



TOWNtalk

A newsletter for Town of Chapel Hill employees

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A Short Report

By Roger L. Stancil,
Town Manager

Happy New Year!! At this time of year, we fill our minds with thoughts of new beginnings and renewal. Our new exercise plan. Our recommitment to friends and family. Our new time management plan that allows us to get it all done. Imagining the New Year is usually an exciting time. When we think about what can be, we are only constrained by our imagination.

As we look at 2008 in the Town of Chapel Hill, I look forward to imagining with you how we can take this excellent Town and organization to even greater places. I believe that if you can imagine it, you can make it happen.

In 2008, many of us will be working with new people as we reorganize and as new people come on board. This alone will cause us to think differently and see what we do in a different light. The Senior Management Team has committed ourselves to a set of shared values and agreed we will act and make decisions in a manner consistent with those values. We have agreed to create and encourage an environment in which we can discuss our actions and decisions around those values. We are beginning a series of development opportunities for people throughout our organization to provide new skills for working together in an environment of respect. With the Council, we will be thinking about the future of this community and how we get where we want to be.

What an exciting place to be. I can't wait for '08.

Jerry Neville

Duties: Jerry started working with the Town as a bus driver in November 1979, but he took a break for a few years to go back to school to earn a B.A. degree in Exercise and Sports Science. He also holds B.A. degrees in African and Afro-American Studies.

As a Signs and Marking Technician I in the Traffic Engineering Department, Jerry fabricates and installs a variety of signs and street markings, including street name signs, No Parking, regulatory, guide and warning signs. Designing signs is a challenge, and Jerry takes pride in his work. He is always looking for ways to be more efficient, including finding new and more effective tools and arranging his workspace for more efficiency.

For two years, Jerry served as the Black Public Works Association President, assisting other employees in filing grievances and speaking out for fair treatment.

He enjoys working in his department, and says that his department supports employee happiness, which keeps him motivated and productive.

Personal: Jerry was born in Carrboro and attended Chapel Hill High School and UNC. He now lives in Durham with his wife, Sheila. Jerry attends the oldest African American church in Chapel Hill, St. Paul AME (est. 1864), where he is involved in the Usher Board and Male Chorus, as well as serving as athletic director and bus driver.

He wants to give back to the community, so six years ago he formed a tennis association with at-risk youth in Chapel Hill. Every Saturday morning, as many as 15 youth attend his free tennis clinics at Hargraves

Value in the Spotlight

INNOVATION

courageous • open-minded • curious • flexible • learning
change-oriented • idea development • risk taking



Melanie Miller photo

Community Center. Some of the tennis players have gone on to join their school tennis teams, and one won a tennis scholarship to North Carolina Central University.

Quote: "Happiness is a choice. You can choose to be happy. And whatever you do, don't let the devil steal your joy."

Our Value: Innovation must stem from optimism and having a positive outlook! Jerry is always looking for new and better ways to perform his responsibilities, including getting out his hammer and building the type of storage units that will best meet the needs of his unit. Engineering Department Director George Small says: "I am sure that Jerry is not unique in this organization, but he is one of those employees that reflects the values of the organization."

COMING UP

Jan. 11-12: Council Planning Retreat

Friday, Jan. 18: Public Works Martin Luther King Jr. Day Celebration

Monday, Jan. 21: Martin Luther King Jr. Day (Town Holiday)

Jan. 24-25: Facilitative Leader Training

Date TBA: Chili Cook-off and Talent Show



Minister Michelle Laws (above) was the featured speaker at last year's Martin Luther King Jr. Day celebration at Public Works.

In Brief

Clifton Eubanks (retired, Public Works and Parks and Recreation) passed away Dec. 7. "Mr. Cliff," as he was fondly called, worked in the Parks and Recreation Department in and around Hargraves Center for many years until the maintenance division of Parks and Recreation was transferred to the Public Works landscape division. Funeral services were held on Dec. 11 at the Deliverance Tabernacle Fellowship Church in Durham.

Thanks to the quick thinking of **Carlo Robustelli** (Mayor's Office) and his brother, an antifreeze spill at Jiffy Lube was reported and handled appropriately. They acted immediately when they saw that the Jiffy Lube on Franklin Street allowed an antifreeze spill to run into the storm drain. The Town was able to work with the State's Department of Water Quality to help Jiffy Lube make improvements in its operations and be aware of the importance of pollution prevention. We encourage all employees, on or off the job, to help identify needs for follow up to keep our community safer and cleaner.

Thanks to all Town employees who helped install holiday snowflake decorations this holiday season. The Chapel Hill Downtown Partnership says, "We have received numerous compliments on the decorations and we know that without the Town's help it could not have been a success. We are very grateful for all of the time and effort that the Town of Chapel Hill contributed to this project."

SUBMIT YOUR NEWS AND PHOTOS to TOWNtalk! The next deadline is Jan. 21 for the February issue, distributed on Feb. 1 with the biweekly payroll. Send submissions to publicaffairs@townofchapelhill.org or call 969-5055.



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Melanie Miller



The Fire Department recognized promotions at a ceremony at Town Hall on Dec. 12. **John Wellons** (second from left) and **Justin Lanning** (second from right) were promoted to Fire Equipment Operator (FEO). **Stacy Graves** (left), **Gordon Shatley** (right) and **Darryl Russell** (center) were promoted to Fire Lieutenant. Wellons and Lanning tied for first place in the FEO competitive process.



Employees enjoyed holiday celebrations in December.

Secret Santas were revealed and employees from all departments socialized and enjoyed delicious foods at the Holiday Breakfast at Town Hall on Dec. 14. Tables were filled with tasty dishes, including **Flo Miller's** (Manager) in-demand cheese grits, **Len Cone's** (Planning) sausage balls and **Ralph Karpinos'** (Attorney) homemade bagels. Thanks to **Tanita Howard** (Communications & Public Affairs) for organizing the Secret Santa gift exchange and **Amy Harvey** (Communications & Public Affairs) for the festive decorations. Later, Public Works welcomed any employees who were still hungry to their Holiday Meal at the Town Operations Center.

On Dec. 6, employees snacked on sweet treats and hot drinks at Sugar and Spice, an employee appreciation event at Hargraves. Don't miss the next Employee Appreciation event, the Chili Cook-Off.



Which one is the real Santa? **Jeff Clark** (Police) (far left), with **Tracy Dudley** (Finance), played Santa at Empowerment Inc.'s holiday party on Dec. 11. **Robert Myers** (Engineering) handed out gifts and treats at the Holiday Breakfast at Town Hall.

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Employee Forum

New employee representatives were elected to the Employee Forum during the election process held September through November. At our December meeting, outgoing members received thanks and praise for their service, and the new members were provided with an orientation. We also enjoyed the opportunity to get to know the senior management team members and thank you for your support.

2008 Membership

Wallace Alston (Transportation), Re-elected, 2009

Travis Parker (Transportation), Replaces Annie Edwards, 2009

Richard Roberts (Transportation), Replaces Tyrone Edwards, 2008

Wilbert Mason (Transportation), 2008

Kay McDaniel (Public Works), Re-elected, 2009

Angie Turner (Public Works), Fills vacant position, 2009

Mike Rigsbee (Public Works), 2008

Wesley House (Police), Replaces Bryan Walker, 2009

Mark Geerken (Police), 2008

Leo Vereen (Police), Replaces Karen Rose, 2009

John Richardson (Planning), Replaces Dana Stidham, 2009

Marian Kaslovsky (Parks and Recreation), Re-elected, 2009

Tricia Huegerich (Library), Replaces Ken McDouall, 2009

Lisa Edwards (Human Resource Development), Dual role as representative and HRD liaison, 2008

Jackie Thompson (Housing), Re-elected, 2009

Luther Nash (Inspections), 2008

Bill Rehm (Information Technology), 2008

Chris Stephens (Fire), Replaces Keith Gaudette, 2009

Heather Robinson (Fire), 2008

Amy Oland (Finance), Fills vacant position, 2008

Lauren Draughon (Engineering), 2008

Amy Harvey (Communications & Public Affairs/ Legal/Exec. Management), 2008

Employees: Register with CodeRED

Town employees are encouraged to register for emergency notification with CodeRED. The system enables the Town to send pre-recorded messages by telephone about emergencies.

Even if you don't live in Chapel Hill, you may benefit from knowing when the Town is issuing emergency communications to residents. To register, link to "Emergency Notification" from the Town's web homepage at www.townofchapelhill.org. Employees who live outside of Chapel Hill should use a Town facility address and key in their desired telephone numbers for contact.

For more information, contact Deputy Fire Chief Robert Bosworth at 968-2781.



NIMS Training Coming Up

Any employee who could respond to an emergency disaster or work during a special event soon will be required to take training in the National Incident Management System (NIMS).

The NIMS was developed by the Department of Homeland Security at the request of the President and integrates effective practices in emergency preparedness and response into a comprehensive national framework for incident management. The NIMS will enable responders at all levels to work together more effectively to manage domestic incidents no matter what the cause, size or complexity.

The Town of Chapel Hill has incorporated the NIMS system into Town emergency procedures, and a majority of public safety personnel have completed the required training. The federal government has required continuing education in NIMS and demonstrated proficiency. Please watch for the NIMS training schedule to be announced soon for your department.

Wellness Center Available to All Employees

Employees are invited to take advantage of the Town's Wellness Center located at the Chapel Hill Transit facility at 6900 Millhouse Road.

The fitness center offers treadmills, elliptical trainers, various weight training machines and dumbbells. The center is open to all employees from 3 to 10 p.m. Monday through Friday and Saturday from 7 a.m. to 7 p.m. Prior to facility use, all participants are required to sign a liability release form and attend a facility orientation.

For more information, please call 968-2700.

Recycling

Recycling tips for the New Year

Bottles, cans and paper are good for your bin. Plastic bags are bad. Please do not put your recyclables in plastic bags. Please DO put shredded paper in a paper bag.

Plastic bags tangle up recycling equipment on our trucks and at processing plants. Take clean, dry and empty plastic bags to your grocery store's bag recycling bin. The store will bale them with its shrink wrap and sell it all to make plastic lumber. Also recycle dry cleaning bags and clean dry newspaper bags with your plastic grocery bags. Better yet, bring your own bag.

— Blair Pollock (Orange Community Recycling)

Homebuyer Education Class

Habitat for Humanity will conduct a class for first-time homebuyers Saturday, Jan. 12, from 9 a.m. to 5 p.m. at Empowerment Inc., 109 N. Graham St. in the Midway Business Center.

The class will explain the process of homeownership, including budgeting skills, paying off debt and saving for a down payment; resolving credit issues; qualifying for affordable housing programs in Orange County; the purpose of a real estate agent and closing attorney; and types of mortgages and predatory lending. Attendees must be there for the entire 8-hour session to receive a Homebuyer's Education Certificate, required by lenders for first-time homebuyers in affordable housing programs. The class is free, but space is limited. Pre-register with Sharron Reid at 932-7077 ext. 213.

Employees Honored for Years of Service

Attendees of the longevity awards ceremony at Hargraves Center last month were down-right giddy with delight. Many cracked jokes with Town Manager **Roger L. Stancil** (pictured below with **Doug Clark**) and a few employees (including **Jerry Battle** and **Mark Bayles**) surprised the gathering by grabbing the mic and breaking out in song. Perhaps it was the bonus checks before the holidays that made them all so happy. Full-time employees receive longevity pay bonuses of \$500 (for 5 to 10 years of service), \$650 (10 to 15 years), \$800 (15 to 20 years), \$1,000 (20 to 25 years) and \$1,200 (25 years or more).

20 Years

Brian Curran (Police)
Camelia Brooks-Brooks (Human Resource Development)
Valerie Foushee (Police)
Mac Poteat (Transit)
Terry Battle (Public Works)
Amy Edwards (Transit)
Jerry Neville (Public Works)
Chris Bradley (Fire)
Norman Clark (Fire)
Rick Ennis (Police)
Brenda Jackson (Transit)
Lafayette Poteat (Transit)
Don Wells (Transit)

21 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)

22 Years

Carol Baer (Library)
David Bonk (Planning)
Anthony Brooks (Police)
Ed Brooks (Police)
William (Doug) Clark (Transit)
Jerrie Cole (Police)
J.B. Culpepper (Planning)
Bruce Heflin (Manager)
Ceberettia Hinton (Transit)
Ralph Karpinos (Town Attorney)
George Long (Housing)
Charles Mitchell (Public Works)
Teresa Oliver (Transit)
Bobby Pearson (Transit)
MC Russell (Engineering)
Lee Sparrow (Police)
Mike Taylor (Engineering)
Kathy Thompson (Library)
Rodney Watson (Fire)
Mike Whitmore (Housing)
Kathy Williams (Police)



23 Years

Mark Bayles (Library)
Cary Degraffenreidt (Public Works)
Douglas Fisk (Public Works)
Ozetar Gaskin (Public Works)
Larry Gentry (Public Works)
James Jones (Public Works)
Joe Layton (Police)
Kristi McClellan (Finance)
Cap Mellon (Fire)
George Small (Engineering)
Melvin Smith (Police)
Tim Smith (Public Works)
William Thompson (Public Works)

24 Years

Barbara Gear (Transit)
Richard Goldston (Public Works)
Tina Vaughn (Housing)

25 Years

Beverly Baldwin (Transit)
Ernestine Garrett (Transit)

26 Years

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

27 Years

Randy Ballard (Public Works)
Eva Cohn (Transit)
Joe Farrington (Public Works)
Elias Lack (Transit)
Bobby Pettiford (Inspections)
Frances Rapley (Library)
Tim Richardson (Library)
Garland Sawyer (Transit)
Annie Sharpe (Transit)
Bill Webster (Parks and Recreation)

28 Years

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



Catherine Lazorko photos

Employees with over 30 years of service include (left to right) **Jim Huegerich** (Police), **Flora Parrish** (Police), **Dayle Gibson** (Public Works), **Larry Stroud** (Public Works), **Louise Pettis** (Inspections), **Nate Davis** (Parks and Recreation), and **Richard Terrell** (Public Works).

29 Years

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

30 Years

Maggie Burnett (Public Works)
Iris Schwintzer (Transit)

31 Years

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

32 Years

Jim Huegerich (Police)
Larry Stroud (Public Works)

34 Years

Nate Davis (Parks and Recreation)

36 Years

Dayle Gibson (Public Works)

38 Years

Flora Parrish (Police)

Retirees

Pam Kilby
William Evans
Gregg Jarvies
James Garrett
Jane Cousins
Pam Eastwood
Gary Watts
Betsy Barnes
Rebecca Koch
Susan McClure
Marion Dixon
James Bartley