



In the Spotlight

Highlighting Exceptional Employees

Joe Farrington Street Cleaning and Construction Crew Leader

Joined Town: September 1980

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 downtown celebrations and street fairs, even overnight for large events like Halloween.

Joe serves as lead crew person for street sweeping and flushing, cleaning more than 100 miles of curb and gutter streets each week. He is among the first employees to volunteer for extra assignments, after-hours assignments and special jobs that are not popular among the crews. Whenever possible, he voluntarily works with other crews to assist with debris removal, stormwater cleanup and tree removal.

Joe joined the Town's Public Works Department as Laborer I in September 1980. Inspired by long-term employees in his division, 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. 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.

By doing preventive maintenance, he hopes to save work for other employees. 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."

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

Our Value: In his 28 years serving the Town of Chapel Hill, Joe has

Value in the Spotlight

Teamwork

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



Melanie Miller photo

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.

Senior Management Team Values

In November 2007, the Town's Senior Management Team adopted the following set of values to guide their behavior and decisions. These values are Ethics, Social Equity, Professionalism, Respect, Innovation



and Teamwork. It is the intent of the Town Manager and the Senior Management Team to strengthen the organization with a commonly held set of values that drive our mission and objectives.