



TOWNtalk

A newsletter for Town of Chapel Hill employees

January/February 2011
Vol. 7, No. 4

www.townofchapelhill.org

On the Front Burner



Rog

Chapel Hill Town Manager Roger L. Stancil was invited to be the keynote speaker of the annual event held by Public Works Department employees Jan. 21, 2011, to celebrate Dr. Martin Luther King Jr.'s Birthday. Following are excerpts from his remarks:

Chapel Hill is one of the first communities in the country to celebrate Martin Luther King's Birthday as a paid holiday. I know that was the result of work by Fred Battle and Maggie Burnett.

I would like to reflect today on Dr. King's legacy and some intersections with my life.

I hope we can create more opportunities to share our stories with each other so we can all move together in common understanding, making fewer assumptions about each other based on the color of our skin or the way we talk or the job we hold.

This is one of my two favorite holidays, along with Thanksgiving. These holidays are inclusive; they are hopeful and appreciative and they have not become overly commercialized. They both encourage reflection and a renewed spirit.

My first memory that something was different about how people were treated in this world was in the mid-1950s when I was a very young child holding my mother's hand at Belk's Department Store in Rocky Mount.

There was a very large water fountain with two places to drink. One was

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Byron Greeson

Fire Captain

Joined Town: July 19, 1999

Byron Greeson has been a firefighter for 25 years, and he still loves riding the fire truck every day. He works at Fire Station #4 in the Operations Division, which responds to emergencies including fires, fire alarms and EMS calls. He is in charge of the station, truck and crew for his shift (there are three 24-hour shifts). He is pleased that they just got a truck equipped with all rescue tools and an onboard air system to refill breathing bottles.

Byron is a member of an Urban Search and Rescue (USAR) team that includes Chapel Hill, Durham, Raleigh and Cary. They participate in monthly training and respond to major events like building explosions and plane crashes.

Byron is in charge of rope rescue equipment for the Town and the USAR team. He also oversees the firefighter accountability program, which makes sure that all firefighters at a scene are accounted for.

He enjoys giving fire safety talks to children at schools, churches, day care centers and birthday parties. He says that he is fortunate to work with good people and good crews.

Firefighters are famous for their excellent cooking, and Byron is one of the best. He was invited to teach a cooking class at Southern Season in June 2010, and he will teach another class on Feb. 15, featuring Cincinnati style chili and cornbread. (For more information, visit asouthernseason.com) He likes to experiment in the kitchen, and enjoys trying new things.

Value in the Spotlight

Teamwork

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



Melanie Miller photo

Byron has been married for almost 13 years to Kristen, a veterinarian. They have two sons, Wade, 9, and Josh, 5, three cats, and a dog.

Byron enjoys spending time with his children. He participates in Boy Scouts and Legos with his sons. His other hobbies include golfing, woodworking, and cooking. He has a collection of antique firefighting equipment. A lifelong Tar Heel fan, his prize possession is a Carolina blue fire helmet signed by Roy Williams.

COMING UP

Saturday, April 9: Earth Action Day, noon to 5 p.m., Southern Community Park

Saturday, April 16: Community Egg Hunt, 9:30 a.m., Homestead Park

Thursday, April 21: Shred-a-Thon, 10 a.m. to 2 p.m., University Mall

Friday, April 22: Town Holiday

Saturday, April 30: Shred-a-Thon, 10 a.m. to 2 p.m., Hampton Pointe Shopping Center, Hillsborough



Wendy Smith photo

Celebrate the earth at Earth Action Day April 9 at Southern Community Park. Information: www.townofchapelhill.org/earthday

In Brief

Two Chapel Hill employees were honored at the ninth annual Salute to Community Heroes. The Chapel Hill-Carrboro Chamber of Commerce holds this annual event to recognize men and women on the front lines of public safety, as well as those who have enriched the Chapel Hill-Carrboro community. Officer **Jim Orbich** of Chapel Hill Police was selected as officer of the year. **Tommy Gregory** was chosen as Chapel Hill's firefighter of the year.

Jennifer Phillips has joined Communications and Public Affairs as the Community Participation Coordinator. One of her new roles will be to take over Advisory Boards and Commissions. She will be working with staff and Council groups reviewing the boards and their roles and coordinating appointments.

Congratulations to **Nick Pittman** and **Dwight Butler** (both Transit) for completing the Transportation Leadership Program, coordinated by the Institute for Transportation Research and Education at NC State University and the NC Department of Transportation. This intense 12-week program takes a significant commitment of time and effort to complete.

With great sadness we announce the passing of retired Town of Chapel Hill employee **Robert E. Vaughan**. Robert retired after 31 years of service as a mechanic in the Fleet Division.



At a retreat on Dec. 9, **Planning staff** participated in Meyers-Briggs testing. The information will be used to support the development of a new team-based approach to work.



TOWNtalk is produced by the Communications and Public Affairs Department
 Editorial/Graphics: Catherine Lazorko,
 Melanie Miller

Public Works crews were thanked by many residents for doing an excellent job keeping streets clear during and after snow storms in December and January.

"You all have done a superlative job keeping the streets and roads clear during and after this snow storm!! Thanks to you and all the Public Works employees who made this happen." (Josh Gurlitz)

"You all are doing an amazing job. Our snow plower in Meadowmont even got out on the corner of Faison and Pinehurst and cleaned off the street signs!" (Janet Page)
 "As a resident of Southern Village I want to thank you for the outstanding job you did in our area during the storm." (Lewis Tisher)



Thank you so much for the wonderful job you did cleaning the streets after the snow yesterday. We live in Southern Village and were able to get out to the airport in the afternoon. (Peggy Akers)

H2O Flow artwork at Town Hall

Artist and landscape architect Michael Layne worked with a number of NC State graduate students to create a site-specific environmental artwork called "H2O Flow" that is intended to focus attention on landforms and how human manipulation affects stormwater management and erosion control conditions.

With input from Stormwater Engineering, Sustainability, Landscaping, Public Works and Public Arts, the artist has installed a wave of bamboo posts along the contours of the site that will aesthetically highlight the flow of the landscape and also function to direct stormwater.



The Town Intranet is now available. To access the Town Intranet, enter <http://intranet> in your browser address bar.

The site consolidates information that is of interest to all employees. It is accessible from the internal network and provides a search capability so that you can find items related to your needs or interest.

If you have questions or suggestions, send an email to intranet@townofchapelhill.org

Free tax assistance is available through VITA. IRS-trained volunteers will prepare tax returns for clients who meet eligibility requirements.

For appointments, call 919-968-2086 (English) or 919-945-0132 (Spanish). For more information, visit www.orangecountync.gov/aging/vita.asp

The Chapel Hill Fire Department

hosted the NC Fire and Life Safety Educators annual conference Feb. 7-10 at the Sheraton Hotel in Chapel Hill. During the conference, the NC Jaycees Burn Center presented the Chapel Hill Firefighters Association with a Special Recognition Award "in grateful appreciation for the continued support of the Burn Center."

A Fitness Challenge Kick-Off Event

will be held from noon to 1 p.m. Thursday, Feb. 17, in the Transit Large Training Room. This is the first of six fun, interactive sessions on how to accomplish your healthy living goals during this 12-week challenge. The challenge includes free fitness assessments, six Learn at Lunch topics, weekly emails with tips, tools and workouts, an online physical activity tracking tool and prizes. To register, contact Lynne Wade at 969-5029.

Holiday accrual will be listed on paystubs beginning Feb. 11 in the same section as Vacation and Sick accruals. The accrual reflects the total number of holiday hours received in a calendar year, which will then be drawn from every time there is a Town holiday until the accrual is zero at the end of the year.

Since this is the first time this balance has been shown on pay stubs and we've already had one holiday (Martin Luther King Jr. Day on Jan. 17), the balance shown will reflect the hours deducted for that day. If your department allows banking of holiday hours they are included in this total.

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 Please recycle with white paper.



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Compliments



Tim Auble (Transit) was praised by Blanca Peereboom for being friendly and having a positive attitude. "He's smiling every day, he's friendly and every passenger notices that he enjoys his job, and he does it with pleasure."

Larry Benton (Transit) was commended by R. Lynn Fennell for his driving skills in icy conditions. "He did a great job."

Aaron Jacobs (Transit) was complimented by Sarah for being nice, helpful and knowledgeable about bus routes.

Forrest Daniels thanked the **Town Council** and **Parking Services** for the Courtesy Ticket Program, which dismisses the first ticket received for parking meter violations.

Sharon Byron (Transit) was commended by Sharon Barazandeh for being pleasant and a good driver. "She is very competent and a good driver and delivers the passengers politely and swiftly to our destination."

Carl Walker (Transit) was complimented by Laura Sandt for being helpful and friendly. "It's wonderful to be around people who truly enjoy their work. I hope his attitude and positive energy is recognized and appreciated as much by CHT as it is by his bus riders."

Harold Scarborough (Public Works) was commended by Ann L. Maddy for promptly removing a dead deer.

Jayson Staley (Public Works) was praised by a resident for helping her get leaves to the curb in time for the truck to remove them.

Edward Murray thanked the **Communications and Public Affairs Department** for providing updates on snow removal to residents. "Thanks for all the informative emails!"

Reggie Moore (Transit) was commended by a passenger for being a wonderful driver. She said he is truly professional, polite, and respectful to all of his passengers.

SMT Notes

The following is a brief update of some of the items that were announced and have been discussed recently by the Senior Management Team (SMT). To stay up-to-date on Town news and activities, subscribe to Chapel Hill eNews by emailing publicaffairs@townofchapelhill.org.

Comprehensive Plan: Revision and expansion of the Comprehensive Plan will be a major focus for the coming year. Town Manager Stancil has formed a staff management oversight group with Dan Jones serving as the SMT representative on the team. The idea is to build on the current land use direction of the plan and encompass other relevant areas. For example, one area needing attention is "How do we provide public safety for the newly built mixed-used condominium projects?"

Health Care Project with UNC-Chapel Hill: Discussions are continuing. Possibility of a mobile unit rather than a stationary one is being discussed. Stancil has asked Ken Pennoyer (Business Management) and Frances Russell (HRD) to review UNC-Chapel Hill's proposal and hopes to move ahead right away.

Policy Guidance Memos: Town Manager Stancil will issue these memos from time to time, and departments should incorporate the direction into their policies. An example is the email he sent regarding a "distracted driving policy."

Web Updates: It is important that web stewards keep departmental pages updated. SMT members should make the stewards aware of any service changes that should be posted online.

SUBMIT YOUR NEWS AND PHOTOS

to TOWNtalk! The deadline is March 5 for the next issue. Send submissions to publicaffairs@townofchapelhill.org or call 968-2743.



Employee Forum



2011 Employee Forum Members

The Employee Forum is an advisory committee to the Town Manager consisting of supervisory and non-supervisory employees who are elected by their peers. New employee representatives were elected to the Employee Forum during the election process held September through November 2010.

The Employee Forum meets on the second Thursday of every month. If you have issues, concerns or questions that you would like to be addressed by the Employee Forum, please bring them to your representative.

Ed Bunker (Transit)
Judy Petty (Transit)
Richard Roberts (Transit)
Graeme McCullough (Transit)
Kay McDaniel (Public Works)
Angie Turner (Public Works)

Buck Johnson (Public Works)
Mike Riggsbee (Public Works)
Scott Newton (Public Works)
Jackie Thompson (Police)
Lee Sparrow (Police)
Charlie Pardo (Police)
John Richardson (CAPA, Legal, Manager)
Kristi McClellan (Library)
Mike West (Parks and Recreation)
Terry Battle (Parks and Recreation)
Lynne Wade (HRD Representative)
Sabrina Farrar (Housing)
Ross Thompkins (Business Management)
Melissa Holland (Fire)
Stacey Graves (Fire)
Kendal Brown (Planning)

Recycling



Due to continued illegal dumping and unacceptably high levels of contamination, the purple dumpster for #2 and #5 non-bottle rigid plastics will be removed from the recycling site behind Home Depot in Hillsborough. You can still recycle those #2's and #5's — buckets, cups, tubs and non-motorized toys — at the other nine recycling sites in the purple dumpsters.

— Blair Pollock, Orange County Solid Waste Management

Manager's Remarks on Martin Luther King Jr. Day

(continued from p. 1)

marked white; the other, colored. It was very near the machine in which any of us could stick our feet and see an X-ray of our feet in our shoes to see how they fit. Both of these objects have since faded away because we have learned better. I am thinking, though, that the water fountains did the most damage.

I went to an all-white public high school in Rocky Mount, ironically called the Blackbirds, in which "freedom of choice" was introduced as an approach to desegregation in 1966 when I was a junior.

The school gained an outstanding running back on the football team and some really bright black students. My world, however, did not change much.

I graduated from college in 1971 and returned to my home in Rocky Mount, committed to making a difference.

I went to work for a manpower training program founded by another great African American leader, Dr. Leon Sullivan of Philadelphia.

I experienced being the only white staff person in an African American organization.

Even in 1978, in my first job after graduate school, in Winterville, N.C., I learned that the town provided health insurance to the white employees but not the black employees. We quickly changed that.

For perspective, this was 20 years after my experience at Belk's and 13 years after the first civil rights legislation.

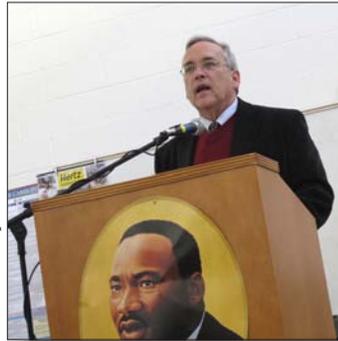
I have been to the Civil Rights Memorial Center in Montgomery, Alabama, and met the families of people killed solely because of the color of their skin. I crossed the Pettis Bridge in Selma, Alabama, and viewed the pictures taken by

the Alabama Highway Patrol on that fateful day of the attempt to march from Montgomery to Selma. I stood in the door of the Dexter Avenue Baptist Church where Dr. King once preached and saw how close it was to the State House Door where Governor Wallace stood and said, "Never would this land be integrated."

I went there to learn and try to make sense of this difficult history.

I came here from Fayetteville after 26 years. Fayetteville is a very multicultural community. When we faced problems, we acted.

When black and white communities split over an issue in the Police Department, I brought together the head of the NAACP and the Chamber of Commerce, and we started Fayette-



Erin Kawamata photo

ville UNITED, United Initiatives to Eliminate Discrimination.

We met every Wednesday morning at 7:30 to learn from each other and develop an action plan for addressing our issues.

I want to set out my hopes for what we can do together next year so we can see when we gather to honor Dr. King in 2012 where we are. They are:

- Monday night, I will update the council on our work to create an ombuds program to provide confidential, neutral, informal, and independent ombuds services whereby employees can bring any workplace problem, issue, or dispute in the interest of seeking resolution.
- I plan to contract with the UNC

ombuds office to provide services in the short term and begin in March.

- We have conducted two Days of Dialogue, setting the pace here at the Town Operations Center and continuing to the Fire Department. We will conduct our next Day of Dialogue discussion for those who work in Town Hall and I will seek your assistance in how we can learn from our past experiences to do it better.

- We will complete our work with the Senior Management Team and the Employee Forum to create a set of shared values we can all support. We will continuously communicate these values and base our decisions on our values. We will begin developing a performance evaluation system that includes how well we use those values in our behavior. We will create safe ways to give feedback to each other.

- We will create pilot projects within the Public Works Department on how we resolve workplace issues, including peer review.

- And I want to know if you will work with me to expand this event. I know it was birthed, grown and nurtured in Public Works.

Next year, I would like for this to be a Town organization-wide activity with something going on in every department and every facility—perhaps a reading program in the library on human rights with a display on Dr. King, perhaps classes for employees on this day about what it means to provide service to a multicultural community, perhaps a series of speakers who can help us think about how we move from making progress to Living the Dream.

Will you help me think about how to do this?

View a video of the entire speech at <http://vimeo.com/19442302>

Contact Town Manager Stencil at manager@townofchapelhill.org