



DECEMBER 2016
VOLUME 13 ISSUE 3

CHAPEL HILL Towntalk

Edward Barberio

Affordable Housing Development
Officer, Housing and Community

EDWARD BARBERIO'S 35-YEAR CAREER IN GOVERNMENT HAS BEEN DRIVEN BY THE DESIRE TO HELP OTHERS.

As the affordable housing development officer for the Town of Chapel Hill, Ed is constantly looking for ways to strengthen the Town's housing partnerships.

"I'm constantly networking to look for and create opportunities to build or develop affordable housing opportunities," Ed said.

Ed's career in government has been focused in community and economic development as well as public housing. He came to the Town of Chapel Hill a little more than six months ago after starting his career in South Florida.

Ed said he has quickly subscribed to the Town RESPECT values, especially ethics.

"We hold positions of trust; we are the stewards of the public's money and property," Ed said. "For me, it's very important that I maintain the public's trust and that they know that I'm always acting in the best interests of the community."

Ed and his wife Beatriz live in Chapel Hill. They have three children, Alexandra, Daniel and Gina.

In his spare time, Ed said he loves working with his hands.

"I've done everything from building a wooden sailboat to glass blowing," Ed said. "I'm always looking to learn something new."

—Ran Northam (CaPA)

Coming Up

Dec. 23 and Dec. 26–27

Winter Holiday

Monday, Jan. 2

New Year's Day Holiday

Friday, Jan. 13

Employee MLK Event, 11 a.m.,
Hargraves Center

Monday, Jan. 16

Martin Luther King Jr. Day Holiday

Wednesday, Jan. 25

Wellness@Work Lunch and Learn:
A Lifestyle, Not a Diet
Noon, Chapel Hill Public Library
Meeting Room A

Saturday, Jan. 28

LIGHTUP Lantern Festival
11 a.m.–6 p.m., University Place



Photo by Ran Northam

Town Manager's Message

Town Manager
Roger Stancil

Reflection. It took me a while but I have finally figured out that the end of November to mid-January is 60 days about reflection and recommitment.

Thanksgiving causes us to pause and appreciate the people and events of our lives. December brings a more spiritual reflection of the greater powers and connections in our lives. For me, it is a time to reach deeper to find meaning in how I spend my time and to connect with those who help me do that. New Year's brings a new opportunity to try new things. The Martin Luther King, Jr. observance is a time to focus on our commitment to public service. This a powerful time in our lives to try on new ideas, test our assumptions and renew our commitment to Teamwork as valuable tool for progress. Happy New Year. Thank you for a Great 2016. I look forward to working with you in 2017 to continue to build a community where people thrive.



Council Planning Retreat is in January. The Mayor and Council will be focusing on strategic planning for our community that will shape our direction for the next year and the resources available for us to serve our community. I will be keeping you updated on their work.

Employee Forum. I attended the year end meeting of the Forum to appreciate the work of the members and talk through their questions. We discussed the market pay study underway and the work life balance task force that is gearing up to consider such options as Family Leave. Listen for updates, and support your Forum representative in their work.

TRANSIT HELPS WITH THE HOLIDAY PARADE

Thank you to everyone that helped make the holiday parade a success! A special thank you to the supervisory team that helped with all the detours, Operator Tammy Price for driving the bus in the parade and Maribeth Lewis-Baker for putting together "Rollie the Snowperson." A great start to the holiday season - good teamwork!

—Brian Litchfield (Transit)



HOLIDAY PARTY FOR PUBLIC HOUSING RESIDENTS

Public housing residents had a great time at a holiday party on Dec. 17. About 60–70 residents attended, including lots of kids. The Community Empowerment Fund Choir warmed up the crowd with some Christmas carols, then **Susan Brown** (Library) captivated the kids with an animated reading of the Grinch, and Santa made a special appearance and gave new books away to the kids. Everyone enjoyed the breakfast treats, crafts, and visiting with friends from the Police and Fire Departments.

Thank you to all the staff who made this event a success, especially **Jackie**

Thompson, Carla Burnette, and John French (all Housing and Community). We also thank **Susan Brown** and **Meegan Rosen** (both Library) for their amazing effort to collect more than 100 books (in just one week) to distribute to the kids through the Book Tree at the Library. It was incredibly heart-warming to see the look on children's faces as they selected books to take home. Thank you also to the Police and Fire Departments for their support.



Briefs

Herbert Griffin (HRD) has attained IPMA-HR Senior Certified Professional (IPMA-SCP) Certification from the International Public Management Association for Human Resources. The IPMA-SCP shows competence, experience, and expertise in public sector human resource issues, management, and strategy.

Joe McMiller and **Tim Thorpe** (both Transit) have been promoted to Assistant Operations Manager—Fixed Route. Both were selected following a national recruitment and assessment center process.



Mike Mineer and **Stephen Seagroves** (both Police) recently graduated from the West Point Leadership Program. They were

required to participate in regular class meetings and complete many hours of study and homework. Congratulations!



Bryan Pendleton (Police) and Britney recently welcomed a new arrival. Blair Rachel Pendleton arrived at 3:17 a.m. on

Nov. 27. She weighed in at 7 lb. 5 oz. Mom and baby are doing great!

Robert Farrell (Transit) was chosen as Transit's Maintenance Team Member of the Year.

Nate Chambers, Kyle Stuart, Corey Kuhn and **Bristol Jackson** (all Police) attended a benefit dinner for Syrian refugees at Mediterranean Deli on Nov. 29. Their attendance was very much appreciated by Jamil Kadoura (owner of Med Deli), the refugees and guests.

Jermaine Ray (Transit) has been named Transit's Fixed Route Team Member of the Year.

Amy Harvey (Communications and Public Affairs) has made Town minutes easier for the public to access. Minute books have been scanned and 32 years' worth of minutes have been published to the website.

Brad Kramer and **Cole Daniels** (both Police) were honored with the ASIS International Legion of Excellence Award at the ASIS RTP Chapter Law Enforcement Appreciation Banquet. The Legion of Excellence Award is given to officers identified as having gone over and above the call of duty.

Kramer and Daniels were honored for their February 2016 response to a structure fire. Once on scene, they learned that a resident was still inside the structure. The officers entered and rescued the resident. They then re-entered the building to ensure that nobody else was trapped inside. The resident suffered serious burns and both officers were transported to the emergency room for smoke-related issues. Congratulations!



COMMUNITY HEROES HONORED

On Dec. 8, the Chapel Hill-Carrboro Chamber of Commerce honored local law enforcement officials, firefighters, and volunteers for their contribution to our community at its annual Community Heroes event. Among those honored were Mark North, Chapel Hill Police Officer of the Year, and Jeffrey Ryan, Chapel Hill Firefighter of the Year.

Mark North has been with the Town for 16 years, serving as the Quartermaster for the past two and a half years, overseeing the department's equipment, uniforms and vehicles. In addition to obtaining

his Advanced Law Enforcement Certificate, Officer North has also served as a member of the Special Emergency Response Team, Sexual Assault Response Team, and as a Field Training Officer.

Jeffrey Ryan has been with Chapel Hill Fire Department since April 2006 and is a newly promoted Fire Lieutenant. Ryan is serving on the Town Benchmarking Committee and Pre-Incident Survey Task Group. Anytime technology questions arise, Lt. Ryan is always willing to apply his training and knowledge to benefit the Department and the Town.



TRAINING CORNER

Congratulations to everyone who recently graduated from the 2016 Leading for Collaborative Innovation training! This six-month program was designed to develop leaders to instinctively think systemically, work collaboratively from a mutual learning mindset, lead innovation, and produce effective outcomes for the betterment of our organization. Taught by Anne Davidson, Steve Straus, and Beth High, LCI aims to increase leadership in current roles and develop internal candidates for future leadership roles.

To learn more about this program, contact Rae Buckley (rbuckley@townofchapelhill.org) or Tom Clark (tclark2@townofchapelhill.org).

A comprehensive program of training is offered throughout the year. For the current brochure and training calendar, visit www.townofchapelhill.org/training.



The graduates of the 2016 Leading for Collaborative Innovation Training are: Amy Oland (Business Management); Mila Vega (Transit); Matt Lawrence (Fire); Judy Johnson (Housing and Community); Lisa Edwards (Fire); Tom Clark (HRD); David Green (Library); Jerry Neville (Public Works); Stacey Graves (Fire); Mitch McKinney (Police); Steve Wright (P&R); Drew Smith (Police)

Ask the Ombuds

Dialogue Across Differences

The media every day has a new story to tell about differences that have resulted in tragedy and divided communities.

In Chapel Hill, we work within a growingly diverse workforce to serve a diverse population. Our Town Mission statement says: Learning, serving and working together to build a community where people thrive! If we are going to take this seriously we must be a place open2everyone — being open to, accepting and inviting differences. An open2everyone community requires that every one of us is actively engaged in building a community where everyone (with all their differences) is invited, included, accepted, and valued.

Yet, this openness to differences comes with challenges. Diversity brings with it very different life experiences, cultures, beliefs, and opinions. When our differences result in taking positions that bump against the positions of others, these differences can sometimes manifest in less than respectful interactions that can interfere with our work. When a collision of positions occurs emotions elevate, frequently resulting in responses inconsistent with both our RESPECT values and our personalities. Unless those impacted engage in a respectful, productive dialogue, the differences can get bigger and bigger, sometimes resulting in conflict that can negatively impact both relationships and work.

Dialogue can help participants respectfully discuss differing positions and identify common interests upon which to jointly design next steps where all parties perceive the strategies to be win/win.

The Town has sought to create dialogue across differences, including the Public Works Day of Dialogue, Facilitative



Leadership training, and the development of the Ombuds Office.

Your Ombuds office regularly works with you to help identify strategies and equip you with tools and resources to respectfully dialogue with other employees. On other occasions Ombuds facilitate dialogue between two or more employees where relationships become strained by conflicts.

Other dialogues take place between employees from a number of town departments and community stakeholders. Several of these involve town projects where community members feel unheard or have a sense they are losing something. The Rosemary Street restriping project is an example where Town staff have found themselves trying to address the seemingly mutually exclusive and passionate positions of bicycle advocates and small business owners. Facilitated dialogues help all sides hear those positions and move toward the shared interests of safety, connectivity, viability and sustainability that produce a thriving community for ALL, where differences are viewed as opportunities for learning and for making the community stronger and healthier, where each of us recognizes and values the need for differences for building a community where ALL people thrive!

If you are encountering conflict due to differences, let's talk and explore ways to dialogue across those differences.

— Jim Huegerich, Ombuds

RECYCLING TIPS



Recycling Holiday Materials

Wrapping paper: if you don't carefully save it for re-use, then you can recycle the NON-metallic wrapping papers with your regular recycling. No tissue paper, please.

As so many of us get gifts via the mail now there are often packing materials. Local UPS stores and other mailing houses will take any packing peanuts, other loose fill, bubble wrap or air pillows. You can also pop air pillows and recycle them with grocery bags.

If a corrugated box is too large for your recycling cart, don't force it in there. Flatten it and take to a drop-off site where there are large dumpsters for cardboard.

Bring spent batteries to a staffed Waste and Recycling Centers (see bit.ly/2gwyXZq for locations), any Weaver Street Market store, Whole Foods or True Value Hardware in Timberlyne.

Got News?

Achievements • Weddings • Babies



Send your news to
info@townofchapelhill.org.
Got photos? Send them too!

Compliments

Todd Harris (Police) was thanked by Mary Dooley for being kind and patiently answering questions during an interaction with an apprehensive child.

Eric Dallin (Police) was commended by Iris Davis for being compassionate and helping recover her property after her car was broken into.

John Newark (Public Works) and his team were thanked by John Richardson (Planning and Sustainability) for support and assistance during the remodeling of the third floor of Town Hall.

Jon Meyers thanked **the Town of Chapel Hill** for having clean roads. "I ride my bike daily, and very rarely will I come across a small patch of gravel."

Lorraine and Thomas Masters wrote to express their appreciation for a **Stormwater maintenance crew** led by **Robert Sykes** and **Sue Burke** for removing a blockage from a drain pipe, preventing future flooding.

Scott Clark, Tim Czupka, and the Technology Solutions team were thanked by John Richardson (Planning and Sustainability) for assisting with the

Planning and Sustainability relocation during the remodeling on the third floor of Town Hall. "To mix baseball and boxing analogies, this renovation and move had more than its fair share of curve balls, sliders, off-speed pitches – you name it. We felt like Tim and the rest of your TS team were in our corner every step of the way."

Mary Kallem thanked **the Town** for efforts to be more bicycle friendly.

Delacey Hunt (Transit) was commended by Beth Godwin for reacting quickly to avoid a collision when traffic stopped suddenly.



Can't get enough compliments? Check out the bulletin board next to the restrooms on the first floor of Town Hall.

Celebrate Martin Luther King Jr. Day

The annual employee Martin Luther King Jr. Celebration will be held at 11 a.m. Friday, Jan. 13, at Hargraves Community Center, 216 N. Roberson St.

Last year's celebration featured a panel of Chapel Hillians who discussed how the Town has changed over the years. That panel discussion was accepted with open arms by Town employees, and the Martin Luther King Jr. Celebration committee has agreed to bring that format back in the coming years.

This year the committee selected excerpts from three plays featuring civil rights activists Dr. King, Malcolm X, and Rosa Parks. Town employees will perform those roles as well as a condensed version of Martin Luther King Jr.'s "I Have a Dream" speech. The winning Word Poetry Contest entry also will be read by its author.

The Employee Mass Choir, directed by **Brenda Jones** (Police-Parking), will perform several numbers, including "Ain't Gonna Let Nobody Turn Me Around" and "Man in the Mirror."

After the program, stick around for a light lunch and socializing with co-workers.

Wellness Success Story

Jason Grafford (Fire) knows how to deal with smoke – from a burning building. But his own cigarette smoking presented a greater challenge. Jason smoked for more than 20 years when he first heard about the Wellness@Work tobacco cessation program. The support he received from tobacco treatment specialist Barbara Silver, as well as free nicotine patches and gum, enabled him to stop smoking. His friends, co-workers and family joined him in celebrating his success.

After two years tobacco free, Jason

began smoking again following a stressful period in his life. Embarrassed by his relapse, he hid his smoking from everyone. He wanted to regain the pride he experienced in being abstinent and re-enrolled in the Wellness@Work program.

He and Barbara Silver set up regular meetings to get back on track. Several aspects of the W@W program contributed to his decision to re-enroll: Barbara's flexibility in working around a firefighter's schedule, her non-judgmental approach, and the free nicotine replacement therapy. Since

becoming smoke free, Jason works out at the gym five days a week, pleased with his increased stamina. He's proud of how far he's come.

If you would like to quit using tobacco, Wellness@Work provides free medications and coaching for living a tobacco free life. Contact Barbara Silver, 984-974-8455 or barbara_silver@med.unc.edu.





wellness @work
 UNC HEALTH CARE | FAMILY MEDICINE
 TOWN OF CHAPEL HILL

Reflections, Festivities, and Planning for Wellness in 2017!

Your worksite wellness committee has been hard at work over the past three months shaping the Town's wellness action plan for 2017. Thanks to everyone who completed the employee interest survey since that input helped to shape much of the plan.

The wellness committee met on Dec. 1 to celebrate accomplishments from last year and to put the finishing touches on the plan for 2017. It was a time to celebrate new members to the committee, our new medical director Adam Goldstein, and being acknowledged again this year as a winner of the Healthiest Employer of the Triangle! The most astonishing data was that 93 percent of Town Employees completed their HRA last year as compared to 80 percent in the previous year. A big shout-out to Alex Terry, co-chair of the committee, for helping us reflect on these accomplishments.

So, here is to good health and wellness during the holidays and into 2017. If you would like more specifics on the 2017 wellness action plan, see your wellness committee representative. If you don't know your representative, now is a great time to ask!



Weight Watchers Deal Day!

Sign up or renew for the low price of \$79.05 when you join the next 17-week meeting series on Jan. 4.

Interested? Come to the Weight Watchers at Work Open House on Wednesday, Jan. 4.

Employees currently participating in Weight Watchers at Work have lost more than 200 pounds! Weight Watchers can help you set and achieve your goals.

Calling all runners:

Will 2017 be your year to lead others to run? Wellness@Work is searching for one or more Town Employees to lead a Training Group to prepare runners for the Fleet Feet 4 Miler on Saturday, April 22.

Starting in mid-January, the Training Group will meet two times each week for evening runs for 12 to 15 weeks.

The group will be for beginning runners, as well as experienced runners to help motivate and serve as group leaders.

If you are interested or would like more information, contact Liska Lackey at the Wellness Clinic: llackey@email.unc.edu or 919-968-2796.

BEST BOOKS OF 2016

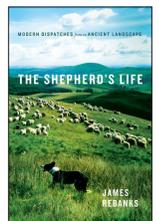
What are your co-workers reading? Employees shared their favorite books of 2016. Pick some to add to your reading list.

Patience, by Daniel Clowes
 Stephen A. (Library)



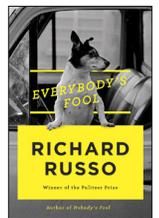
The 14th Colony, by Steve Berry
 Cliff T. (HRD)

The Girls, by Emma Cline
 Shannon B. (Library)



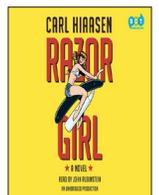
The Shepherd's Life, by James Rebanks
 Amanda G. (Library)

Sweetbitter, by Stephanie Danler
 Sarah W. (Library)



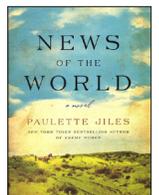
Everybody's Fool, by Richard Russo
 Meeghan R. (Library)

Atlas Obscura: An Explorer's Guide to the World's Hidden Wonders, by Joshua Foer
 David G. (Library)



Razor Girl, by Carl Hiaasen
 Daniel S. (Library)

Confederates in the Attic, by Tony Horwitz
 Roger S. (Town Manager)



News of the World, by Paulette Jiles
 Tracy B. (Library)

See the full list at <http://bit.ly/2gSRYZo>

FAREWELL, STATION 2!

Say goodbye to Fire Station #2, built in 1959. Open houses will be held from 3:30–5 p.m. Tuesday, Dec. 20 and 9 a.m.–5 p.m. Friday, Dec. 23, at 1003 S. Hamilton Road (behind Aloft Hotel). Please bring Fire Department or local memorabilia to be photographed. For more information, call 919-968-2781.

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 405 Martin Luther King Jr. Blvd.
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 publicaffairs@townofchapelhill.org or (919) 968-2743

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 Editor: Catherine Lazorko
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