worse tragedy draws nearer each year.”

While public safety is the Town’s primary concern, it spent \$221,000 last year to employ about 400 law enforcement officers, clean-up crews and emergency medical support teams.

Town Manager Stancil has approved the following changes for Halloween on Franklin Street:

- Chapel Hill Transit buses will no longer provide shuttle services to the downtown from area Park and Ride lots.
- A traffic diversion plan that restrains access to the downtown area by reducing travel lanes on Raleigh Road (Hwy 54), Martin Luther King Drive and East Franklin Street will be implemented.

Discussions are still ongoing concerning the final recommendations relating to alcohol sales in the downtown area. Town leaders have heard from several bar and restaurant owners and plan to release a decision by Oct. 15.

Restrictions on sales of alcohol are authorized as a part of a proclamation of a state of emergency. The Council, by the Town Code, has authorized the Mayor to declare a state of emergency and thereby to implement such regulations. As in previous years, alcohol is not permitted in the festival area.

The implementation of the new strategies will require a coordinated effort on behalf of many Town departments. Through this coordinated effort, the Town hopes to reach its goal and reduce this year’s Halloween gathering to a safer and more manageable size.

“Halloween on Franklin Street is no longer an event that reflects the character of our great community,” said Mayor Kevin Foy. “It will take time to return Halloween on Franklin Street to the family friendly, grassroots celebration that it once was. We are embarking on a multiyear effort, but it is well worth our efforts to improve public safety.”