



TOWNtalk

A newsletter for Town of Chapel Hill employees

September 2008
Vol. 5, No. 1

www.townofchapelhill.org

A Short Report

By Roger L. Stancil,
Town Manager

Change is hard. But we know change is inevitable. We have been undergoing change in the Town of Chapel Hill for several years. We have grown from a village size and atmosphere to a small city in a major urban area with the same urban challenges that large cities face. Organizational structures are changing. People who we have known and worked with for years retire. New people take their place. New facilities meet old needs but create new issues that were sometimes unexpected. The Town's growth, and expectations for a continued high level of service to our citizens, stretches the Town's resources.

One thing that never changes, however, is our need to develop and maintain relationships with each other that make this a place where we look forward to coming to work. As we talk, you tell me that the people you work with are a major reason you stay here. Healthy relationships require attention and nurturing. In a work environment that includes people from all kinds of backgrounds and environments, we must dedicate ourselves to recognizing, understanding and appreciating how our differences make us stronger. Among employees headquartered at the Town Operations Center, we are starting a conversation about how we achieve this.

In October, we will be planning an event at the TOC that provides an opportunity to discuss our workplace relationships and especially the multicultural diversity of those relationships. We will be talking about how we use that diversity as our strength and what steps we can take as an organization, and as individuals, to continuously improve our working relationships. We expect to learn from our experience at the TOC and begin conversations throughout the Town. We will keep you informed of how it goes.

Lisa Baaske

Supervisor, Community Center

Joined Town: July 1990

Duties: The Parks and Recreation Department is important to the people of Chapel Hill for a number of reasons, but none are more important than the role it plays in developing our children. A real key to this success is the great staff in the department and their love for all children. This love is exemplified by Lisa Baaske, supervisor of the Chapel Hill Community Center.

Lisa is an 18-year veteran of the department and is responsible for the day to day operations of the Community Center and its programs. Lisa has spent the last few months getting the Community Center re-opened and operating after a massive renovation project that basically rebuilt the entire building.

As she has for the past four years, Lisa served as director of Camp Paradise, a summer camp for school age children held at the Community Center. Her great attitude and love of "her kids" combined to create a wonderful experience for more than 160 kids during the eight-week camp. She incorporates a community service project into each week of day camp—providing treat bags for families staying at the Ronald McDonald House, bringing plants, treats or cards to nursing homes and senior centers, or sending cards to troops serving overseas. The camp is only one of many responsibilities Lisa handles to improve the quality of life for people in Chapel Hill and Orange County.

Value in the Spotlight

Professionalism

efficient • competent • accountable • effective
committed to excellence • responsive



Melanie Miller photo

Lisa says her job is rewarding, and every day brings a new challenge.

Personal: Lisa was born in Wisconsin, and says she does not miss shoveling snow. She now lives in Chatham County and is very active in the life of Pleasant Hill United Methodist Church in Pittsboro. She enjoys being outside and gardening.

Our Value: According to Parks and Recreation Director Butch Kisiah, "Lisa is a fantastic resource for this community. Her 'can-do' spirit, her love for children and her professional abilities keep the community center alive with activity every day of the week."

COMING UP

Sept. 22: Car Free Day

Sept. 22-26: Try Transit Week

Sept. 25: Project Homeless Connect (page 2)

Oct. 5: Festifall Street Fair, 1 to 5 p.m.

Oct. 5: Red Hot Chili with the Fire Department, 4 to 6:30 p.m. (page 2)

Oct. 10: Combined Campaign Kickoff, Town Hall (page 3)



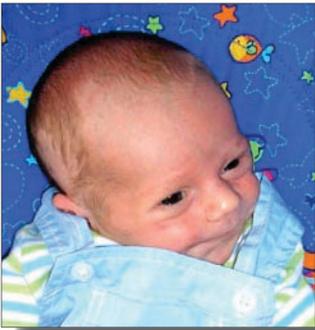
Don't miss the Festifall Arts and Crafts Street Fair Sunday, Oct. 5. Enjoy live music, arts and crafts, and entertainment and activities for children.

In Brief



Loryn Clark (Planning) and **Jeff Clark** (Police) are proud

parents of a new son, Noah Barnes Clark, born Wednesday, July 2. He weighed 7 lbs., 6 oz., was 20 inches long, and is a beautiful baby!



Steve Wright (Public Arts Commission), his wife Katie and older brother Spencer (2 1/2)

welcomed William Blandin Wright on July 21. He was 8.5 lbs. and 20.5 inches long.

ARE YOU PREPARED?

To be prepared for an emergency situation, assemble an emergency supply kit, including a three-day supply of non-perishable food, water, first aid supplies, essential medications, flashlight, radio, and batteries. For more information, visit www.ready.gov.

SUBMIT YOUR NEWS AND

PHOTOS to TOWNtalk! The next deadline is Sept. 29 for the October issue, distributed on Oct. 10 with the biweekly payroll. Send submissions to publicaffairs@townofchapelhill.org or call 968-2743.



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

Red Hot Chili with the Fire Department!

Meet our favorite firefighters for an afternoon of family fun, great food and an entertaining presentation of life saving skills from 4 to 6:30 p.m. Sunday, Oct. 5.

Just in time for National Fire Prevention week, the Fire Department and the Chapel Hill Museum's award-winning education committee join together for a musical puppet performance. Celebrate our local heroes, learn essential fire safety tips and sample a variety of chilis with all the sides.

Proceeds support the museum's fire safety program that teaches area school children the importance of our community helpers. Admissions fees are \$15 for adults or \$5 for children under the age of 12. The event will be held at



Firefighter Patrick Spencer brings star puppet Lt. Dan to life to teach fire safety to children through taped songs.

the Chapel Hill Museum on the corner of East Franklin and Boundary Streets. For reservations, call 929-7467.

Try vanpooling to reduce the cost of commuting! As part of the Town Manager's initiative to assist Town employees in reducing the cost of commuting to work, the Town of Chapel Hill is working with Town employees living in Alamance County to test the feasibility of an employee vanpooling program.

A van would be provided by Chapel Hill Transit, and riders will share a monthly fee to cover the cost of operating the van. If the test program is successful, the Town could consider introducing vanpools in other areas.

For more information, contact **Brian Litchfield** (Transit) at 969-4908.

Look for Employee Forum minutes in your email! To help keep Town employees informed, the Employee Forum is making its agenda and minutes more accessible. Agendas for past months are available at \\chfs\documents\working\employee_forum.

The next Employee Forum meeting will be held from 9 to 11 a.m. Thursday, Oct. 9, in the Library conference room. If you plan to attend, please park towards the back of the main lot and use the loading dock (employee) entrance.

All employees are encouraged to participate in Forum activities. Attendance and participation by employees other than representatives in the Forum's monthly meetings is on a volunteer basis, is not reported as work time, and must not conflict with work assignments.

Volunteers are needed for Project Homeless Connect! This event, to be held from 10 a.m. to 5 p.m. Thursday, Sept. 25, at the Hargraves Community Center, 216 N. Roberson St., is a one-day, one-stop center to link people experiencing—or at risk of experiencing—homelessness with a broad range of services. Guests are offered assistance with such things as housing, employment, health and dental care, foot care, mental health care, veterans' benefits, social service benefits and legal services. They also receive lunch and personal care gift bags, and are offered haircuts, showers and coats and other clothing.

Volunteer assistance is needed in all areas of the event, including photography, volunteer check-in, parking, intake and exit interviews, shower/bathroom monitors, Spanish translators, family reunification, set up and clean up. Town employees may volunteer at the event on the clock for one of the three shifts; please check with your supervisor first to make sure they can spare you. If you're interested in volunteering, please contact volunteer coordinator Meredith Costa at mcosta@hiddenvoices.org.

Town employees can also help by donating clothing and personal care items, including new underwear and undershirts, or new or gently used hats, gloves, scarves, lightweight, zippered jackets or hooded sweaters. Look for donation drop-off boxes in many Town buildings.

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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Compliments



Gregory Alston (Transit) was thanked by Fulton Hunt for his wonderful service.

Marila Cordeiro-Stone expressed her appreciation to **Herman Alston** and **Larry Newsome** (Transit) for returning a lunch box that was left on the bus. "I hope Chapel Hill Transit recognizes these two drivers as outstanding employees."

Tim Auble (Transit) was complimented by Alex Mills for his careful driving, friendly attitude, and concern for passengers. "He is one of the best drivers of Chapel Hill Transit."

Jill Summers expressed her appreciation for **Scott Blacknell**, **Ronald Stinnett**, and **Raymond Weston** (Transit) for being kind, patient and courteous.

Richard Coane (Transit) was complimented by Barb Yanik for being helpful and pleasant. "It's nice to find good, friendly people out there. It was obvious he enjoys his job."

Tracy Harris (Transit) was commended by Susan Moore for his kindness and great service. "He makes the trip very pleasant each day."

Nancy Hayes (Transit) was thanked by Betty Specter for being kind.

Thelma Baker thanked **Dan Jones** (Fire) for his kindness at the scene of an accident.

Robert Huls wrote to express his appreciation to **Robert Myers** (Traffic Engineering) for synchronizing traffic lights on Fordham Boulevard to improve traffic flow.

Larry Newsome (Transit) was commended by Barbara Riggsbee for being kind, caring and friendly. "Please let him know that he has impressed the afternoon riders with grace and kindness."

Akalema Pherribo (Transit) received praise from Courtney Kirshner for being friendly and helpful, especially with older riders. "I cannot praise him enough, and we on the CW line are very sorry when he is rotated away."

Nicholas Propst (Parks and Recreation) received compliments from Statler Gilfillen for maintaining a safe environment at the A.D. Clark Pool at the Hargraves Community Center.

SMT Notes

The following is a brief update of some of the items that were announced and discussed over the summer 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.

Website: Vision Internet has been approved as the vendor to develop the Town's new website with the assistance from the Communications and Public Affairs staff and the web stewards. The website may be ready by spring of 2009.

New Agendas: The Council Agenda has a new format that is intended to be clear and understandable to help people follow the considerations and actions of the Council. A new executive summary section of the agenda items also has been introduced. Eventually, the Town will adopt a paperless agenda and utilize a computer review process. The new Agenda Coordinator is Sandy Kline.

WCHL Village Pride Award Nominees: SMT members are now regularly submitting nominees for WCHL Radio's Village Pride Awards Program. These also are being featured periodically on Chapel Hill Government TV 18.

Fuel Savings: The Manager urged the leadership to consider ways of assisting employees and the Town organization to cope with rising fuel costs. A brainstorming session followed, and more concrete proposals are anticipated.

New Employee Orientation: A new orientation process is under development. It will include an end-of-probation process, and an exit interview process and checklist.

GIS Presentation: A demonstration of the Town's pictometry software utilizing oblique aerial photography was presented by GIS Coordinator Chase Bernard.

Quarterly Report/Annual Report: The process for quarterly and annual reporting will be evaluated and revised for next year.

Combined Campaign Kickoff

The Town's annual Combined Campaign Kick-off will be held from 11 a.m. to 2 p.m. Friday, Oct. 10, 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.



*Many of the games at the kickoff event have been managed by **Jeannette Taylor** (Engineering), who has contributed her energy over many years to making the campaign a great success.*

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.

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 about \$18,123, and the kick-off raised about \$600. If you would like to contribute baked goods, raffle prizes, games or energy to the kick-off event, please contact Campaign Chair Mark Bayles at 968-2777 ext. 123 or mbayles@townofchapelhill.org.

Recycling



Recycle confidential papers safely at a Shred-A-Thon. Events will be held from 10 a.m. to 2 p.m. Saturday, Oct. 4, at Hampton Pointe Recycling Site in Hillsborough (behind Home Depot) and 10 a.m. to 2 p.m. Saturday, Oct. 11,

at Eubanks Road Park and Ride lot.

Orange County residents or Town employees may bring up to 10 boxes of confidential paper for free shredding. Make sure all paper is free of plastic binders, metal clips, binders and other large non-paper objects. Information: 968-2788 or recycling@co.orange.nc.us

—Blair Pollock (Orange Community Recycling)

Honoring Valued Employees

Nominations Accepted for Cal Horton Service Award

Nominations will be accepted through Nov. 14 from Town employees for the Cal Horton Service Award. Nomination forms have been distributed with this month's newsletter, or to request a form, please contact Human Resource Development at 968-2700 or hr@townofchapelhill.org.

The program has been established by Town Manager **Roger Stancil** and Cal Horton Service Award Program Committee members **Loryn Clark** (Planning), **Brian Curran** (Police), **Dan Jones** (Fire), **Deborah Squires** (Engineering) and **Anita Hackney** (Transit).

The Cal Horton Service Award was initiated in 2006 when funds were raised by the community through the Foundation for a Sustainable Community Inc., a not-for-profit charitable corporation under the auspices of the Chapel Hill-Carrboro Chamber of Commerce. The community raised the funds to honor the 16 years of service of Town Manager Cal Horton. It

was Horton's request that the funds raised be used to award Town employees for distinguished service, of at least 10 years. The annual award will recognize distinguished service by Chapel Hill Town employees.

Nominees should meet the following criteria:

- The nominee should be an employee for more than 10 years. If a group of employees is nominated the average length of time should be 10 years.
- The nominee should be recognized by peers as a positive contributor to the successfulness of their crew, team, unit, division and department.
- The nominee should have no formal disciplinary actions against him/her in work history with TOCH.
- The nominee routinely goes above and beyond job expectations in order to help others or accomplish tasks
- The nominee sets examples for others in



work ethic, attendance, personal values and relationships.

- The nominee is respected by peers.

The following preferences should also be met:

- The nominee should help to bring credit to the Town and/or his or her organization with exceptional contributions to the community.
- The nominee should contribute outstanding efforts that benefited the town.
- The nominee should serve as a mentor to coworkers, especially new employees.
- The nominee should represent the ideals of service to citizens and peers in everyday demeanor and actions.

Employee Service Awards

Congratulations to the following employees, who were honored for years of service at the Employee Service Awards on June 27.

5 Years

Dawn Hunter (Police)
John Jones (Transit)
Kenneth Mcdouall (Library)
Sherman Poteat (Transit)
William Rogers (Engineering)
William Worth (Transit)
Patricia D'arconte (Engineering)
John French (Police)
Arkadiusz Kempinski (IT)
Kevin Thompson (Public Works)
Lorenzo Vanhook (Public Works)
John Wellons (Fire)
Joseph Ayscue (Inspections)
Johnnie Britt (Police)
Mark Geercken (Police)
Steven Sherwin (Police)
Michael West (Public Works)

Brian Wheeler (Police)
Susanna Williams (Fire)

10 Years

Deborah Davis (Transit)
Belmon Dean (Public Works)
Jabe Hunter (Police)
Susan Hutton (Parking)
Steven Bradley (Police)
Christopher King (Police)



Town Manager Roger Stancil and Louise Pettis (Inspections)

Jason Reed (Police)
Gabriel Shinn (Police)
Kay Pearlstein (Planning)

15 Years

David Moore (Public Works)
Sabrina Farrar (Housing)

20 Years

Cheng-Yin Fan (Parks and Recreation)
Nancy Hayes (Transit)
Harold Rogers (Transit)

32 Years

Louise Pettis (Inspections)
Richard Terrell (Public Works)

33 Years

Larry Stroud (Public Works)

35 Years

Nathaniel Davis (Parks and Recreation)