Northaven residents gathered to see their neighbor receive the keys to his newly renovated home. The partnership between Shelby County and the North-West CDC made this possible. The funds used originated from the Wells Fargo settlement.

The Office of Multicultural & Hispanic Affairs presented welcome letters from Shelby County to the recent Naturalization Ceremony graduates. There were 65 new residents from 32 different countries represented.

Story Contributors:
 Mayor’s Staff, Cover Photos, Mayor’s Photo Gallery
 Ivette Baldizon, Latino “Day of the Dead”
 Chris Sheffield, Trustee’s Office
 Alfreda Davis, Corrections Center
 EDGE Staff, Small Business Profile
 Heidi Kuhn, Training Office
 Office of Preparedness, Pet Safety
 Lurene Kelley, Public Defender’s Office
 Janice Holmes, Promotions
 Nicole Gates, Before/After Health
 Mayor’s Staff, Various photos & stories
 Margie Hyde and Chamayne Shaw, Condolences, Anniversaries, & Retirements

Inside this Issue:
 Greetings from the Mayor 2
 Hispanic Day of the Dead 3
 Corrections United Way 3
 Economic Dev. Profile 4
 Training News 4
 Pet Safety 5
 Heart Walk 5
 Promotions 6
Greetings from the Mayor

The holiday season is approaching and I want to wish all of you the best for the season. It is a time to give special attention to family and friends. It is also a time to be cautious and to practice good safety habits.

Over the past few months, I have been encouraged by the life-changing events of some of our residents – one house at a time and one groundbreaking at a time. You will see photos of some of these events in this edition.

I have toured and met with many local organizations that focus on healthy lifestyles changes; child and youth development for improved education standards; and community engagement to reduce crime. This is good news to see the intense attention and collaboration given to the welfare of our citizens.

The government, at all levels, has been challenged to maintain healthy levels of services to all of our citizens. We are fortunate to have nonprofit organizations and private industries that have dedicated their missions to helping relieve some of these obstacles.

It has been a wonderful three years serving as your County Mayor and I look forward to seeing the results of some of the initiatives started in 2010 – Healthy Shelby and wellness, sustainability and “green” initiatives, young professionals retention, training for better jobs, economic development, and many more. I thank you for giving me a good start.

During the next few weeks of holiday celebrations and outings, take some time out to rest and to enjoy some of the activities of the historic cultural venues offered here. There are many performances, sports events, and festivals coming.

Mayor’s Photo Gallery

Mayor Luttrell received his yearly dose of the flu shot. Brenda Taylor from the Health Department administered it.

The annual Dia de los Muertos or “Day of the Dead” celebrated by the Latino community. Sponsored by Casa Teatro de Memphis (Memphis Theater House), and the Day of the Dead Committee. (See page 3 for the complete story.)

Mayor Luttrell celebrated the 10-year anniversary of Healthy Memphis Common Table with its Executive Director, Renee Frazier.

Mayor Luttrell toured Krone North American headquartered in Southeast Memphis. Krone manufactures farm equipment. The tour was led by CEO Rusty Fowler (L) and Sales Manager Joel Braddock (R).

Director Madlock, Mayor Luttrell, Mayor Wharton, Commissioner Henri Brooks, and Memphis Health Center, Willeen Hastings, gathered at the groundbreaking of the center’s new expansion.

United Way of the Mid-South

There’s still time to pledge. Please call 222-2018 for more information!
The “Day of the Dead” Celebration has grown in popularity over the years to strengthen the Latino cultural identity within the Memphis community. It is a two-day celebration of art, dance, and food. Although the meaning of the event varies by region, the excerpt below is the most common one told.

This is an excerpt of an article written by Karen L. Hudson

Dia de los Muertos or the “Day of the Dead” is a Mexican religious holiday. One of its popular icons, the sugar skull, has become a favorite design used in everything from wall art to dinnerware.

Dia de los Muertos is celebrated around the same time as Halloween (October 31st—November 1st), so the two holidays are often meshed together. But the Day of the Dead is actually very different from Halloween and not at all morbid like the name may suggest.

The traditional celebration of Dia de los Muertos started over 3,500 ago by the Aztecs who practiced a month-long celebration that honored those who had died and welcomed their spirits back to earth for a visit.

When the Spanish Conquistadors infiltrated what is now known as Mexico, they brought with them their Catholic faith and began an effort to convert the natives and put an end to the “sacrilegious and pagan” observance. Their attempts to eliminate the ritual were unsuccessful, but somehow over time the celebration was altered to coincide with the more “acceptable” Catholic holidays, All Saint’s Day and All Soul’s Day celebrated in November.

Continued on page 8
Small businesses profit from EDGE Impact Fund

Two local companies are taking advantage of a loan program designed to do for small businesses what payment-in-lieu-of-taxes benefits do for large corporations — help them expand in Memphis.

Optimum Polymers Technologies and Kiesewetter Law Firm are among the first companies to take advantage of the EDGE Impact Fund, a loan program guaranteed by the National Development Council, a division of the U.S. Small Business Administration that provides loans that range from $150,000 to $2 million. EDGE currently has six loans under consideration totaling $2.775 million.

Source: MBJ

The 7 Types of Discrimination Supervisors Must Avoid

Nondiscrimination is the legal side of fairness. Illegal discrimination comes in many forms, some obvious and overt, some subtle and hard to spot. Here’s what to avoid:

1: Overt discrimination (I don’t like Xs)
This is the out-in-the-open type of discrimination that most people think of when they hear the word. For example:
- I don’t like to work with [women, men, old people, white people, black people, Asian people, disabled people].
- My customers don’t like to deal with [women, men, old people, white people, black people, Asian people, disabled people].
- I don’t like to hire [young women because they get pregnant and go on leave].
- I’m not promoting [anyone over 40—they don’t have enough energy].

2: Stereotyping (Xs can’t X)
Stereotyping usually takes the form of "Xs can’t X."
- Women aren’t strong enough.
- Men aren’t compassionate enough.
- Xs aren’t smart enough.

3: Patronizing (Xs shouldn’t X)
This is a special form of stereotyping that seems well-intentioned, but is, in general, discriminatory. For example:
- Terry is active in the community; he/she won’t want to relocate.
- Parents with young children shouldn’t travel.
- Women shouldn’t travel alone.
- Pregnant women can’t [travel, lift, move, be stressed].

4: 'Avoidance' Discrimination
Some managers try to play a game of avoidance discrimination. They say, "If I can get in trouble talking to X, no problem. I’ll never talk to X." Don’t use this thinking; it is discriminatory and it won’t fly.

5: Playing favorites (I always turn to my friends)
All managers have groups with whom they feel most comfortable. But if you always turn to that group when you need to hire, you are discriminating. And you’ve got friends at work with whom you’re comfortable. If they always get the plum projects, bonuses, and promotions, you are discriminating.

6: De facto (I just never seem to hire Xs)
One of the more subtle forms of discrimination is called "de facto." In these situations, there are never any direct statements against hiring or promoting certain types of people—it just never seems to happen. For example, you’re not against hiring women in a certain job, but although many qualified women have applied, of the last 50 hires, all 50 were men.

7: Reverse discrimination
Reverse discrimination means discrimination against someone as a result of your attempts not to discriminate against someone else.
Emergency Preparedness
Pet Emergency “Go Bag”

When disaster strikes and the event demands that you evacuate the area, is your pet ready to make the trip? A pet “evac” plan and go bag are essential to make it a smooth exit.

Before the event, be sure to visit a vet and have your pet “micro chipped.” This quick and inexpensive procedure may help locate your pet if you get separated during a disaster.

Find out which vet offices also board animals 24 hours a day and which hotels in the surrounding area are “pet friendly.” Keep this information with you at all times.

Next, make a “go bag” for your beloved pet. Be sure to include:

- Pet first-aid kit and guide book
- 7 days’ worth of canned (pop-top) or dry food
- Disposable litter trays
- Wet wipes
- Paper towels
- Liquid dish soap and disinfectant
- Disposable garbage bags and twist ties
- Pet feeding dishes
- Harness or leash (harnesses are recommended for safety and security)
- Photocopies (medical records, photos) inside a waterproof container
- 2-week supply of any medicine or vitamins your pet requires
- Bottled water, at least 7 days’ worth for each person and pet
- A traveling bag, crate or sturdy carrier, ideally one for each pet
- Flashlight and batteries
- Blanket (for scooping up a fearful pet)
- Recent photos of your pets (in case you are separated and need to make “Lost” posters)

2013 Heart Walk
Photo Gallery

The American Heart Association’s annual Heart Walk was held at Autozone Park. Six teams participated from Shelby County Government, raising record funds of $4,655. The Public Defender’s team led the contributions with over $2,400.

The teams represented were:

- Community Services Division
- Health Department “Suits & Ties”
- Mayor’s Office “Hearts & Soles”
- Public Defender’s Office
- Successful Single Moms of Memphis
- Touliatos
Shelby County Promotions Spotlight
The following Shelby County employees were promoted during the month of October 2013.

<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Andrews, Michelle</td>
<td>Register</td>
<td>Admin Assistant</td>
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<tr>
<td>Caldwell, Brett</td>
<td>Juvenile Court</td>
<td>Probation Counselor B</td>
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<tr>
<td>Clark, Vincent</td>
<td>Register</td>
<td>Business Services Analyst II</td>
</tr>
<tr>
<td>Crews, Stephanie</td>
<td>Corrections</td>
<td>Administrative Technician</td>
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<tr>
<td>Dugger, Johnathan</td>
<td>Health Dept.</td>
<td>Administrative Technician</td>
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<tr>
<td>Mathes Sr., Jerry</td>
<td>Corrections</td>
<td>Supervisor B</td>
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<tr>
<td>Perry, Allison</td>
<td>Health Dept.</td>
<td>Phc - Employee Health</td>
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<tr>
<td>Perry, Tyrany</td>
<td>Gen. Sess-Crim</td>
<td>Principal Court Clerk</td>
</tr>
<tr>
<td>Scully, Lisa</td>
<td>Circuit Clerk</td>
<td>Accounting Clerk</td>
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<tr>
<td>Sompalli, Smita</td>
<td>Info Tech</td>
<td>Application Services Manager</td>
</tr>
<tr>
<td>Stablein, Elliot</td>
<td>Info Tech</td>
<td>Network Technician</td>
</tr>
<tr>
<td>Stojanovic, Kathy</td>
<td>Circuit Clerk</td>
<td>Principal Court Clerk</td>
</tr>
</tbody>
</table>

Congratulations!

Family Safety Center
Domestic Violence

Domestic Violence Awareness Domestic Violence Facts: Source: National Coalition Against Domestic Violence

- One in every four women will experience domestic violence in her lifetime.
- 85% of domestic violence victims are women.
- Historically, females have been most often victimized by someone they knew.
- Females who are 20-24 years of age are at the greatest risk of nonfatal intimate partner violence.
- Most cases of domestic violence are never reported to the police.
- Witnessing violence between one’s parents or caretakers is the strongest risk factor of transmitting violent behavior from one generation to the next.
- Boys who witness domestic violence are twice as likely to abuse their own partners and children when they become adults.
- 30% to 60% of perpetrators of intimate partner violence also abuse children in the household.

Domestic Violence Awareness is celebrated each year in October

Please save the date for December 2, 2013 for a Domestic Violence Housing Conference. Look for more information on the Family Safety Center website—http://www.familysafetycenter.org/.

A Message from Mobile Phone Carriers
“No Text and Drive Campaign”

Many citizens of Shelby County took the “It Can Wait” pledge in September as a reminder not to text and drive.

Most of the mobile phone carriers, led by AT&T, partnered for this campaign to save lives. These are some of the statistics of texting and driving:

⇒ Those who read and send text messages while driving are much more likely to be in a crash.
⇒ In 2011, at least 23% of auto collisions involved cell phones.
⇒ Five seconds is the minimal amount of time your attention is taken away from the road when you’re texting and driving.
⇒ If you are traveling at 55 mph, this equals driving the length of a football field without looking at the road.
⇒ Text messaging makes a crash up to 23 times more likely.
⇒ 13% of drivers age 18-20 involved in car wrecks admitted to texting or talking on their mobile devices at the time of the crash.
⇒ Teens who text while driving spend approximately 10% of their driving time outside their lane.

It can wait!
Total Health Wellness
My Journey to a Lifestyle Change

Extreme Makeover Weight Loss Edition and the Biggest Loser take a backseat to the commitment, hard work and dedication that I poured into my lifestyle change!

It began with Shelby County Total Health Wellness Program “Picture Yourself Feeling Better” a series that guided me from my unhealthy state of existence to a more sound, health conscience state. My framework for success included the classes:

Week 1 Understand: Lifestyle & chronic diseases
Week 2 Choose: Carbohydrates
Week 3 Choose: Proteins & fats
Week 4 Commit: Supermarket survival
Week 5 Commit: Mindful eating and dining out
Week 6 Perform: Fitness: cardiovascular activity
Week 7 Perform: Fitness: strength training
Week 8 Maintain: Stress management
Week 9 Maintain: Sustain, Succeed, Thrive

The “Picture Yourself Feeling Better” encouraged me to change my unhealthy behaviors and replace them with proper planning of my day including meal preparation, “me” time, incorporating a weekly exercise regimen and stress management.

My journey began the end of July weighing in at 289 pounds, Pre-Diabetic and Hypertensive. There was work to be done! My life was about to under-go construction!

Four months later and 64 pounds lighter, I am more vibrant, energetic and feeling like a million bucks! My daily dose of high blood pressure medicine reduced, I am holding strong and still striving to renovate my temple. Sticking to my 1300 calorie meal plan, 1-hour of exercise three times a week and a commitment to living a healthier life had been my toughest challenge, but greatest reward! All because I pictured myself feeling better!

The Office of Re-entry & the Public Defenders’ Office—True Collaboration

“Pay them off. Pay them off. I’m tired of you going to jail.”

That’s what the man we’ll call “Jim” says his mom begged him to do. Just pay the government off.

But try paying a $72,000 bill when you can’t get a decent job, because you don’t have a driver’s license. And you can’t get your driver’s license back, because you can’t pay off the bill.

Jim lost his driver’s license in the late 90s. While he knows he shouldn’t drive without a license, it’s not easy to get work in this town by bus. It’s not easy to get to a lot of places. So he drove. And he kept getting pulled over, even spending time in jail for driving without a license. He was last sentenced to 16-months incarceration for driving on a revoked license. After release, he received a bill for $72,000.

“I said, ‘I’m not going to pay that. That’s a house!’” says Jim. “But it went on for four years. I was not able to get a job, because every job I applied for in my field, you need a driver’s license. And then I start to be arrested again because of no driver’s license. So I decided to do what I had to do ... and start paying.”

Jim says he’s a licensed diesel mechanic — that’s a field with jobs that pay well. But diesel mechanics need driver’s licenses. So he started repairing cars on his own to pay down that debt. Jim says when he made a few hundred dollars, he would send half to the county. He’s managed to pay $60,000 in old court costs and jail fees. But he’s been scraping by, living on the bare minimum for years now. And he’s not sure how much longer he can take the burden of massive debt and the fear of imprisonment.

Jim says, if he can get the remaining $8,000 in old fees waived, he can get his license reinstated. For a person like Jim, with the promise of a good job in the near future, removal of those old fees can mean a different life.

“I won’t feel threatened. I won’t feel discouraged. Plus, I will not feel frightened to pull over and go somewhere and be pulled over by police and be arrested because I have no driver’s license. Without that debt, I can go somewhere. I can do things.”
About Shelby County

Shelby County was established in 1819. It is the state's largest county both in terms of population and geographic area. Its county seat is Memphis. It is part of the Memphis Metropolitan Statistical Area, which comprises eight counties in the three states of Tennessee, Mississippi, and Arkansas. Shelby County was named for Governor Isaac Shelby (1750-1826) of Kentucky.

Shelby County is governed by a mayor-commissioner form of government under a Home Rule Charter that went into effect on September 1, 1986. Each serves a 4-year term. Together, the administration and the Board of County Commissioners are responsible for governing the most populous of Tennessee's 95 counties. The county's personnel staff of approximately 6,270 people have the direct duty of providing services for 910,100 citizens according to the 2007 estimated census data.

Mark H. Luttrell, Jr., was elected as Shelby County Mayor on August 5, 2010.

OCTOBER 2013 CONDOLENCES

Below is a list of employees who lost a loved one in October.

Please keep them and their families in your prayers.

<table>
<thead>
<tr>
<th>Employee</th>
<th>Department</th>
<th>Relative</th>
<th>Relations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Danny Kail</td>
<td>Human Resources</td>
<td>Alton Wayne Kail</td>
<td>Father</td>
</tr>
<tr>
<td>Evelyn Taylor</td>
<td>Pre-Trial Services</td>
<td>Dora P. Taylor</td>
<td>Mother</td>
</tr>
<tr>
<td>Dora Taylor</td>
<td>Health Department</td>
<td>Dora P. Taylor</td>
<td>Mother</td>
</tr>
<tr>
<td>Atline McCullough</td>
<td>Code Enforcement</td>
<td>James Weary</td>
<td>Brother</td>
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<tr>
<td>Atline McCullough</td>
<td>Code Enforcement</td>
<td>Rose Weary-Owens</td>
<td>Sister</td>
</tr>
<tr>
<td>Jacqueline 'Jackie' Driver</td>
<td>Benefits Office</td>
<td>Self</td>
<td>Self</td>
</tr>
<tr>
<td>Azalee Ross</td>
<td>Clerk's Office</td>
<td>Self</td>
<td>Self</td>
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<tr>
<td>Kim Koratsky</td>
<td>Attorney's Office</td>
<td>Michael Patrick Mullally</td>
<td>Brother-In-Law</td>
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<td>Cora Ray</td>
<td>Attorney's Office</td>
<td>Mary E. Gillion</td>
<td>Mother</td>
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<td>Brenda Grandberry</td>
<td>Corrections</td>
<td>Vina M. Lucas</td>
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<td>Elaine Cain</td>
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<td>Tommy Earl Pinkston</td>
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<td>Carrie Williamson-Edwards Support Svcs</td>
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<td>Dr. George Lovejoy</td>
<td>Health Department</td>
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<td>Torrance Suggs</td>
<td>Sheriff's Office</td>
<td>Self</td>
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<td>Harris Sample</td>
<td>Assessor's Office</td>
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OCTOBER 2013 ANNIVERSARIES

| OCCUPATION | NAME | SERVICE
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<tbody>
<tr>
<td>45 Years of Service</td>
<td>Coll, Jane B., Assessor's Office</td>
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<td>40 Years of Service</td>
<td>Kelly-Parrott, Mary, County Clerk</td>
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<td>30 Years of Service</td>
<td>White, Sidney, Health Dept.</td>
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<td>30 Years of Service</td>
<td>Rubenstein, Charles W., Juvenile Court</td>
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<td>Byrd, Catherine C., Public Defender</td>
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<td>Farris, Stephen K., Sheriff's Office</td>
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<td>Flowers, Alfred B., Sheriff's Office</td>
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<td>Harrison, Amos D., Sheriff's Office</td>
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<td>25 Years of Service</td>
<td>Kellerhall, Mark D., Sheriff's Office</td>
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<td>Peterson, Phillip W., Sheriff's Office</td>
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<td>Williams, Lenoris, Sheriff's Office</td>
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<tr>
<td>25 Years of Service</td>
<td>Wilson, Ronald D., Sheriff's Office</td>
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</tbody>
</table>

Continued from page 3

The altars consist of many items—flowers, particularly marigolds, are laid out for their bright color and strong scent. Other potent smells such as spic- es, incense, and scented candles are often also part of the offering construction for the same reason.

One of the items almost always displayed somewhere among the items is the sugar skull. The use of sugar art (including skulls) in the celebration of All Saint’s Day can be traced back to twelfth century Europe.

Jumping forward to modern day, the sugar skull is now an important integral part of the Dia de los Muertos celebration. The sugar skull now represents the celebration of life and death as part of the modern-day festivities. The present-day observance of Dia de los Muertos could be seen as a way to honor those dead ancestors as well as immediate family members.

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Please submit stories, comments, and questions
Published by the Mayor’s Office

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WWW.SHELBYCOUNTYTN.GOV