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Revisions to the City Pay Plan Proposed

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Jason Chadwell reviews revisions to the city pay plan proposals with Finance Department employees.

Over the past several months, employee representatives from the Civil Service Department, the Law Department, the Department of Information Systems and the

Finance Department have been working on proposed revisions to the City's current pay plan. Driven by the desire to make additions to the current pay plan that would be more beneficial for employees, these individuals met each week in a small workgroup to put a new plan together.

The goals were to develop a pay structure that will aid in attracting and retaining employees and to provide an opportunity for employees to receive pay increases at more frequent intervals based upon performance.

Under the new plan, Longevity Pay and the July 2.5% increase remain effective, but additional opportunities for pay increase are also added throughout the year. In addition, the 14 pay grades the City currently has will be reduced to 8 broad pay bands with no pay steps and a greater range between the

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Helping To Teach Our Children To Become Responsible Citizens

Contributors this month: Michelle Black, Vicki Hatfield and Ruthie Kuhlman. *CityWorks* is published for the employees of the City of Knoxville. All suggestions or comments are welcomed and should be sent to: Marie Alcorn, Department of Public Affairs, City County Building, 215-2264, Fax 215-4299, e-mail: malcorn.

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Ribbon Cut on Safety City



Knoxville Mayor Victor Ashe, Police Chief Phil Keith and Fire Chief Gene Hamlin officially opened Safety City in a ribbon cutting ceremony on October 10.

Safety City is a miniature city that consists of replicas of area businesses and buildings that the children will readily identify by the

building design and sponsor logos.

Chief Keith said students would receive classroom instruction in the administration building and then participate in outside activities that will allow the children the opportunity to demonstrate the skills taught "*Safety City,*" *continued on page 3.*

A Message from Mayor Ashe



With the events of September 11 and the anthrax attacks, our lives have taken on a sense of conflict. We grieve for the losses and question our own safety, yet we know life must go on.

The financial picture, for us personally and on a citywide scale, is even more conflicting. Recent overtime costs for police and firefighters responding to anthrax scares and other concerns since September 11 have been great, but Chief Keith and I attended a homeland security meeting where we were encouraged that federal law enforcement agencies have earmarked money for these expenses.

On the personal level, though, are where the greatest challenges lie. The softened economy made weaker by this fall's tragedies and the State of Tennessee's fiscal restrictions is bound to be reflected in every City of Knoxville's employee's financial situation. The 30 percent increase in health insurance rates has compelled us to look hard at what employees will pay for that benefit starting with the next fiscal year in July.

How welcomed, then, is the revisions to the city pay plan being proposed (See story on page 1). This new system, starting next July, will reward city employees for hard work who go above and beyond their normal responsibilities. There will be a return for those who truly grow in their jobs. There can be a positive result in contrast to the economic conditions that are beyond our control.

I encourage every city employee to become familiar with this program; but most importantly, I would remind you that your personal performance review is the most significant tool in the process. Work hard to make it a good one!

News About People

Promotions

William J. Curran, Rehabilitation Specialist, Sr.
Vicki Hatfield, Civil Service Deputy Director
Jason D. Householder, Equipment Operator I
Brian Keith Hubbs, Stormwater Design Reviewer
Daniel Joel Huffaker, Sign & Marking Specialist, Sr.
Robert Allen Hutchens, Automotive Service Worker
Mark R. Jenks, Equipment Operator III
Jami Lynn Lowe, Development Office Assistant II
Roger A. Rainey, Mechanic
Stephen C. Sharp, Sign & Marking Specialist, Sr.
James Delbert Trentham, Automotive Service Worker
Scotty R. Walker, Trades Craftsworker

Promotions to Fire Officer

Danny Eugene Beeler
Melissa Dale Brown
Gary Scott Compton
Robert B. Crisp, Jr.
Christopher Ray Dyer
Steven M. Fowler
Joseph Hackney
Kent Lacey Holley
Herbert Earl Householder, Jr.
John A. Kimberlin
Carl E. Kitts
Neal Ricky Maney
John Albert Nicely, Jr.
Dennis Carroll Noe
Robert George Russell, Jr.

Promotions to Service Worker II

Johnny Wayne Beeler
James L. Belcher
James M. Cox
Noah J. Daugherty
Jeremy B. Hensley
Ernest M. Willis

New Hires

Charles R. Beckner, Automotive Service Worker
Sarma V. Chilukuri, Information Systems Analyst
Travis P. Cox, Public Service Worker II
Alison A. Elliott, Human Resource Analyst
Kent M. Johnson, Recreation Center Leader
Melissa Ann Kelley, City Court Assistant
Charlene H. Landry, Legal Secretary

Service Recognition

Paul Gerard Bacon, Finance, 10 years
Glenna M. Bell, Law/
Medical Services, 25 years
Mary Ann Blankenship, Law, 10 years
Jerry Lynn Cole, Public Service, 10 years
Richard D. Costanza, Fire, 35 years
Michael L. Davis, Public Service, 20 years
Betty Lea Davis, Public Service, 10 years
Claude E. Earl, Fire, 45 years
Paul S. Estes, Engineering, 20 years
William B. French, Police, 30 years
Sunday C. Gaddis, Finance, 25 years
James Allen Graham, Public Service, 20 years
Vicky J. Hill, Fire, 25 years
Carlene C. Johnson, Police, 25 years
Gary L. Mabry, Public Service, 25 years
Jerry W. Miller, Parks and Recreation, 20 years
Donald Earl Mitchell, Public Service, 15 years
Karen Renee Sayne, Engineering, 10 years
Aaron V. Vineyard, Public Service, 10 years
Melissa E. Wilson, Parks and Recreation, 25 years

Retirees

Clarence D. Collins, Police Officer IV
James R. Palmer, Fire Deputy Chief
Gary L. Fuller, Fire Officer



John Homa displays the Innovator of the Year Award that he recently accepted on behalf of the city Solid Waste Office at the recent Tennessee Recycling Coalition meeting. The Solid Waste Office received the award for their residential used-battery recycling and computer recycling programs.



Deputy Chief Bob Coker conducts discussion of departmental policy with the current class of KPD recruits, who started training in late October.

City Pay Plan Proposals, continued from page 1.

minimum and maximum.

The program is more flexible as well. "Pay ranges are larger; and pay steps have been eliminated, thus allowing pay increases in any increment," said Civil Service's Jason Chadwell.

The program is for above average performers. It is a way to reward those employees who perform beyond expectations by allowing them raises in addition to the across-the-board 2.5%. "Through this new program, good people will be rewarded for their hard work," said Finance Director Randy Vineyard.

In late October, representatives of the Civil Service Department met individually with each City Department to inform employees of the proposed revisions. These small group meetings were conducted in order to educate all City employees as quickly as possible and allow employees the opportunity to voice concerns, ask questions and provide feedback regarding the proposed plan.

The proposed revisions to the pay plan will go before City Council for first reading on November 27, with second reading and the vote scheduled for December 11. If passed, the new pay plan revisions will become effective July 2002.

For questions about the plan, call Civil Service at 215-2106.

"Safety City," continued from page 1.

to them in the classroom.

Chief Keith said, "The Knoxville Police Department and Fire Department are committed to reducing the number of deaths and injuries to our citizens resulting from motor vehicle crashes and fires."

Second graders from public, private and home schools will be invited to visit Safety City during the initial year of operation. As the program develops, different grade levels and surrounding communities will also be invited to participate.

Mayor Ashe said, "Safety City will allow our children to become responsible residents by providing them with the safety skills they need to protect themselves from harmful traffic and fire situations."

Chief Hamlin added, "The Safety City project will continue our department's tradition by providing fire safety education and protection to our children."

Safety City is a community service project that has been sponsored by the entire community including private businesses and industries, civic organizations and individuals.

"A child is the most important asset we have as a city and as a society. Teaching them safety skills through a unique adventure such as Safety City will help create many safer tomorrows," Chief Keith concluded.

**The Gift-Giving Season
is upon us.
Consider adopting a pet.
215-6590**

City Shorts:

****Congratulations to Officer Josh Shaffer as September's KPD Officer of the Month. While off-duty, Officer Shaffer recognized an individual with outstanding warrants and consequently arrested the subject.**

****Remember the deadline for turning in your benefits-related materials is November 15.**

****Filing for Pension Board nominations is due by November 13 (general government) and November 14 (uniformed) and ballots (mailed to members) are due by December 14 (general government) and 19 (uniformed).**



Finance's Cheryl Morris and Development's Gloria Genta (above) stop and admire the "Pride of Knoxville" bear at the City County Building.

Public Service employees Boyd Kitts and Greg Long start installing Christmas lights at Krutch Park.



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