

Heart Healthy



Shelby County employees showed their support for heart disease among women by wearing red for "Go Red for Women Day." See pages 4-6 for more photos.

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Watoto de Afrika



Watoto de Afrika, a group of students who perform interpretive dancing, performed for the employees of Shelby County Government during Black History Month.

Inside this Issue:

Greetings from the Mayor	2
Departmental News	3
Go Red for Women	4-6
Adjunct Trainers	6
Promotions	7
Anniversaries, Retirees & Condolences	8



Greetings from the Mayor

Mayor's Photo Gallery



Spring is officially here and I am sure many of you are planning vacations and outings for the summer. It is also the time of year for unpredictable weather storms. Please look for the notices and messages from our Office of Preparedness as we move into a tenuous weather season.

We recently presented the fiscal year 2015 budget to the County Commission with the following priorities for the County:

Reducing the property tax rate from \$4.38 to \$4.37 and the elimination of the four cents Rural School Bond Tax.

Continue financial support to all of the Shelby County school districts.

Taking care of the employees who have sacrificed during the past few years of difficult economic times by proposing funding for a 2.5% general salary increase.

Continue to reduce the bond debt with strong fiscal financial management.

Capital Improvement Plan (CIP) expenditures for roads, building, schools, and technology.

Support for services and programs to address issues of homelessness, infant mortality, incarceration recidivism, and economic development.

You may review the budget in further details online at <http://www.shelbycountytg.gov/Archive.aspx?AMID=37&Type=Recent>. Your hard work to make this budget workable is very much appreciated.

Our Benefits Department continues to encourage Shelby County Government employees and their dependents to use their health benefits to become more health conscious when making meal selections and considering an exercise plan. Please review the wellness package of your benefits and take advantage of the many free resources – Health and Nutrition Coach, Health Assessments, Premium Discounts, and more.

You are our biggest asset. Take care of your mind, body, and spirit. Our citizens depend on you!

Sincerely,



Mayor Luttrell visited with Frayser Elementary School to read during Teach for America Week.



Mayor Luttrell shared in the unveiling of the Civil Rights mural sponsored by Wells Fargo.



Watoto de Afrika performed for Shelby County employees during the Black History Month celebration programs.



Mayor Luttrell celebrated the Memphis Korean Association Lunar New Year at Chow Time.



Mayor Luttrell and the executives of MicroPort celebrated their grand opening in Arlington, TN.

United Way
of the Mid-South
You may continue to make donations to the United Way Campaign all year!



COUNTY LINES

VOLUME V

ISSUE 2, February 2014

Departmental News

Office of Sustainability Weatherization



In 2009, Shelby County's Weatherization Assistance Program ramped up capacity as a result of stimulus funding and qualifying residents throughout Shelby County had weatherization measures performed in their homes. From October 2009 to May 2011 over 2,500 projects were completed using more than \$13 million in federal funding. The goal of this program was to increase the energy efficiency of homes in Shelby County so that residents could reduce the amount of their income that had to be paid toward their utility bills. The type of work that contractors performed included weather stripping doors and replacing windows, doors, HVAC systems, and duct work.

Snow Day



Office of Preparedness Free Disaster Preparedness Training



The Shelby County Office of Preparedness, under the direction of Bob Nations, Jr., is offering free Community Emergency Response Team (CERT) disaster preparedness training.

The class will be held on two consecutive Saturdays, April 26 and May 3, 2014, from 8:00 a.m. to 4:30 p.m. at the Fisherville Civic Club, 12037 Macon Road, Memphis, TN 38028.

CERT training teaches citizens what to do before, during, and after an emergency. The team approach to preparedness is emphasized whereby CERT teams are formed in neighborhoods and communities. CERT is taught through lectures, videos, and hands-on exercises during these 16 hours of training. Modules presented include fire suppression, terrorism, light search and rescue, disaster psychology, medical first-aid and triage, hazardous materials, and disaster preparation.

After completion of the class, CERT graduates will have a newfound confidence that they can not only survive a disaster in their neighborhood, but also be able to assist others until professional rescuers arrive on the scene. Seating is limited. Pre-registration is required. Students must complete both Saturdays in order to graduate.

To sign up for CERT, please email Eugene Jones, at: Eugene.jones@shelbycountyttn.gov.



Public Defender's Office Juvenile Courts in Transition



Shelby County Public Defender Stephen Bush presented at the University of Memphis Law Review's Annual Symposium

Stephen Bush was an invited speaker for this year's symposium focusing on efforts to reform the Shelby County Juvenile Court. The Shelby County Public Defender's Office, the U.S. Department of Justice, Shelby County Juvenile Court representatives and other national experts in juvenile justice spoke before a crowd of legal professionals and law students.

TN Lawyers Learn Latest National Juvenile Defense Practices in Memphis

If you've ever tried to give advice to a teenager, you know the pitfalls. They're inexperienced, moody and must process often competing messages from peers, parents, teachers and the media. So imagine the difficulties of advocating for a young person involved with the criminal justice system.

That's the challenge for lawyers representing children in juvenile courts across the country. A new curriculum developed by two national leaders in juvenile justice reform — the [National Juvenile Defender Center](#) (NJDC) and [Models for Change](#) — seeks to help defenders with the highly specialized training needed to advocate for children. Memphis continues its role as one of the pilot sites for this training. One participant expressed this level of training from national experts is the key to juvenile defense reform in Shelby County.



Department News—A Healthy Heart





Department News—Heart Healthy





Department News

Heart Healthy

Photo Gallery Continued



Heart disease is the No. 1 killer of women in the United States, claiming more lives than all forms of cancer combined. For more than 10 years, the American Heart Association has sponsored National Wear Red Day® to raise awareness in the fight against heart disease in women.

Shelby County Government employees celebrated National Wear Red Day® with Go Red For Women on Friday, Feb. 7, 2014 to help fight women's No. 1 killer—heart disease. Remember next year...just take a photo of your department coworkers wearing red and submit to newsletter@shelbycountyttn.gov.

Training Office

*Adjunct Trainers
Employee Education Series*



Back row, L-R: Roger Henderson, Kim Koratsky, Anthony Gunn, Lorraine Washington, Nycole Alston, Elaine Morris, Minus Adams, Bill Spears. Front row, L-R: Dorcas Young Dottie Jones, Ivette Baldizon, Joe Ruff, Ernestine Small, Yulonda Rhodes.

Shelby County Training Department selected employees to lead the Employee Educations series as Adjunct Trainers. This select group will facilitate the Employee Education Series. Heidi Kuhn, Director of Training & Workforce Development said, “we utilize County personnel resources because we want to capitalize on the talents and skills within Shelby County government and peer teaching has proven to be affective, plus, it does save money.”

Others who are not pictured: Frank Downing, Sarah Dunn, Buddy Heathcock, John Halbert, Marcia Boyd, Donald Gregory, Tim Albers, Richard Snodgrass.

*Thank you for your services to
Shelby County Government.*

Spring Training

Perhaps you are considering “growing” a little this spring. If so, take the first step of planting the educational seed by taking a few of the following training classes:

- Got Creativity?
- Facilitating for Excellence
- Perception is Reality
- Engaging the Multigenerational Workforce
- Conducting a Needs Assessment
- Communicating for Success: Mastering Everyday Conversations
- Empowering Women in the Workforce

Take a moment to visit the Train Together website, at <https://traintogether.shelbycountyttn.gov> and enroll in a class or two.



Department News

Shelby County Promotions Spotlight

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

<u>Name</u>	<u>Department</u>	<u>Position</u>
Adams, Scottie	Public Defender	Legal Investigator
Arnold, Tishia	Sheriff's Office	Jail Processing Specialist
Blair, Richard	Sheriff's Office	Deputy Sheriff Sergeant
Brown, Tracy	Fire Services	Dispatcher
Burress, Dale	Fire Services	Fire Chief
Dunseath, Robert	Trustee's Office	Manager
Foxx, Kelly	Public Defender	Legal Investigator
Goliday-Wilson, Latanya	Fire Services	Dispatcher
Harris, Christopher	Sheriff's Office	Deputy Sheriff Lieutenant
Holmes, Kevin	Roads & Bridges	Truck Driver I
Kneeland, Glen	Fire Services	Deputy Fire Chief
Less, Jonathan	Sheriff's Office	Deputy Sheriff Sergeant
Pollard, Ricky	Sheriff's Office	Deputy Sheriff Sergeant
Pryor, Kimmie	Corrections	Counselor A
Robinson, Claude	Sheriff's Office	Deputy Sheriff Captain
Reddic, Toyetta	Juvenile Court	Clinic Nurse Monitor-Detainee
Rook, David	Sheriff's Office	Deputy Sheriff Sergeant
Schaeffer, Boyd	Sheriff's Office	Deputy Sheriff Inspector
Smith, Gavin	Attorney General	Asst. District Attorney General
Williams, Donald	Sheriff's Office	Jail Sergeant



Congratulations!

Workplace Etiquette—Professional Behavior

- Report to work on time.
- Be prompt or early for meetings.
- Limit use of personal devices (cell phones, electronic books, and other personal electronics) during work hours.
- Check the policies of using the internet for personal use.
- Reply to all company emails promptly, even if the response might require research before responding with an answer.
- Do not web surf for personal business.
- Be mindful of what you post on your personal social media site.
- What you might see as a fun evening with friends might be viewed differently by an employer where you have important responsibilities.
- Report any inappropriate emails or information on websites to the IT department.
- Do not wear ear plugs for personal electronic devices while you are working.
- Brush up on your computer skills when needed.
- Respect all other employees.
- Cooperate with your employer and with your co-workers.
- Wear proper clothes according to the employer's dress code.
- Do not dominate a meeting.
- Do not interrupt another speaker.
- Pay attention to proceedings quietly.
- Answer your phone pleasantly, even if you are having a bad day.
- Always return phone calls promptly.
- Show consideration for other people's feelings.
- Apologize when you are clearly wrong.



COUNTY LINES

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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.

Anniversaries

FEBRUARY 2014 ANNIVERSARIES

30 Years of Service

- Grogan, Michael E,
Code Enforcement
- Winger Jr, Edward W,
County Clerk
- Prewitt, Linda S, Mayor's Office
- Preston, Carrie L, Sheriff's Office
- Williams, Adrian D, Health Depart

25 Years of Service

- Banks, Buster T, Sheriff's Office
- Walker, Patrick O, Corrections
- Chabot, Darryl S, Sheriff's Office
- Childrey Jr., Alfred D, Sheriff's Office
- Nelson, Darryl B, Corrections
- Watts, Ollie, Corrections

"The bond between a man and his profession is similar to that which ties him to his country; it is just as complex, often ambivalent, and in general it is understood completely only when it is broken: by exile or emigration in the case of one's country, by retirement in the case of a trade or profession."

~Primo Levi

Retirees

FEBRUARY 2014 RETIREES Employee, Years of Service & Department

- Janet H. Bartlett (35), Sheriff's Office
- James P. Blanchard (13), Sheriff's Office
- Claran A. Boyd Jr. (25), Sheriff's Office
- Michael P. Boyle (31), Attorney General
- Gwendolyn D. Bruce (15),
Finance Department
- Clarence L. Cash Jr. (35), Fire Department
- David L. Edwards (35), Sheriff's Office
- Anita F. Elion (28), Assessor's Office
- Carl E. Harrison (25), Sheriff's Office
- David L. Hill (25), Criminal Court Clerk
- Vernon P. Hunter (23), Sheriff's Office
- Euzel W. Kee Jr. (23), Correction Center
- Mattie M. Marcum (25), County Clerk
- Thomas P. Pera (34), Public Defender
- Otho S. Sawyer (23), Health Services
- Robert E. Stanley (26), Juvenile Court
- Ronald G. Towns (25), Correction Center
- Sofiya Tumanyan (16),
Information Technology
- Hattie B. Wright (26), Community Services



We celebrated Go Red for Women in February. Many departments participated by submitting their photos for the newsletter. To win a Gift Bag and Umbrella, please name the departments represented on pages 4-6. Send in your answers to newsletter@shelbycountyttn.gov. The first person to submit all correct answers will win and be notified to pick up the prizes!

Condolences

FEBRUARY 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>
Marcus Fors	Health Department	Mr. Allen Fors	Father
"Chip" Washington	Sheriff's Office	Ms. Annabelle Washington	Mother
Freddie Jackson	Gen Sess Crim Court	Ms. Willie Mae Crawford	Mother
David Rook	Sheriff's Office	Mr. Brian Rook	Brother
Gail Rook	Assessor's Office	Mr. Brian Rook	Son
Keith Gale	Juvenile Court	Ms. Emma Mae Gale	Mother
Michael Tate	Mayor's Office	Spencer Tate	Son
David Everson	Finance Department	Mrs. Frances Everson	Mother

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

WE ARE ON THE WEB!
WWW.SHELBYCOUNTYTN.GOV