



City Works

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Congrats Employee Graduates!



Valerie D. Coleman

Valerie D. Coleman, the Human Resource Supervisor in the Civil Service Department, graduated from the University of Tennessee with a Bachelor of Science Degree in Human Resource Development with a Concentration in Training.

Shannon Efteland of the Engineering Department will graduate from the University of Tennessee with a Master of Science in Microbiology.



Shannon Efteland

Chris Howley of the Engineering Department graduated from the University of Tennessee at Knoxville with a Master of Science in Environmental Engineering.



Chris Howley

Steve Lay of Finance/Property Tax graduated with honors from Tusculum College with a Master of Arts in Organizational Management.

Caroline McGaha of Finance/Property Tax finished her Master in Education from the University of Phoenix and will receive certification and her diploma in May.

Misty Michelle Miller of City Court graduated in December from the University of Tennessee with a Bachelor of Arts in Psychology.

See Family Member Graduates on page 3



Mayor Bill Haslam
Knoxville City Mayor

Mayor's Message

When I talk about city government, I often refer to the city's assets and how we should maintain and invest in our assets to keep the city moving forward.

The most important of the city's assets are its employees.

As I stated during the recent presentation of the city's budget, I am proud of the men and women who work hard for taxpayers and take pride in serving citizens.

The budget reflects investments in employees – a 2.5 percent pay increase for all employees and a greater increase in the salary of employees at the lowest end of the pay scale.

Employees will see the benefit this summer of these measures.

The budget also reflects investments in employees that I hope will pay off over the long-term.

The city of Knoxville's budget essentially boils down to balancing expenses against revenues.

Revenues come from several sources — fees and grants, for example – but most significantly by taxes. As land becomes scarcer and more difficult on which to build in the city, growth in the number of new taxpayers has slowed.

Expenses, likewise, are comprised of a variety of factors, the most significant being employees' salaries and related benefit costs, especially health-care.

It's especially important for the city of Knoxville to rein in expenses, because revenues are not keeping up with the increases.

The city, like employers nationwide, is projecting a 15 percent increase in health-insurance costs for the coming year. The city pays 90 percent of the health insurance of individual plans, and 70 percent of family plans for its employees.

Annual increases in premiums affect not only the city's bottom-line, but your take-home pay too. We've undertaken an important initiative we hope will ultimately reverse this trend.

Our new health-care contracts provide immediate savings of nearly \$86,000 per year, and even more savings in the future.

The health promotion services to be offered include blood sugar and pressure, cholesterol, body fat composition and risk appraisal. In addition, a health promotion nurse will work full-time with city employees to provide help with disease management, offer smoking and weight loss cessation programs, and evaluate what other health services would be of benefit.

To be sure, we hope these programs will eventually impact the budget because healthier employees will have fewer claims and less expensive claims against their health insurance.

I hope that employees will utilize these services, because by doing so you are investing in your and your family's most important asset – your life.



Bob Whetsel
Director of Public Services

Award Winner

Bob Whetsel, Director of Public Services, has received the A.C. Locke Public Works Leader of the Year Award, from the Tennessee chapter of the American Public Works Association.

The award recognizes an individual whose efforts reflect the highest standard of professional conduct combined with excellence in achievement in relationship to the staffing and financial resources available in his jurisdiction, according to the association.

Whetsel has served as Knoxville's public service director for 11 years, overseeing street maintenance, horticulture, codes enforcement, heavy construction and work flow management.

He served as the 2003 president of the Tennessee chapter the American Public Works Association.

Civil Service

Employee Career Planning at the City



Vicki Hatfield
Deputy Director of Civil Service

To find out what one is fitted to do, and to secure an opportunity to do it, is the key to happiness. -John Dewey

What do you see yourself doing in five years? Do you like your job and simply want to advance in your field, or do you think you might like a different type of work altogether?

Whatever your career plans are, the Employee Career Planning program offered by Civil Service can help you map out a plan.

Employee Career Planning is a program to help employees learn more about various jobs offered at the city, identify jobs that they may be interested in, identify jobs that they may have the skills for, and help them develop an action plan to get from where they are to where they want to be.

Several times each year, Civil Service posts the opportunity to attend a career planning workshop. Employees can sign up by completing the sign-up form, having it signed by their supervisors, and sending it to Civil Service.

At the workshop, employees will complete several inventories, including those involving career interest, job skills and their personality. Employees will also receive a Career Planning Packet that offers information about promotional opportunities, tuition reimbursement, training, and career paths within the city.

A couple of weeks after the workshop, each employee will receive a report based on responses to the inventories. At this session, employees will learn what jobs they may be interested in and suited for based on these scores. An HR analyst will work with the employee to create an action plan to help him/her reach his/her goals.

Civil Service also offers a Career Resource Library that includes information on joining professional organizations; information on obtaining various professional certifications; information on earning a GED; various local college handbooks; and information on subjects like writing a resume and interviewing skills.

If you are interested in being placed on the waiting list for a future workshop, please contact Linda Pardue in Civil Service at 215-3073. If you would like more information about the Career Planning Program, you can contact the Civil Service Department at 215-2106.

Family Member Graduates

Bjorn Bjorholm (son of Katherine Latvala, Finance Dept.) will graduate from Halls High School.

David A. Dyer (son of Stephen Dyer, Facilities Services) will graduate from South Doyle High School.



Bjorn Bjorholm



David A. Dyer

John R. (Jack) Fullerton Jr. (son of Jack Fullerton, Dept. of Community & Neighborhood Services) will graduate from Carson Newman College with a Bachelor of Science in Business Management

Derrick Ingram (son of Wes Ingram, Public Service Dept.) will graduate from Carter High School.

Adam Joseph King (son of Stephen J. King, Deputy Director of Engineering) will graduate from South-Doyle High School.

Andrew Stephen King (son of Stephen J. King, Deputy Director of Engineering) will graduate from Milligan College with a Bachelor's degree in Accounting/Finance.

Soweto K. Mosbey (daughter of Evelyn D. Mosbey, Review & Inspections Division) will graduate from Austin-East High School.

Samuel L. Parnell, III (son of Sam Parnell, Jr., Engineering) will graduate from Lipscomb University with a Bachelor of Arts in Public Relations.

Kelsey Marie Ricketts (daughter of Susie Ricketts, Medical Services and Walter Ricketts, Police Dept.) will graduate from Carter High School.

Virginia Faye-Neal Roller (daughter of Richard L. Roller, Information Systems) will graduate from UT with a Bachelor of Arts Degree in Sociology.

Derek Scarborough (son of Kim Scarborough, Mayor's Office) will graduate from Karns High School.

Lauren Boyce Woodall (daughter of Sharon Boyce, Law Dept.) will graduate from Farragut High School.



Samuel L. Parnell, III



Kelsey Marie Ricketts



Derrick Ingram



Soweto K. Mosbey



Ginny Roller



Derek Scarborough

Employee News

Promotions

Lucas Barnes, Master Firefighter
 Steven Bell, Master Firefighter
 Kevin Bost, Master Firefighter
 Brian Buchanan, Master Firefighter
 Robert Cheesman, Master Firefighter
 Victoria Cheesman, Master Firefighter
 Robby Copas, Master Firefighter
 Monica Ann Eslinger, Master Firefighter
 David Frazier, Master Firefighter
 Albert Gibson Jr., Master Firefighter
 Dennis Hurst, Master Firefighter
 Joseph Johnson, Master Firefighter
 Reginald Jones II, Public Service Worker II
 Christopher Karnes, Master Firefighter
 Brian Keith, Master Firefighter
 Robert Lee Key Jr., Master Firefighter
 William King II Master Firefighter
 Donna Ogle, Master Firefighter
 Gregory Perrin, Master Firefighter
 Gregory Phillips, Master Firefighter
 James Rickett Jr., Master Firefighter
 Eric Shepard, Master Firefighter
 Edward Stokey Master Firefighter
 John Tillett, Master Firefighter
 Donald Tipton Jr., Master Firefighter
 Paul Trumpore, Master Firefighter
 John Wilbanks, Master Firefighter
 David Wilson, Police Officer II
 James Womble Jr., Master Firefighter

Retirees

Ronnie Humphrey, Criminal Investigator III
 Ronald Catlett, Sergeant
 Edward Burress, Fire Officer
 Paul Estes, Sign & Marking Supervisor
 Sheila Snider, Programmer Technician
 Bobby Barker, Public Service Operations MGR

In Memoriam

Thomas Goodman Jr.
 Ernest Loveday

Births

Wyatt Andrew Brace was born April 20 at 6:37 p.m. at Fort Sanders Regional. He weighed in at 7 lbs 12 ounces. Proud parents are David (Community Development) and Gina Brace.



Veteran stage manager dies

Family, friends and colleagues paid tribute Tuesday, May 11 to veteran stage manager C. David Scruggs by dedicating the stage at the Knoxville Civic Auditorium - Coliseum in his honor.

David, a 30-year city of Knoxville employee, died Sunday, May 9th after a long illness.

Bob Polk, the city's director of public assembly facilities, told those assembled at the Civic Auditorium that he visited with David and his wife, Sarah Jo, at their North Hills home and told them of plans to name the stage in his honor.

"He said, 'Nothing you could do for me could mean more to me,'" Polk recalled.

David was remembered for his contributions to the arts in Knoxville, the operations of the Civic Coliseum and Auditorium, but most of all his enthusiastic, warm and equal-handed treatment of people he encountered.

"He treated the Mayor, the second violinist and the clean-up crew like they were his best friends," said Mark Simpson, operations manager of the Knoxville Symphony.

Conrad Loy, a longtime colleague and fellow member of IATSE Local 197, said, "David had an overwhelming gift of encouragement. He believed you could do something before you ever imagined it.

"Everybody was important to him and his desire was to make them feel comfortable," he said.

Mayor Bill Haslam noted, "All of us our better for what David did.

"I'm glad that this area and backstage forever will tell the story of someone who shared his life with us and with his family," the Mayor noted.

Former Mayors Randy Tyree and Kyle Testerman, as well as Councilman Rob Frost, were there to honor David as well.

"David will be sorely missed," said Councilman Frost.



David Scruggs