



CITY WORKS

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Stretch away stress

Some do it to relax, viewing it as a much-needed stress reliever during the busy workday.

Others view it as a fun component to an exercise regime aimed at shedding extra pounds.

For whatever the reason, City of Knoxville employees have been ahead of the curve in enjoying this fitness routine that's good for the body and mind.

Instructor Shanti is the class instructor, and about 20 people participate in twice weekly sessions, said Risk Management's Jacque Holloway, who coordinates the classes.

Watch for an announcement from Jacque on how to register for the next session of classes.



Relay for life

The American Cancer Society is preparing for this year's Relay for Life. The event is scheduled for June 11 and 12 at the Festival Lawn of the World's Fair Park.

The coordinators would like to see teams from downtown employees, businesses, residents, property owners, etc. If you are interested, please contact Kristi Reynolds at 215-2637 or via email at kristi.reynolds@knoxcounty.org



Mayor's Message

I'm often asked how I like my new job, and my answer is, "I love it."

While each day brings a new set of challenges, I'm continually impressed with the dedication and commitment shown by the city of Knoxville's employees.

Many of you know we have adopted a mission statement and goals that will guide everything we do in city government.

Our mission is to make Knoxville America's premier city in which to live, work and raise a family.

This will be accomplished by providing superior services and cultural amenities to all citizens in an efficient and fiscally responsible manner; by encouraging, promoting and facilitating economic growth; and by treating all citizens with dignity and respect.

Our goals are to help create stronger and safer neighborhoods, and more and better jobs while embracing cultural diversity and providing government services that are efficient, accountable and responsible.

The mission and goals are especially important as we develop the city's budget for the fiscal year beginning July 1.

For the past two years, the city has used money from its fund balance – the money that covers operating costs, such as payroll for nine months of the year – to sustain services.

In the future, we will have balanced budgets and restore the fund balance to a level where it can cover operating costs without borrowing from other funds.

A balanced budget is even more challenging as we, along with organizations nationwide, face double-digit increases for medical and workers compensation insurance.

We've asked departments to report the impact of a 6 percent cut in their budget projections for the coming year. This is the beginning of an information-gathering process, and those numbers are not final. In early April, we will hold meetings between senior directors and myself that will be open to the public before presenting the budget at the end of the month.

As this point, we know that everything we do as a city should contribute to – and be measured by – our mission and goals.

Our intention is to keep you informed throughout the process.

As we navigate through this difficult time, please know that I appreciate all you do to make Knoxville America's premier city in which to live, work and raise a family.

- Bill Haslam

Spelling Bee Champion



Seth Shelton, son of Mike Shelton and Robin Shelton (Department of Finance and Accountability/Treasury Section), won the annual Union County Spelling Bee on March 3, a fifth-grade student at Maynardville Elementary School, won the bee by correctly spelling "rapture."

May graduation issue

CityWorks' wants to celebrate and commemorate graduation.

We want to help you share the good news by printing the names and photos of your children or grandchildren – or yourself! – if this spring marks the completion of high school, trade school or college.

Send name, school and photo (jpeg format) to anolan@cityofknoxville.org by April 23th.

Benefits more than gravy

Many of us consider employee benefits such as health insurance as gravy compared to our salaries, the real meat-and-potatoes benefit to employment.

Consider, however, that employee benefits generally amount to roughly 40 percent of your salary, *in addition* to your salary. You might not see that in your paycheck, but when illness strikes or retirement looms those benefits can become of primary importance.



Carol Mahler

Traditionally, employers made most of the benefit decisions for their employees.

That's changing.

Employees now frequently have the opportunity to make decisions so that their benefits match their specific needs.

With those opportunities, however, comes the challenge of educating yourself so you will make the best decisions.

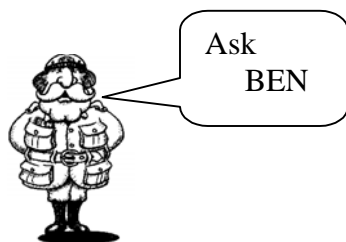
At the city of Knoxville, employees can choose to take part in deferred compensation that can enhance their retirement savings. Flexible spending accounts allow employees to decide whether to use pre-tax money to pay medical expenses.

The responsibility to decide whether to participate in these benefits is yours.

More of these opportunities – and responsibilities – are coming. A trend in health-care benefits calls for employees' decisions regarding their own health and how they chose to obtain medical care to be reflected in the employee's total cost.

We at the city's Risk Management Division are here to help prepare you to make those decisions.

Beginning with this issue of CityWorks newsletter, we will each month address several frequently asked questions regarding your benefits. If you have a question email Carol Mahler at cmahler@cityofknoxville.org. And as always, don't hesitate to call Risk Management 215-4236.



Q. I hear a lot of talk recently and have seen billboards in town describing generic drugs. What is a generic drug?

A. "generic" name identifies the active chemical ingredient in medicine and a "brand" name used for marketing the drug. For example, acetaminophen is a generic name, and Tylenol® is a brand name. New drugs are patented, meaning that for a period of time only the patent-protected product can be sold. When the patent expires, other pharmaceutical companies are allowed to sell the drug, often using the generic name of the active ingredient.

Q. With higher co-payments for prescription drugs as of Jan. 1, 2004, how do I find out if my prescription is available as a generic?

A. Ask your physician when he or she writes the prescription of a generic version is available. If you forget, ask the pharmacist when the prescription is filled.

Q. Is there a website I can check to see if my prescription is available in a generic before I go see my doctor?

A. Yes, for BlueCross BlueShield you may visit <http://www.tennesseehealth.com> ; For John Deere see it <http://www.johndeerehealth.com/genericdrugs>

Email questions for BEN to Carol Mahler in Risk Management.

Employee News

New Hires

Jennifer B. Artrip, animal control officer
Dawn M. Broyles, data entry operator
Stacy E. Helcl, records specialist
James Robert Lawson, systems engineer
Jeffrey Snyder, equipment operator II

Significant Service

Ten Years

Samuel Paul Shaffer
Cristopher Stewart Baldwin
Gerald Thomas George II
Bobby Joe Maxwell
Jeffrey Stephens Pappas
James Jeffrey Settlemyer
Lincoln Bayless Steele III
Tommy Eugene Walker
Aaron John Loeffler
James Edward Quick Jr.
Kathy L. Pappas
Bernhard Curt Braeuner
Daniel Joe Huffaker
Denny Ralph Norris

Fifteen Years

Cheryl F. Morris
Gary Scott Compton
April Diane Wyrick

Twenty-Five Years

James Earl Bryant
Thomas Armstrong

Thirty Years

Karen J. Conard
Michael P. Armstrong

Promotions

Amy Kathryn Jinks, police officer I
Russell Lee Mathews, registered land surveyor

Retirees

Harold B. Polson, senior firefighter
Gale A. Perry, master firefighter
Tommy Coffman, master firefighter
Terry Lynn Reynolds, sergeant
Richard D. Costanza, fire assistant chief
Juan E. Manning, fire officer
Bobby Dean Garrett, equipment operator II
Johnny Herbert Jr., fire officer
James H. Waller Jr., fire officer
Clyde E. Mayes, fire officer

In Memoriam

Alice Bryson Scruggs