



APRIL 2019
VOLUME 15 ISSUE 7

CHAPEL HILL Towntalk



On the Front Burner



Town Manager Maurice Jones

After our long, stormy winter, spring is finally here. I hope, like me, you have enjoyed the sudden bursts of color in our Town. Our landscape crews are busy making sure we're ready for the warm days of spring. This season is always a time of change for us at the Town. This year, we're trying some new things including the plastic-free Eggstravaganza downtown [bit.ly/2UuEpVt]. While our students may

be thinking about graduation and their summer plans, we're busy planning our roadway work, summer camps and a whole host of wonderful programs.

This month, I'm looking forward to my first employee lunch, with a randomly selected group of employees from across our departments. This is an opportunity to learn from each other.

I hope you'll share your ideas about what we're doing well and what you'd like to try to accomplish together this year. For several years now, we've had to be creative with our Annual Budget, finding ways to improve our services without more money. As we look at another conservative year, I'm relying on you and your day-to-day knowledge of our work, to help us continue to be an exceptional place to live, work, and play.

Another change on the horizon concerns the Adverse Events Policy.

Our team has put together a thoughtful approach to a complex issue and relies heavily on employee input. We'll have more information on the new policy by mid-April.

Also, please keep an eye out for next month's article when I will detail the Manager's Proposed Budget for Fiscal Year 2019-2020.



Coming Up

Thursday, April 11

Lunch and Learn: Self Care, Noon, Homestead Aquatic Center (see p 6)

Sunday, April 14

Plastic-Free Egg-Stravaganza, 1-4 p.m., 140 West Plaza (bit.ly/2Uen3ft)

Friday, April 19

Town Holiday

Sunday, April 28

Near & Far, 1-5 p.m., 140 W. Franklin St.

Tuesday, April 30

Deadline for Cal Horton Award nominations (see p 4)



Photo by Mark Losey

LINK UP – What interests employees? Resource groups for employees, succession planning, employee events/meet-ups, process improvements, and email fatigue topped the list from last month's Link-Up event. The Town's Alliance for Innovation Ambassadors is combing through your ideas from about 150 post-it notes and will share more soon. Thanks to all who participated (including Faith Thompson and Carolyn Worsley, pictured here)!

COMMUNITY SAFETY UPDATES

The Chapel Hill Police Department held its annual awards ceremony on Feb. 5 at the Chapel Hill Country Club. The Guardians of the Hill celebrated life-saving efforts, meritorious conduct, and more than 30 years of service to the Town of Chapel Hill in this year's recipient of the Herman Stone Award.



Officer of the Year: Sgt. Mark Geerken; Chief Chris Blue; Officer German Barcenas



The Meritorious Conduct Award: (l-r) Chief Chris Blue; Officer Jacob Clark; Officer Ron Telfair; Sgt. Stephen Seagroves; Officer Traci Donley; Officer German Barcenas



Employee of the Year: (l-r) Chief Chris Blue; Lt. Tony Sorrell; Tamika Price; Sgt. David Britt



Herman Stone: (l-r) Chief Chris Blue; Fire Chief Matthew Sullivan



Tom Mitchell SERT Officer of the Year: Chief Chris Blue; Sgt. Stephen Shaw; Capt. Danny Lloyd



The Life Saving Award: (l-r) Chief Chris Blue; Officer Kelly Burger; Officer Christopher Sevadjan; Officer Jacob Clark; Officer Ron Telfair; Officer German Barcenas; Sgt. Mike Mineer; Officer Calvin Karlson; Sgt. Mark Geerken; Officer Kyle Stuart

MAYORS SAVE WATER CHALLENGE

On March 22, (World Water Day), Chapel Hill Mayor Pam Hemminger challenged Carrboro Mayor Lydia Lavelle in a friendly and fun community competition to encourage everyone to SAVE WATER! In accepting the challenge, Carrboro and Chapel Hill have decided to have a bit of fun throughout the month of April as we focus attention on the importance of our most valuable natural resource.

Take The Pledge!

Here's how the challenge will work. Local residents, business owners and students are asked to visit the OWASA website to take a PLEDGE to save or protect water in one or more simple ways. Water saving

Take the Pledge
[owasa.org/
 mayors-save-water-challenge](http://owasa.org/mayors-save-water-challenge)

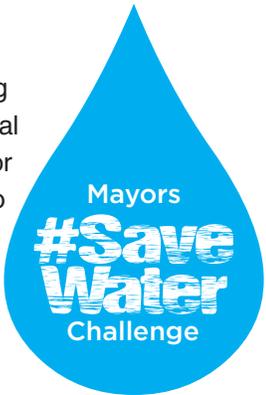
ideas include ways to “Save Water Inside” such as taking shorter showers or fixing leaky faucets. Pledges can also be made to “Save Water Outside” and to “Protect Water.” The town that collects the largest percentage of pledges through April 30 will win.

The winning community will be announced on Friday, May 3. The winning mayor will receive the Golden Faucet award trophy along with bragging rights for the year!

“Everyone has a role to play in

conserving, protecting and sustaining our vital resources,” said Mayor Pam Hemminger who went on to point out that, oftentimes, saving water decreases energy usage as well. “We invite everyone – students, residents and businesses – to join in this communitywide challenge to save and protect water.”

Join in the fun by sharing the ways you are saving and protecting water through social media using #SaveWater or #UseWaterWisely tags with notice to @ChapelHillGov, @CarrboroTownGov or @OWASA1.



Briefs



During a three-hour session, the Housing team worked with **Tom Clark** (HRD) on setting clear expectations, accountability, responsibility and empowerment. Also they learned to take P.R.I.D.E. (Personal Responsibility in Developing Excellence). Contact Tom (tclark2@townofchapelhill.org or x5031) for team trainings as well as coaching for all Town employees.

Microsoft for Home Use: If you use Microsoft software at work, you can now get a copy to use at home through Microsoft's Software Assurance Home Use Program (HUP). Find out what's available at microsoft.com/licensing.

Order software at hup.microsoft.com.

Enter your Town email address and program code 7DF27D8C23. Do not share this number with anyone outside our organization. A fee will be charged for shipping and handling.



Wireframe This! We are launching a redesign of our current website that dates to 2014. Our website is by Granicus, a website developer for local governments across the country. CaPA has engaged a user design experience class from the UNC School of Media and Journalism that conducted usability testing on our current website. Students created wireframe concepts that are being reviewed as part of the design process. Look for more updates about this project involving all department web stewards.



Cadets in the Police Department's Basic Law Enforcement Training (BLET) took a guided walking tour of the Historic Northside Neighborhood on March 29, led by The Marian Cheek Jackson Center for Saving and Making History. The tour helps the cadets get to know a vital part of our community's history and character.



*Town Hall has a new sign! Thanks to **Melanie Miller** (CaPA) for designing the layout and working with the sign company for production and installation. No more missing letters!*

KEEPING CHAPEL HILL GREEN AND BEAUTIFUL

Public Works and Parks Maintenance crews make Chapel Hill look good! Crews from Parks Maintenance remove and replace trees that are unsafe because of disease or damage. Public Works cleans up trees that are knocked down by storms.



Bobby Bratton (left, Public Works) clears a storm-damaged tree that was blocking Little Creek.



(l-r) **Torrie Mattocks** and **Wayne Harris** (both Parks and Recreation) remove a diseased tree at North Boundary Street.

WHO WILL YOU NOMINATE?

Do you have a co-worker who regularly goes above and beyond to be helpful and do an excellent job? Nominate them for the Cal Horton Award, our highest employee honor.

Employees who have worked for the Town for at least 10 years are eligible for the award. Nominees should represent the Town's values of RESPECT (Responsibility, Equity, Safety, Professionalism, Ethics, Communication and Teamwork) and routinely go above and beyond job expectations.

Pick up a nomination form from Human Resource Development or at www.townofchapelhill.org/calhortonaward. Submit your nominations to HRD by Tuesday, April 30. The winner will be announced at the Employee Appreciation event.



EASIER ACCESS TO PAYROLL INFORMATION

Payroll has expanded access to Employee Self Service, the website where you can securely view your pay stubs, accrual balances, and tax information. Now you can get access from any internet browser. Mobile apps are available from the Google Play Store and Apple App Store.

The app requires a one-time manual entry of URL (<https://munisess.townofchapelhill.org/MSS>) which can be made easier by scanning the QR code below.

Your username is your Employee Number. Find this number on your pay stub or contact your department's Payroll & Benefit representative.

Passwords must now be a minimum of 12 characters and will expire every six months. New account passwords default to the last four digits of your Social Security Number and must be updated.



Speaking to Injustice

"Our lives begin to end the day we become silent about things that matter."

— Dr. Martin Luther King Jr.

The presence of injustice in our world negatively impacts all of us; injustice to one person is injustice to everyone.

Our news media is filled too often with reports of injustices related to "isms"—racism, sexism, ageism, genderism, culturalism; the list of "isms" is unfortunately long and strong. Sometimes these reports are easy to dismiss as somewhere else; sometimes they can seem too overwhelming to process, triggering our own vulnerability. But there are times when we can no longer dismiss, ignore or deny. What happens when the "ism" hits close to home, or is up close and personal? How about the February 10, 2015 shooting deaths of three Muslim students right here in Chapel Hill allegedly over parking; that is too close, too real and pretty hard to ignore. How about in our own workplace, do sometimes things, whether intentionally or unintentionally, get said and done that offend someone or some group of employees?

Silence is a path many of us take when faced with injustices in our lives. Perhaps the wrongs we are exposed to do not directly impact us; perhaps we fear that if we were to speak up that we will also become targets of the injustice; or perhaps we fear retribution. Whatever the reason we choose silence in the face of injustice, our choice to not speak to the injustice gives a strong message to both sides of the issue that we support the injustice by doing and saying nothing. Someone once said, "If you are not part of the solution, you are part of the problem."

Balancing not accepting racism, or any "ism," and the reality of fear when speaking to the injustice becomes a more likely choice when we feel safe, connected and supported. As Town employees we have a number of options, supports, resources, and tools when an injustice occurs in our workplace:

Safety first! – Always seek safety first—for self and any others when you perceive risk; removing self from a risky situation and summoning immediate help (911) for those at risk



Speak to the injustice – If you feel you can safely do it, tell the employees involved that you are uncomfortable with the words or actions taking place

Tell someone – Talk with someone within your department (those who may have seen or been exposed to the incident, a trusted person, a supervisor), or those outside your department (HRD partner or an ombuds)

Stand together – There is power in numbers.

In speaking to injustice we accomplish four things: 1) we communicate that anything that violates our Town commitment to RESPECT Values will not be tolerated; 2) we build a culture where the behavior is not likely to be repeated; 3) we communicate to the offended that they are not alone; and 4) we create a safe place for all employees to do their job, to be valued and to thrive

—Jim Huegerich (Ombuds)

Compliments

Mackenzie Harris (Transit) was complimented by Rachael Taggio for being friendly, greeting people, and being helpful to passengers.

Reggie Mebane (Transit) was commended by Roger Lundblad for helping a woman who fell while trying to board the bus. He made sure that she was okay and helped her get on the bus safely.

Van Bennett (Building and Development Services) was commended by Victoria Brawley for attention to detail and efficiency when he inspected a gas hook up for a generator.

Bryant Saunders (Transit) was complimented by Teresa Reed for providing exemplary service and helping multiple riders in a short time.

Bryan Mister and **Jeremy Sauer** (both Police) were thanked by Keith Minton for quickly helping him to hook up a runaway trailer. "They both lifted that trailer right back on the hitch and I was on my way."

Robert Earhart (Transit) was commended by Juan Cutino for dealing with a belligerent passenger who was yelling obscenities and scaring other riders. He was able to get the passenger off of the bus safely.

Kelly Burger and **Peter McEwen** (both Police) were commended by Paul Atherton for being professional, courteous, patient and thorough, and helping to keep the community safe.

Mark Lowry (Transit) was commended by Anita Hackney for leaving lunch to respond to a call about an accident. "He immediately left the restaurant to catch a bus to the location but didn't see one. He ran all the way from West Franklin Street to Abernathy Hall on Columbia Street."

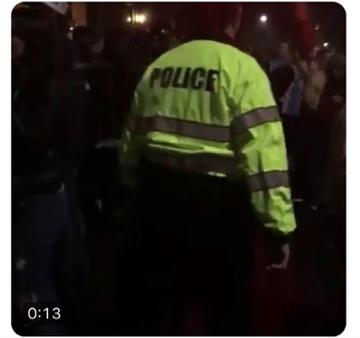
Anita Hackney and **Eva Cohn** (both Transit) and their helpers were thanked by Brian Litchfield for the "mounds" of work they did to make Operator and Maintenance Appreciation Days a success. "Thank you for all you do behind the scenes to keep us rolling!"

David Britt and **Megan Johnson** (both Police) were thanked by Diane Garvey for being compassionate and helping her deal with the death of a family member.

Kim Badie (Transit) was thanked by a rider for making an unscheduled stop for a couple with a brand new baby who got on the wrong bus. "She was so kind and patient trying to help them figure out how to get where they needed to go!"

Darryl Richardson (Transit) was commended by Caroline for being professional and courteous and having a positive attitude.

 (Elliott, not Elliot) · 24m
If not for some @ChapelHillFD and @ChapelHillPD folks, people may have died when an idiot threw a cone in the fire and caused a massive amount of black smoke
they're 🤔 in my personal record book



Jeremy Sauer, Calvin McPherson, Aitor Canup, Brian Wheeler, and Investigators Stephen Slagle and Prairie Osborne, Danny Lloyd and Jacob Clark (all Police) were thanked by Margaret Rich for kindness and compassion following her husband's tragic death.

Calvin Carlson (Police) was thanked by Maria and Philip Susann for being professional and compassionate when their daughter was targeted by an online child predator.

Sharon Willis (Transit) was complimented by Bernadette Fanny for doing a great job. "The bus driver deserves a high five."

BUS ROADEO TESTS DAILY CHALLENGES OF DRIVING A BUS

Chapel Hill Transit hosted a Regional Transit Bus Roadeo on March 30. In this test of skill for professional bus operators, contestants maneuver through a timed course, negotiating obstacles that simulate the challenges they face daily while driving a bus.

Ricky Hunter finished first overall in the Bus Competition. **Justin Graves** finished second in the overall LTV competition. **Marcus Parker** finished third in the overall LTV competition.

Congratulations to everyone who qualified to participate in the State Transit Roadeo in April. Thank you to Transit team members who volunteered to serve as judges.

"Thank you **Nick Pittman, Katy Fontaine, Mark Lowry** and **Michelle Sykes-Parker** for making the Regional Roadeo happen—I know that y'all did a ton of behind the scenes work, overcame several challenges and made it all look easy and seamless.

Henry DePietro, Travis Parker, Tony Combs, Janice Williams, Anita Hackney, Eva Cohn, Joe McMiller, Marvin McGee, Peter Aube, Bobbiette Palmer, and Nigel Frank—Thank you for giving up part of your Saturday and making the Regional Roadeo happen, it couldn't have happened without you."



— Brian Litchfield



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

Work Your Weigh to Wellness! This 12-week program uses a non-diet approach to help you set and reach weight loss goals. Learn about nutrition, healthy eating habits and physical activity guidelines.

Classes meet from noon to 1 p.m. on Wednesdays at Hargraves Center. To sign up, contact Liska Lackey at llackey@email.unc.edu or 919-968-2796.



Learn about self-care at a Lunch and Learn at noon Thursday, April 11, at Homestead Aquatic Center. Get helpful tips for sleeping well, boundary setting and time management and learn how to practice mindfulness in everyday life.

Lunch will be provided! RSVP to Liska Lackey by 5 p.m. Tuesday, April 9 at llackey@email.unc.edu or 919-968-2796.



with the Wellness@Work logo. You can be eligible to win a \$100 gift card if you complete a short survey.

Questions? Contact the Wellness Clinic at 919-968-2796.

Look at all these happy people from Transit who have completed the HRA! You could be next!



DO THE HRA!

The 2019 Health Risk Assessment (HRA) has begun. Schedule an appointment at an HRA clinic or walk in. Save some time by taking the online assessment before your appointment at chapelhillwellnessatwork.org.

If you have lab results from your primary care physician from the last six months, those can be used instead of doing a blood test for the HRA. Contact the clinic staff for more information.

When you complete the HRA, your cost-sharing contribution for health insurance is waived (\$20 per month). You'll get a personalized plan for follow-up based on your health needs and goals, free access to Town pools and gyms and a cool mini mag-lite



The Summer 2019 Community Supported Agriculture (CSA) program begins Tuesday, April 9. Get deliveries of fresh produce from Brinkley Farms for \$255 for an individual share, \$335 for a couple share, or \$415 for a family share. Produce, meat, eggs and grain products. You can customize your order.

CSA boxes are delivered weekly to the Wellness Clinic, in the basement of the Housing Office at 317 Caldwell St. To sign up, contact Liska Lackey at llackey@email.unc.edu or 919-968-2796.

GREEN TIPS

Pack a zero waste lunch. This might include reusable containers, recyclable cans/bottles, and compostable waste.



Turn off all electronic equipment when you leave for the day. This includes things like computer monitors, overhead lights and desk lamps. If you can't turn it off, see if there's a sleep mode.

Got News?

Achievements • Weddings • Babies



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

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