



County Leadership



Commissioner Henri Brooks (Center) spent the morning with the 2014 class of Leadership Bartlett. Each year the classes spend a day learning County government structure.

CIGNature of Excellence



The Benefits Department received the CIGNA Cignature of Excellence Award for the implementation of the Total Health Program. Pictured L-R: Bonnie Hampton, Kim Hackney, Brenda Greene, Eileen Kennedy, and Jennifer Davis.

Story Contributors:

- Mayor's Staff, *Cover Photos, Mayor's Photo Gallery*
- Nicole Gates, *Public Affairs*
- Chris Sheffield, *Trustee's Office*
- Jodie Dowty, *Support Services*
- Heidi Kuhn, *Training Office*
- John Charles Wilson, *Equine Accomplishments*
- Sandra Mathias, *Books of Preparedness*
- Brent Perkins, *Fire Services Award*
- Brenda Green, *Benefits*
- Lurene Kelley, *Public Defender's Office*
- Louise Smith, *CSA Advisory Board*
- Janice Holmes, *Promotions*
- Ivette Baldizon, *Naturalization Ceremony*
- Mayor's Staff, *Various photos & stories*
- Margie Hyde and Chamayne Shaw, *Condolences, Anniversaries, & Retirements*

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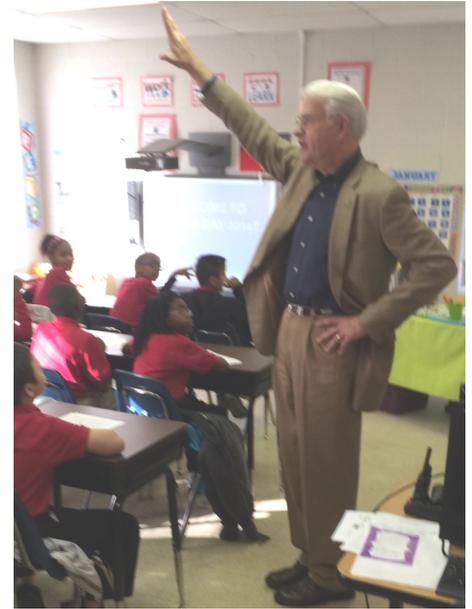
ISSUE 1, January 2014

Greetings from the Mayor

Mayor's Photo Gallery



Mayor Luttrell hosted the 2014 class of Leadership Bartlett. Each year the classes spend the day learning about County government.



Mayor Luttrell spoke to the students at Omni Prep Academy located in Bartlett, TN.

The New Year began with inclement weather and winter advisories. Many thanks to our Emergency Preparedness team which keeps us informed and updated when weather threatens our area.

The Shelby County Office of Preparedness is an operation committed to protecting the citizens of six surrounding counties. We are fortunate to have the expertise of this team to coordinate with other public agencies during disasters, security alerts, health threats, and the overall safety of our community.

Please take some time to learn more about the Office of Preparedness and take advantage of some of the classes and training offered. You and your family can benefit from the information and techniques offered through these sessions.

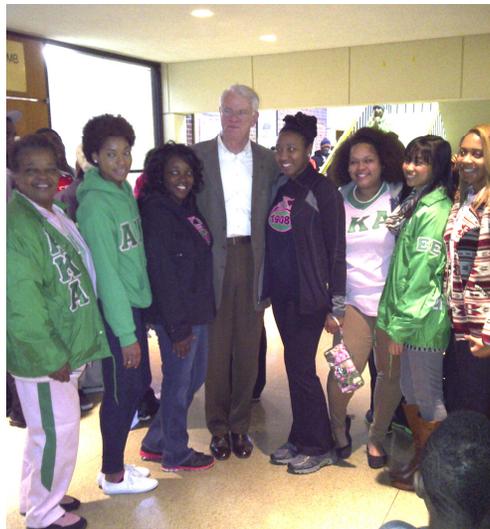
We still have a few more weeks of unpredictable weather. Please be safe and cautious.

You will see some interesting articles in this edition. Be sure to take note of the changes in benefits and the classes offered through our Total Health Program. A healthy workforce is a healthy community. We are committed to both.

I am always proud to acknowledge the achievements and personal development of Shelby County Government employees. You will see many of them in this edition. If you or your coworkers have been recognized with professional certificates of accomplishments, please let us know. We would like to recognize you in the next issue.

Please keep those who have lost loved ones uplifted and encouraged.

Sincerely,



Mayor Luttrell spent time with members of the AKA Sorority as they prepared for a neighborhood cleanup with LeMoyné-Owen College. This was part of a service day on Dr. Martin Luther King, Jr. Holiday.



Shelby County Elected Officials and Mayor Luttrell gathered to catch up on County business.



Octavius and Tara Lamar posed with Mayor Luttrell at the Unity Youth Festival.



United Way of the Mid-South

You may continue to make donations to the United Way Campaign all year!



Departmental News

Public Affairs

Mentoring Leadership Award



Nexus Leaders, Inc. honored community leaders at its Fifth Annual Leadership Luncheon. Nicole Gates, Public Affairs Specialist was awarded the *Outstanding Female Mentor* Award for her volunteer services with Successful Single Moms.

She was among other recipients for their community leadership: The Society of Women Engineers at Medtronic, the Memphis Grizzlies Foundation, Walter Casey of the Lester Community Center and Lewis Williamson, Jr. of Morgan Stanley Smith Barney.

Congratulations Nicole!

Support Services

Certificate of Appreciation



Chief Helldorfer with the West Tennessee Drug Task Force presented Jodie Dowty, Program Coordinator with Support Services a plaque of appreciation for her assistance to them with parking assignments over the years. *Thank you, Jodie!*

Trustee's Office News

Pinnacle Achievement Award



Shelby County Trustee David Lenoir (left) accepted the National Association of State Treasurers' Pinnacle Achievement Award for the Trustee's Office from Tennessee State Treasurer David Lillard Jr. Lillard, a Shelby County resident, is the current senior vice-president of NAST. Treasurer Lillard presented the award during the monthly "State of the Office" meeting in January.

Project H.O.M.E

Shelby County Trustee David Lenoir has announced the 2014 schedule for the Project H.O.M.E. financial literacy workshop series, increasing the number of workshops from 11 to 15.

Workshops are held either on Tuesdays or Saturdays with weekend workshops giving property owners the option to pay taxes on-site following the workshop session.

Project H.O.M.E. (Home Ownership Made Easier) workshops are conducted by the Trustee's Community Outreach and Financial Empowerment staff along with its banking partner Regions Bank to help delinquent taxpayers. Since 2011, nearly 1,300 delinquent taxpayers have attended a Project H.O.M.E. workshop.

This year the four Saturday workshops are on March 22, May 31, Aug. 16 and Nov. 22. Saturday workshops are typically held prior to one of the county's four Tax Sales.

During the workshops taxpayers learn the basics of budgeting and have the opportunity to complete a spending plan and payment schedule with Trustee staff to pay their delinquent property taxes. Successful compliance with the payment schedule prevents taxpayers' property from being sold at a Tax Sale.

H.O.M.E. workshops are scheduled every three weeks through December. Check out shelbycountytrustee.com or the Shelby County Trustee's Facebook page for dates and times. For more information, or to register for the workshops, email Terica Lamb at tlamb@shelbycountytrustee.com.



Department News

Training Office

MARCH ON WELLNESS

EDUCATIONAL SYMPOSIUM

Shelby County Directors, Administrators, Supervisors and Managers:

Management plays a key role in making a workplace wellness program a success. Managers need to motivate staff by setting a good example, providing the tools that staff may need to keep themselves on the right track, communicating the County's wellness messages, and embracing the vision of a healthy County workforce.

Having a healthy workforce starts with Management, therefore the Mayor is mandating that all management staff (employees that attended Supervisor School) attend one of the **March on Wellness** training sessions, to be held at the Holiday Inn University of Memphis on March 25 & 26. This training will educate key staff on the overall picture of employee health within Shelby County Government, outline the vision of a healthy workforce, provide information on what the County has done and plans to do in the future to help employees become healthier and provide them with information regarding what other businesses are doing to increase the health and wellness of their personnel.

Please enroll in ONE of the following sessions by visiting the Train Together website, at <https://traintogether.shelbycountyttn.gov/>

March 25th 8:00 to 11:00 or 1:00 to 4:00

March 26th 8:00 to 11:00 or 1:00 to 4:00

Walking Toward a Healthier You

There are countless physical activities out there, but walking has the lowest dropout rate of them all! It's the simplest positive change you can make to effectively improve your heart health.

Research has shown that the benefits of walking and moderate physical activity for at least 30 minutes a day can help you:

- Reduce the risk of coronary heart disease
- Improve blood pressure and blood sugar levels
- Improve blood lipid profile
- Maintain body weight and lower the risk of obesity
- Enhance mental well being
- Reduce the risk of osteoporosis
- Reduce the risk of breast and colon cancer
- Reduce the risk of non-insulin dependent (type 2) diabetes

There really are so many benefits for such a simple activity! (source: <http://www.startwalkingnow.org>.)

New Walking Program Come Join the Fun!



When: Twelve (12) Weeks on **Mondays Only** beginning March 3 – May 19

Time: First Wave begins at 4:45pm; Second Wave begins at 5:15pm

Where: Shelby Farms Visitor Center Lobby, 500 N. Pine Lake Drive

Route: Shelby Farms Chickasaw Trail, 2.75 Miles

Walk at Your Own Pace

What should I bring? Arrive at the Visitor Center at 4:45pm or 5:15pm ready to walk with your sneakers and comfortable clothing on and bring your (optional) bottled water and towel.

What happens if it rains? In the event of inclement weather on a Monday, walking will be cancelled for that Monday. An email will be sent to everyone by noon on Monday if walking will be cancelled.

This is a non-competitive walk in a safe and friendly environment. Participants should consult their physician before beginning any strenuous physical activity.

For more information, contact Ora Applewhite
ora.applewhite@shelbycountyttn.gov, 901.222.7680

Sole-Mate: A Friend By Your Side

The thought of being alone can be enough to keep some people from walking. The best way to solve this is by finding a friend to walk with. You can plan walking paths that are convenient for both of you, or map out routes that take you places you've never been before. It's a great way to exercise and spend time with friends!

(source: <http://www.startwalkingnow.org>.)



Department News—Holiday Snapshots

Agricenter International *Equine Certification*



While in Atlanta at the annual League of Equine Managers symposium, Jamie White, Agricenter Show-Place Arena Manager, obtained his "CMEC" Certified Manager of Equine Centers status.

There are only seven members of a league that qualify for this distinction during the annual symposium. Of the many League members across the country, Jamie is one of seven to receive this certification. He was honored to be in the first class of graduates.

Also while attending the annual symposium, Jamie's peers elected him to the board of directors. He will serve on the Sponsorship Committee for the League with George Chatigny from Burbank, CA.

To learn more about this organization, please their website at <http://www.laec.info/resources/certification-program.html>.

Fire Department *ACE of the Year*



Kathy Strickland, Communications Supervisor, was honored as the first employee to receive the A.C.E. (Accredited Center of Excellence) Award in 2013.

Congratulations Kathy!

Office of Preparedness *Books Lead to Preparedness*



Left to right Hannah, Laura, and Rebekah Pickett, Officer Eugene Jones at EOC Tour

The Shelby County Office of Preparedness welcomed two young Bartlett students to tour their facilities at 1075 Mullins Station Road. Sisters Rebekah Pickett, age 10, 4th grade, and Hannah Pickett, age 9, 3rd grade, accompanied by their mother, Laura, were greeted by Eugene Jones, Preparedness Officer. Officer Jones led the family into the Emergency Operations Center or "EOC," an impressive, large room containing high-tech communication equipment, computers, microphones, and projection screens. Upon entering the EOC, Hannah exclaimed, "WOW, it's like NASA!" Officer Jones explained the main function of an EOC - the main gathering place for emergency managers and county's decision makers during a disaster. Jones demonstrated the Tennessee Department of Transportation live cameras, weather radar, location of river gages, the Web EOC mission boards, and how all the municipalities can communicate with each other through Mondo boards.

The request from the Pickett sisters to learn about preparedness came from a homework assignment. Both are home-schooled and call themselves the "St. Arvin Girls School." They recently read, "The Long Winter," one of the "Little House on the Prairie," books by Laura Ingalls Wilder. Rebekah explained that the prairie family in the book endured a harrowing 7-month blizzard in 1880. There was so little food and fuel and so much snow that the trains could not run to bring in supplies. The sisters wanted to know how they could prepare for such an experience should it happen here.

Officer Jones sat with them and explained that children can prepare for blizzards like the prairie family as well as all hazards and threats that may occur in Shelby County. He suggested they start with a family discussion, buy a weather radio, and build a disaster kit. He told them to prepare for their cats, too. Jones told them to decide on a place to meet if they get separated. He talked to them about specific disasters such as earthquakes and demonstrated the "Drop, Cover and Hold" maneuver. When discussing tornado safety, Rebekah said "But, we don't have a basement!" Officer Jones said they could seek refuge in their center hallway at home. The sisters left with FEMA information and preparedness knowledge.



Department News

Benefits

Total Wellness Program—2014

It's that time of year again!

The County's Total Health Wellness Program is continuing efforts to ensure the County has a healthy productive workforce.

For 2014, employees who have healthcare coverage with the County will be required to complete the Health Risk Assessment and include biometric screening data, available at www.mycigna.com. Employees must complete the assessment on or before **September 30, 2014**. Failure to complete the assessment will result in the employee and their dependents being enrolled in the Standard HRA Plan effective January 1, 2015.

Shelby County will not offer onsite biometric screenings this year. Employees will need to schedule a well visit and have their physician complete the attached form to mail or fax to CIGNA on or before September 30, 2014. Dependent spouses will not be required to complete a screening although it is highly encouraged that they participate for better health awareness and outcomes.

Employees and spouses who participated in the 2013 Total Health program (onsite screening, completion of CIGNA health assessment) will receive the premium reduction incentive beginning July 1, 2014 – June 30, 2015.

More information will be forthcoming regarding the County's 2014 wellness program.

Division of Community Services Advisory Board



CSA Advisory Board pictured (L-R Seated): Helen Collins, Karen Hardaway, Irma Tabor and Joyce Waters; Standing (L-R): Robert Robinson vice president, Wilma Hughes secretary, Earlean Morgan president and Patrick Jacobs .

Public Defender's Office

"Clean Slate" - Expungement



Shelby County Assistant Public Defender Josh Spickler with the first grant recipient of the Clean Slate Fund

Taurus did so well in the temporary job she held for two years, that her employer wanted to hire her permanently. She filled out the paperwork and her employer ran a background check. Then she was promptly ... let go.

That's because a felony conviction from 2007 showed up on her record. Taurus had long ago completed her probation and diversion requirements for the conviction and paid all of her court costs. She was also eligible for expungement, but there was a catch. She couldn't afford the \$450 filing fee. So her record remained public and marred by that single conviction. Now Taurus was not only denied full-time employment — she also lost the temporary job she'd been holding, successfully, for two years.

"It's been very difficult for me to get other employment. It's difficult to get housing, because I don't have any employment," said Taurus. "The housing I could afford, most of them do background checks. So it was very difficult for me to get a new start. I am trying to start over again, and every time I try to pursue employment, that is the only thing hindering me. My record. Even temporary agencies! I went to every temporary agency in Memphis. Once my background hit, they did not send me to any work, period. None. Not even for short-term employment. I can't even work at fast food restaurants! It has been hard for me to get my foot in the door."

But in a few weeks, all that will change. If Taurus doesn't get a job, it will have nothing to do with a criminal record. That's because her record will have been successfully expunged with the help of a new program at the Shelby County Public Defender's Office funded by the Memphis Bar Foundation. It's called the Clean Slate Fund and last week, Taurus became the first grant recipient.



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Department News

Shelby County Promotions Spotlight

The following Shelby County employees were promoted during the month of January 2014.

<u>Name</u>	<u>Department</u>	<u>Position</u>
Andrews, Elizabeth	Sheriff's Office	Jail Sergeant
Autry, Janet	Sheriff's Office	Jail Sergeant
Barthelemy, Cherrie	Finance	Senior Financial Analyst
Bills, Erica	Register's Office	Administrative Assistant II
Broadnax, Lisa	Sheriff's Office	Jail Sergeant
Butler, Tamaka	Sheriff's Office	Jail Sergeant
Clark, Andrew	Sheriff's Office	Jail Sergeant
Clark, Linda	Sheriff's Office	Jail Sergeant
Cleaves, Carlus	Sheriff's Office	Jail Sergeant
Coburn, Marilyn	Sheriff's Office	Jail Sergeant
Coffey, Terracotta	Sheriff's Office	Jail Sergeant
Dillingham, Christopher	Register's Office	Archives Deed Technician
Edmond, Jeanette	Sheriff's Office	Quality Auditor
Halliburton, Talisha	Sheriff's Office	Jail Sergeant
Harding-Gwin, Michelle	Sheriff's Office	Jail Sergeant
Howell, Sean	Support Services	Carpenter II
Ingram, Marcy	County Attorney	Interim County Attorney
Jeffries, Lavar	Sheriff's Office	Jail Sergeant
Joiner, Vicki	Corrections	Disciplinary Specialist
Joyner, Gail	Gen. Sessions Criminal	Collections Counselor
Koratsky, Kim	County Attorney	Interim Deputy Administrator
Mason, Tonya	Circuit Clerk	Accountant B
Mayes, Theddious	Sheriff's Office	Jail Sergeant
Mcelrath, Michelle	Health Dept.	Supervisor A (Nurse)
Plunk, Harry	Register's Office	Deed Community Specialist
Reed, Aldenise	Sheriff's Office	Jail Sergeant
Robertson, Taffy	Sheriff's Office	Jail Sergeant
Robertson, Tony	Sheriff's Office	Jail Processing Assistant
Stanley, Serata	Sheriff's Office	Jail Sergeant
Stevens, Boyce	Support Services	Carpenter II
Stewart, Frank	Register's Office	Archives Specialist
Styles, Alisa	Sheriff's Office	Jail Sergeant
Twill, Marcus	Sheriff's Office	Jail Sergeant
Walton, Keva	Sheriff's Office	Jail Sergeant
Ward, Tiffany	Sheriff's Office	Manager A
Williams, Rhonda	Sheriff's Office	Jail Sergeant



Congratulations!



Public Defender Donna Armstard is taking on a new role, overseeing the representation of juveniles charged with crimes—the new Juvenile Defender Unit.

Stephen Bush, Chief Public Defender, selected Armstard to directly supervise the cases in Juvenile Court. He said, "She's one of our most senior, most experienced supervisors. She's got compassion and a lot of heart."



Letters from the Mayor's Office was distributed during a recent Naturalization Ceremony.



COUNTY LINES

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ISSUE 1, January 2014

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.

Anniversaries

JANUARY 2014 ANNIVERSARIES

40 Years of Service

Fritchie, Denis R, Health Dept.
Kourvelas, Louis N, Code Enforcement

30 Years of Service

English, Elwyn A, Roads & Bridges
Moore, Robert L, Sheriff's Office

25 Years of Service

Banger, Zedric, Sheriff's Office
Boyd Jr, Claran A, Sheriff's Office
Brandon, Teri M, Assessor's Office
Doerr, Larry L, Sheriff's Office
Dupree, James A, Juvenile Court
Feathers, Darren L, Sheriff's Office
Fitzhugh, Michael W, Sheriff's Office
Gore, Kelly J, Sheriff's Office
Grandberry, Brenda L, Corrections
Hill, David L, Criminal Clerk
Hunter, Vernon P, Sheriff's Office
Jackson, Ricky R, Sheriff's Office
Lane, Dale A, Sheriff's Office
Lindsey, Samuel, Sheriff's Office
Maxwell, Fredrick C, Sheriff's Office
McCray, Polk, Juvenile Clerk
McEwen, Perry T, Sheriff's Office
Mitchell, Tony B, Sheriff's Office
Morris, Bennett A, Sheriff's Office
Nelson, Richard L, Sheriff's Office
Pitarro, Evelyn L, County Clerk
Rodgers, Billy R, Sheriff's Office
Rolwing, Robert B, County Attorney
Rush, Andrew D, Sheriff's Office
Sides, Raymond W, Sheriff's Office
Smith, Ruben G, Health Dept.
Stigler, Ingus R, Corrections
Tarwater, Anita M, Sheriff's Office
Towns, Diane, Health Dept.
Vowell, Robert S, Sheriff's Office
Wood, Randy J, Sheriff's Office

Retirees

JANUARY 2014 RETIREES

Employee, Years of Service & Department

Jacqueline D. Barclift (15),
Community Service
William Douglas Bond III (30),
Attorney General
Charles Brutchter (34), Assessor's Office
Lawrence Chambers Jr. (25),
Correction Center
Audrey Coleman (25), Correction Center
Connie F. Dishmon (25),
Correction Center
Safranski A. Durr (16),
Housing Department
Mark D. Harker (29), Sheriff's Office
Alfredo F. Henry (13), Sheriff's Office
Lorie M. Ingram (14), Assessor's Office
Deborah A. Johnson (25), Assessor's Office
Yvonne T. Kirkpatrick (17), Sheriff's Office
Gladys J. Lakes (30), Sheriff's Office
Larry D. Lesure (11), Sheriff's Office
Clara L. Murray (20), Fire Department
James Murray (14), Code Enforcement
Rochester Neely Jr. (34),
Health Department
Forrestine W. Parker (25),
Correction Center
Doris A. Scott (30), Assessor's Office
Barbara A. Simmons (7 1/2), Headstart
Dennis R. Sprayberry (29), Juvenile Court
Johnnie M. Street (7 1/2), Headstart
Linda N. Thomas (9), Health Department
Lorraine Thomas (33), Health Department
Joyce A. Turner (25), Sheriff's Office
Mary L. Wofford (27), The Med
Orlanda G. Wortham (25), Sheriff's Office
Steve Wright Sr. (25), Support Services

Condolences

JANUARY 2014 CONDOLENCES

*Below is a list of employees who lost a loved one in October.
Please keep them and their families in your prayers.*

<u>Employee</u>	<u>Department</u>	<u>Relative</u>	<u>Relations</u>
Frances Golden	Criminal Court	Letitia Head	Mother
Catherine Dear	Chancery Court Clerk	Tom Warren	Father
Marcia Boyd	CAO's Office	Edee Boyd	Mother
Paul Boyd	Attorney General	Edee Boyd	Mother
Lee Wessels	Info Tech	Sondra(Sonie)Sutton	Mother

Shelby County Government Mayor's Office

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Please submit stories, comments, and
questions
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