



# In the Spotlight

*Highlighting Exceptional Employees*

## Charles Mitchell

**Construction Crew Leader**

**Joined Town:** Jan. 2, 1985

On snowy days, Town employees like Charles Mitchell work long days to keep the roads clear and safe. Charles is one of two Construction Crew Leaders who supervise a team of workers who are responsible for running snowplows and brine and sand spreaders during wintry weather. They also do construction and maintenance of sidewalks, roads, curbs and gutters, fencing and retaining walls.

In icy weather, the crew gets to work early to start spreading brine, followed by the snowplow and the sand spreader. They sometimes have to work through the night, and a big snow can mean 12-hour work days. Charles says his co-workers are a good group of people. Everybody works together and wants to help.

Charles works extra hours during special events like Halloween and game days, setting up traffic barricades and cleaning up the streets after the event. Pouring concrete also means long days, because two crew members have to stay with the concrete until it is dry. In the summer, they may have to come in at 5 a.m. to get ready to pour concrete before the day gets too hot.

In addition to his regular duties, Charles helps cook for Public Works events like fish fries, Thanksgiving and Public Works Appreciation Day.

Charles lives in the country near Jordan Lake on his old home place, accompanied by Chica, an American bulldog; Diamond, a Chihuahua; and some chickens and rabbits. In his time off, he likes to work on projects around the house and in the garden. Last summer, he completed a rock wall.

When Charles is not working, he relaxes by fishing, and he also enjoys bowling and motorcycle riding.

**Our Value:** Charles is always willing to assist with new and difficult tasks. He can be counted on to get all assignments completed with excellent results. Charles is a very hard worker and completes all tasks in a safe and

### Value in the Spotlight

# Teamwork

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



professional manner. His favorite quote is "Let's all jump in and get it done so we can go."

— Shelton Burnette, Streets and Construction Services Superintendent

### 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.