



# CHAPEL HILL Towntalk

OCTOBER 2017  
VOLUME 14 ISSUE 1



## On the Front Burner



*choices, options, and opportunities to live, work, play, and prosper.*

This sounds like a place where I want to live. The good news is that this is our **Community Vision Statement**, as stated in Chapel Hill 2020.

*Learning, serving and working together to create a place where people thrive.*

These sound like the values I would like to see in my working relationships. The good news is that these are **our adopted Values**.

This **Vision, Mission Statement and Values** are the foundation for how we create a strategic plan for the work of our organization. We will build on these to strengthen our core services and plan our approach to achieving the strategic vision of our community. Both are important for a place where people thrive.

**David Finley**, Strategic Plan Project Manager, and **Rae Buckley**, Director of Organizational and Strategic Initiatives, are looking for your input as we build our strategic plan for the future. If these are things you care about, let them know.

### Town Manager Roger Stancil

*Chapel Hill will be a multicultural university town where each day celebrates connections and choice; where a dynamic downtown and networked community inspire connections among people, ideas, the region, and the world; where innovation, technology, discovery, learning, and the arts continually animate a town alive with*

This sounds like a place where I want to work, defining how I work with fellow Town employees and community partners. The good news is this is our **Town organization Mission Statement**.

*Responsibility. Equity. Safety. Professionalism. Ethics. Communication. Teamwork.*

## Coming Up

### Friday, Oct. 13

Combined Campaign Kickoff  
Noon-3 p.m., Town Hall

### Thursday, Oct. 12

Shred-A-Thon, 10 a.m.-2 p.m.,  
University Place behind Silver Spot  
Theater

### Thursday, Oct. 19

Project Connect  
9 a.m.-3 p.m., Hargraves Center  
(see p 2)

### Tuesday, Oct. 31

Homegrown Halloween

### Sunday, Nov. 5

Rodeo on Rosemary, Noon-4 p.m.,  
Rosemary Street at Wallace Parking Deck



Town Manager Roger Stancil discusses creating a culture of collaborative innovation at a Sept. 15 joint meeting of the Senior Leadership Team and Leading for Collaborative Innovation (LCI) graduates. Applications for the LCI program are being accepted through Nov. 3 via [www.townofchapelhill.org/jobs](http://www.townofchapelhill.org/jobs) (access "internal opportunities").

## Partnership between Housing Department and School of Social Work assists residents in developing life skills, connects students with neighborhoods

UNC-Chapel Hill graduate student Alex Lombardi had an aha moment shortly after she began working as an intern for the Housing Department.

Public housing neighborhoods in Chapel Hill are surrounded by student housing. But the communities and residents don't really mix.

"In Chapel Hill, public housing is so well integrated, that many students are unaware," she said. "When you're a student you're in a sort of bubble."

Now Lombardi wants to get to know her neighbors – and it's because of where she works. She is the first student from UNC-Chapel Hill's School of Social Work in a new field instruction course based at the Town of Chapel Hill Housing Department.

The program aims to educate social workers for advanced practice through a field education. The student learns through delivering a social work service

in a practice setting under the tutelage of a task supervisor as well as a field instructor. Lombardi's onsite mentor is Housing Director Faith Thompson, who initiated the partnership with the School of Social Work for

the benefit of public housing residents. Karon Johnson from the Chapel Hill Police Department, who holds a master's degree in social work from UNC-Chapel Hill, serves as the field supervisor.

"There are 937 residents who represent diverse backgrounds and cultures; in fact a significant number are immigrants," Thompson said. "Many are looking for a life and career path."

This is where Lombardi is contributing. She is tasked with developing a skills assessment for public



Housing Director Faith Thompson and intern Alex Lombardi

housing residents. The assessment will aid the Housing Department in developing programs to assist residents in developing life skills and achieve economic independence.

Lombardi has become a college student who is good at making connections. She is out and about getting to know many who live in the 336 public housing apartments in 13 neighborhoods throughout Chapel Hill and Carrboro — including some neighbors who are right around her corner.

— Catherine Lazorko

## THE COMBINED CAMPAIGN IS COMING!

Come to Town Hall for an afternoon of fun and sweet treats to kick off the United Way Combined Campaign from noon to 3 p.m. Friday, Oct. 13.

Bakers—we need donations of baked goods for the bake sale. There may even be a homemade ice cream contest! If you are interested in donating baked goods or raffle items, please email **Katy Thomas** (BMD) at [kthomas@townofchapelhill.org](mailto:kthomas@townofchapelhill.org).

Every employee who participates by purchasing or donating will be entered for prizes, and all proceeds will benefit the United Way. Last year, Town employees raised over \$27,000 for the Combined Campaign. More information will be emailed before the event.

## PROJECT CONNECT NEEDS YOU

Project Connect is coming! This one-day, one-stop event provides services for people who are experiencing homelessness. Volunteers are needed for the evening of Wednesday, Oct. 18, and for the main event on Thursday, Oct. 19. Donations of hats, coats, gloves, hand or foot warmers, first aid kits and food are also needed.

For more information, visit <https://www.ocpehnc.com/projectconnect> or contact Corey Root, Orange County Homeless Programs Coordinator, at 919-245-2496 or [croot@orangecountync.gov](mailto:croot@orangecountync.gov).

## BEST CITY HALL SELFIE!

The Town of Chapel Hill tied with Milford, Del. for the Most Creative City Hall Selfie, presented by ELGL. Thanks to everyone who participated!



# Briefs

**Susan Brown** (Library) has been appointed Executive Director for Community Arts & Culture. She will coordinate executive level policy and operational areas related to arts, history and culture in Chapel Hill.

**Judy Johnson** (Planning & Development Services) is now the Interim Operations Manager for Current Development. She will focus on developing and managing process and system improvements and will continue working on key community projects.

**Katy Leucken** and **Tim Thorpe** (both Transit) have completed the Transportation Leadership Development program, an intensive 12-week program. Congratulations to Katy and Tim!



**Chris Morris** (Technology Solutions) has joined the team as a Systems Administrator.

**Sarah Poulton** (Manager) has joined the Town as Downtown Special Project Manager. She will facilitate connections

**Devorio Evans, Rigoberto Rodriguez** and **Josh Degraffenreid** (all Public Works) participated in the Library's storytime program. Rigo and Library staff read together in Spanish and English, and the kids and parents had a great time asking questions about Rigo's job. Josh brought a dump truck and excavator and talked about the equipment. Devorio led a garbage truck story time. He kept a crowd of about 30 kids and parents totally engrossed, reading stories and showing them how the truck works.

between downtown projects and internal and external stakeholders.

**Gene Poveromo** (Planning & Development Services) is now the Interim Planning Manager for Code Enforcement. He will focus on coordinating the Town's code enforcement work.

**John Richardson** (Planning & Development Services) is now the Interim Operations Manager for Long Range Planning and Sustainability. He will implement long range planning, special projects and sustainability efforts.

**Alisa Duffey Rogers** (Manager) has joined the Town as the Land Use Management Ordinance (LUMO) Rewrite Project Manager.



**Richard Terrell** (Public Works) received the Robert S. Hopson award from the North Carolina chapter of the American Public Works Association. This award recognizes public works employees for outstanding service and meritorious achievement in local government service. Congratulations Richard – well deserved!



**Melissa Tilman** (Transit) completed the Smith System (Defensive Driving) Certification Program in July to become a certified instructor.

**Darrell Wall** (Housing) is proud to announce that his daughter Jessica Wall is being inducted into the Order of Pisgah at UNC-Asheville.



**Nikki White** (Fire), and Jerry, Kami and Brynlee were joined in the White House by Cason Jennings White at 4:16 p.m. on Aug. 16. He weighed in at

8.5 lbs. and was 21.5 inches long.

The Town of Chapel Hill received an Award of Excellence from the City-County Communications and Marketing Association (3CMA) in September. The award was given in the Most Innovative category for the Communications Dashboard, created by **Ran Northam** (CaPA /Police). The dashboard provides analytics on the performance of communication channels.

## NEW SPEED LIMITS

The speed limit on Eubanks Road between Martin Luther King Jr. Boulevard and Millhouse Road is lowered to 35 mph. New speed limit signs are being installed. Please be aware of the new speed limit when driving to Town facilities in that area.

The speed limit on Rosemary Street has lowered to 20 mph. The speed reduction will improve safety for everyone traveling on Rosemary Street. Other safety efforts include streetscape improvements and a buffered bike lane.

## TRY THESE NEW WELLNESS PROGRAMS!

Wellness@Work is offering a **new yoga program**. This free class, led by **Alison Hinks** (Public Works), is open to all employees and their families and to pre-65 retirees. This class is for everyone—it's good for anyone who has never practiced yoga and for those who practice regularly.

The class will meet from 12 to 12:45 p.m. Thursdays through Nov. 9 in Meeting Room B at Chapel Hill Public Library. Wear comfortable clothes and bring a yoga mat. Contact Liska Lackey to guarantee your spot at 919-969-2796 or [llackey@email.unc.edu](mailto:llackey@email.unc.edu).

**Do you like to swim?** Join an informal meetup of Town employees from 6:45 to 7:30 a.m. on Thursdays at the Chapel Hill Community Center pool, 120 S. Estes Drive. Coordinator **Sarah Poulton** (Manager's Office) will provide swim workouts with beginner, intermediate and advanced freestyle options using pool-provided tools like kick boards and pull buoys.

There is no charge if you have a pool and gym admission pass. If you don't have a pass, contact Liska Lackey at 919-968-2796 or [llackey@email.unc.edu](mailto:llackey@email.unc.edu).

To sign up, contact Sarah Poulton at [spoulton@townofchapelhill.org](mailto:spoulton@townofchapelhill.org) or 919-969-5009.

## Chapel Hill's Festifall Art Festival

Teamwork makes Festifall possible! More than 18,000 people came out for a day of art and entertainment on Franklin Street Oct. 1. The annual arts festival is planned by the Parks and Recreation Department and Public Arts. Transit provides a shuttle to make getting to the festival easier. The Police Department keeps it safe and Public Works cleans up afterwards. Thanks to all Town employees who make these large public events possible!

### Have you tried Munis Self Service?

You can look at pay stubs and W2s, view accruals of vacation and sick time, and see your current W4 withholding amount. It also has a paycheck simulator to show you what happens if you change deductions, get a raise, etc.

Log in at <https://munisess.townofchapelhill.org>. Your login is your employee number (find it on your pay stub or ask HRD). Your password is the last four digits of your social security number.

Learn more! A User Guide is on the intranet under Published

Documents→Division: Finance→Munis Questions? Contact Brandon Howell at 969-5021 or [bhowell@townofchapelhill.org](mailto:bhowell@townofchapelhill.org)

# Got News?

Achievements • Weddings • Babies



Send your news to [info@townofchapelhill.org](mailto:info@townofchapelhill.org). Got photos? Send them too!

### Power – we all possess power in two key areas: questions and stories

Often questions are asked to confirm an assumption, to challenge, or to convince. Imagine if we asked questions to truly learn about one another, particularly those with whom we disagree? Questions and the way they are asked have the potential to transform our interactions, informing how we approach, view, and engage people, particularly those with whom we deeply disagree. Through genuine curiosity we can learn to harness the power of questions to invite understanding and make connections between the asked and the asker to:

- Avoid questions that close down a conversation during disagreement
- Craft questions in a way that elicit fresh, productive responses, particularly in stuck or divided conversations
- Exercise awareness about the effects of questions on our perceptions, emotions, and relationships
- Apply fresh ways to help people relate to themselves and others, surfacing possibilities unimagined by people stuck in disagreement

We all have a story to tell. Stories are important for relationships. The power of story is to connect in a way where we are real people, valued for who we are and where we are in life. Unfortunately, we often feel like we know the other



person and what their story is and why they do what they do. The challenge is to be willing to create the safety and the opportunity to elicit, then listen to, the story of another person. Allowing another person to tell their story in a relationship with you where they can be known is a gift we give to others.

What are the stories we hold most dear about ourselves? What stories do we tell about others, and how do those stories take shape? We make sense of the world through stories. But stories – particularly the ones we tell about other people – can sometimes deepen the rifts that come between us, creating a feared other – a “Them.” The power of stories moves us beyond stereotypes and fear, bringing “Us” and “Them” into relationship of “We” through understanding.

No matter who we are or the role we serve within the town, we all possess the powers of questions and stories. Begin to exercise those powers with those with whom you work each day. Such power is power shared, giving the same two powers to others – the power of questions and the power of stories!

—Jim Huegerich, Ombuds Office

# Compliments

**James Bradsher** (Transit) was thanked by Rebecca McCall for intervening when an aggressive person followed her onto the bus.

Kathy Williamson thanked **Chapel Hill Transit, the EZ Rider service and bus maintenance staff** for making it possible for her to get to appointments at UNC Cardiac Rehab while recovering from a heart attack.

**Library staff** were thanked by Paul Farel for hosting an eclipse viewing event.

**EZ Rider drivers** were thanked by Jeff H. for driving him to appointments.

Sharon Barrett thanked **police officers** who responded to break-ins at her house while her family was out of the country.

**Chapel Hill Transit FCX Drivers** were commended by Kyle Smith for making sure that passengers get to their destinations on time. "I continue to see bus drivers handle very confused and often disgruntled riders with a level of professionalism and respect that amazes me."

**Tony Jeffreys** and **Jonathan Barbee** (both Police) were thanked by Maribeth Lewis-Baker (Transit) for assisting with a violent incident on a bus driven by Ricky Hunter.

Lily Farel thanked **the Police Department** for putting her four-year-old daughter (right) at ease during a visit to the police station.

"It was the end of a hot day, yet everyone we encountered was helpful and friendly. My daughter felt like a big cheese getting to deliver the cell phones, then she was given a stuffed elephant and sunglasses, which made her day. She's currently asleep next to her new favorite stuffed animal, having read only stories about elephants at bedtime. Many thanks for all your work and dedication."



**Justin Graves** (Transit) was commended by Sandy Austin for his grace, competence, and ability to fit multiple passengers and all their equipment, including walkers, onto an EZ Rider van.

**Reggie Mebane** (Transit) was complimented by Michelle Johnson for being cheerful, polite, friendly and considerate.

**Scott Taylor, Drew Cabe, Todd Harris** and **Mike Castro** (all Police) were thanked for assisting with the Chapel Hill/Carrboro City Schools Driver Education program.

**Reggie Mebane** (Transit) was commended by Roger Lundblad for avoiding a collision when a car suddenly changed lanes and passed the bus while it was making a left turn.

**Tammy McNair** and **Deborah Davis** (both Transit) were thanked by Xuejie Chen for returning a wallet that was left on the bus.

**Maribeth Lewis-Baker** and **Quentin Craven** (both Transit) were thanked by Faith Thompson (Housing) for providing transportation to several public housing neighborhoods for a pre-bid meeting.

**Beth Vazquez** (CaPA) was thanked by Judy Johnson (Planning) for being helpful.

## Seen on social media:

Molly De Marco (@mollsdemarco) tweeted: "Thx @chtransit operator of bus 1308 who got off twice to put my bike on/off rack cuz #IBustoBusinesses like #Carrboro 's Grey Squirrel too. (The operator: **James**

## Bradsher)

Ted Hobgood (@tedhobgood) tweeted: "Props to the @chtransit driver of the 7am 420 route to Chapel Hill. An idiot stopped in the straight lane suddenly & our guy handled it well (operator **Chris McKoy**)



Thanks to **Chapel Hill Transit** for providing a cool spot for firefighters to rest (above) while they were fighting a fire at the Carol Woods Retirement Community.

**Jennifer Liles** (Police) was commended by Adam Lietzan and Christine Sansone for quickly finding and returning stolen bikes.

**Chris Gillum** (Police) was commended by Jacqueline Kann for going the extra mile to find a relative of a patient so the patient could be moved to a nursing home, making it possible for an elderly couple to be reunited.

A resident thanked **police officers** for showing compassion and respect after he overdosed.

**Ernie Rogers** (Engineering) was thanked by Cheryl and Stephen Carnahan for helping to resolve a storm water runoff problem. Thanks also to **Robert Sykes** and **the Stormwater Maintenance staff** for helping get the problem fixed.

**Linda Smith** (Parks and Recreation) was thanked by Kevin Poplawski for helping find the latitude and longitude of Homestead Park for a special gift. Kevin met his wife at the softball fields at Homestead Park, and he wanted to commemorate the event.



## UPDATES FROM WELLNESS@WORK

**Get your flu shot!** If you missed the flu shot clinics, it's not too late. Come to the Wellness Clinic during walk-in hours or schedule an appointment at a time that's convenient for you. View the walk-in hours or make an appointment at [chapelhillwellnessatwork.org](http://chapelhillwellnessatwork.org).

### Do you want to drop a few pounds?

The 12-week fall session of Weight Watchers@Work began on Sept. 20. Meetings are held at 11:15 a.m. on Wednesdays at Hargraves Center. The Town pays half of your fee, so you only pay \$66.30! For more information, contact Angie Turner at [aturner@townofchapelhill.org](mailto:aturner@townofchapelhill.org) or 919-969-5113 or Liska Lackey at [llackey@email.unc.edu](mailto:llackey@email.unc.edu) or 919-968-2796.

The new **Diabetes Support and Education Group** starts Oct. 11. Do you (or does someone in your life) have pre-diabetes or diabetes? Take this dietitian-facilitated free six-week class to learn healthy ways to live and take control! Participants will learn the "Plate Method" for planning healthy meals, how to track food and activities, strategies for stress management and preventive care, and how to set goals and track progress.

The group will meet from noon to 12:45 p.m. on Wednesdays from Oct. 11 to Nov. 15 at Chapel Hill Public Library (bring a lunch). Join, learn and take control! Contact Liska Lackey to sign up at 919-968-2796 or [llackey@email.unc.edu](mailto:llackey@email.unc.edu).



Photo by Ryan Chamberlain

The Wellness@Work Committee: (l-r) Shannon Bailey (Library), Sheleathe Quick (Police), Heather Robinson (Fire), Sherry Hay (UNC Family Medicine), Barbara Silver (Clinic), Cliff Turner (HRD), Steve Stewart (Manager), Alex Terry (BMD), Jessie Cameron (Transit), Liska Lackey (Clinic), Deborah Squires (Planning), Adam Goldstein (UNC Family Medicine), Melanie Miller (CaPA), Angela Gerald (Housing)

This summer, 84 employees spent four weeks trying new ways to manage stress in **Wellness@Work Manage Stress Challenge**. The grand prize winner is Jim Huegerich (Ombuds), who received *The Complete Calvin & Hobbes*.

Participants used different strategies for managing stress, including exercising regularly, laughing regularly, money management and making yourself a priority.

One participant said, "One thing I am doing is taking a few minutes to tell myself every morning — 'I have all the time I need to do the important things today.' It helps me a lot because I often wake up feeling like I don't have enough time in the day. It also reminds me to prioritize and decide what is really important and what can wait."

### The Wellness@Work Committee

(pictured above) has been hard at work shaping the Town's wellness action plan for 2018. The annual retreat was held on Sept. 7 at the Library. Thanks to all Town employees who completed the employee interest survey. That input helps shape much of the plan.

Wellness committee members will meet each month through December to finalize the goals. They will consider goals being discussed by the Town's Health Care Task Force and Work/Life Balance committee in finalizing the details of this plan.

If you would like more specifics on the 2018 wellness action planning, see your wellness committee representative. If you don't know your representative, now is a great time to ask! Learn more at [chapelhillwellnessatwork.org/employee-wellness-committee](http://chapelhillwellnessatwork.org/employee-wellness-committee).

### STRONG PASSWORD TIPS



Always choose longer passwords with letter, numbers and symbols. Do not share passwords with anyone. Make sure your password is unique and not guessable.



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

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