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***Citizens Police Academy Sets Pace For  
 Enthusiastic Presidential Visit***

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 President Bush**
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***Knoxville provided an enthusiastic audience for President George W. Bush's April 8 Address at the Civic Coliseum.***

Mayor Victor Ashe said, "President George W. Bush's April 8 visit to Knoxville highlighted an important area of national concern where Knoxville is making considerable progress. The President honored our city by his visit."

The "progress" of which Mayor Ashe spoke is clearly modeled through the Police Department's Citizens Police Academy.

The current class members demonstrated their areas of training and discussed their focus with President Bush at the Moses Center during the first part of his visit.

He then met with city and county officials in a private roundtable discussion which included the Mayors of Los Angeles and Charlotte before addressing an enthusiastic capacity crowd at the Civic Coliseum. Former Governor Lamar Alexander as well as Congressmen Jimmy Duncan, Van Hilleary, Ed Bryant, Zach Wamp, Bill Jenkins and Bob Clement were also in attendance.

A sea of powder-blue T-shirt clad CPA members provided an animated "backdrop" during the main address. Deborah Thomas, a civilian employee with KPD's Internal Af-

fairs Division, enjoyed the opportunity to be part of the coliseum CPA delegation. "It was a great experience for us all. As a CPA graduate, I have looked forward to opportunities to liaison between KPD and the community, but I never imagined we would have such an honor."

The CPA was formed in the summer of 1995 in order to foster a partnership between the Police Department and the neighborhoods that it serves. The goal of the CPA is to create and develop a growing nucleus of responsible, well-informed citizens linked with information about the Knoxville Police Department's practices and service delivery. Graduates of the program have the critical role of providing input and information to their neighborhoods which increase citizen involvement on issues of mutual concern. It is a stated goal of the program to have "this active citizen participation reflected in the quality of life and build lasting and productive partnerships between police and communities."

Sergeant Bob Gass coordinates Citizen's Police Academy.

Contributors this month: Alison Elliott, Melissa Berry, Michelle Black and Ruthie Kuhlman. *CityWorks* is published for the employees of the City of Knoxville. All suggestions or comments are welcomed and should be sent to: Marie Alcorn, Department of Public Affairs, City County Building, 215-2264, Fax 215-4299, e-mail: malcorn.

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## Mayor's Message



On April 8 Knoxville shined, and it was clearly a reflection of the hard work of city employees. The President's visit to Knoxville was a resounding success, and I am expressing my sincere thanks for your help in making April 8 an unforgettable day.

The White House time frame puts extra pressure on preparing for such an event. Although we were put on alert about ten days before April 8, we were not allowed to release any information. Not until five days before the visit did the White House officially announce the visit. Then did you all ever spring into action!!!

- Meeting with White House advance staff
- Addressing security issues
- Preparing Moses Center and planning the tour
- Preparing the Auditorium/Coliseum in consideration of the high-level security precautions now standard with presidential visits
- Working to get information out about the visit while at the same time assuring that the volunteers of the area were well represented at the address in such a way that the President could personally recognize them
- Dealing with the thousands of people gathering on that day

Among the many who deserve special thanks are Dale Dunn, manager of the auditorium/coliseum and his chief engineer Ken Ivey (who was at the site literally the whole week before the event), Public Service Area 1's Buddy Harrell, Horticulture's Allen Graham, Sign Shop's Paul Estes, and Police Deputy Chief Bob Coker and Lieutenant Gary Holliday, with a special thanks to Diana Hall on my staff who dealt with ticket distribution.

Many of you who worked the hardest were not in the coliseum that afternoon to hear the applause. But your role was just as significant, because an event of that magnitude takes the work of hundreds of people. The real highlight was the manner in which you rose to the challenge to get the job done.

## News About People

### New Hires

Jason S. Atkins, Public Service Worker I  
Deborah Sue Blankenship, City Court Office Assistant I  
Tracy Rhea Cantrell, Crime Analyst  
Larry J. Hill, Public Service Worker I  
Joshua A. Householder, Public Service Worker I  
Jeremy T. McCarter, Public Service Worker I  
Kristen M. Norton, City Court Assistant  
Izetta Padgett, City Court Office Assistant

Jeremy B. Hensley, Public Service Construction Worker  
Suzanne W. Inman, Recreation Center Leader  
Carl Kenneth Irwin, Jr., Fleet Services Audio-Video Technician  
George Bennett King, Solid Waste Equipment Operator III  
Roger A. Rainey, Mechanic Senior  
Clifford D. Thomas, Equipment Operator I

Earl Edward Whaley, Equipment Operator II

### Service Recognition

*10 Years*  
Debra Lynn Ham, Police  
Mary M. Floyd, Police  
*20 Years*  
Edgar E. Mitchell, Police  
*25 Years*  
Karen R. Day, Civil Service  
*30 Years*  
James E. Cummings, Fire  
Juan E. Manning, Fire  
Gregory M. Peterson, Fire  
Frank E. Potter, Fire  
Garry M. Shaffer, Police

### Promotions

*Public Service Equipment Operator II*  
Willie Thomas Andrews  
Henry Madison Brown  
Albert Craig Helfenberger  
Carson W. Long  
Ricky Wayne Loveday  
Junior Ray Osborne  
Mark E. Rogers

### Retirees

David L. Wilson, Police Officer IV  
Dennis Wolfenbarger, Fire Officer



*Educating the public, particularly restaurants, about reduction of pollutants into our creeks, streams and rivers, such as dumped food products, is a responsibility of the Stormwater Division of Engineering. Engineering's Roger Milam (behind car, left) and David Hagerman (behind car, right) help in the filming of an informational video at the Broadway Burger King.*

*February Officers of the Month: Congratulations to Investigator Jim Murray and Officers Steve Frazier, L.B. Steele and Mike Lawson for apprehending suspects in robbery and burglary cases.*



**Mayor Ashe listens as Councilman Brown supports the Kinsey Probasco Market Square plan.**

Councilman Brown, the sixth African-American to serve on city council, is a native Knoxville. He is the son of Reverend James E. Brown, Sr. and Patricia Brown. He is married to Marcia Elaine Stewart and they have one son, Mark Antoine Brown, II.

After receiving his doctorate of Juris Prudence from The University of Tennessee at Knoxville, Councilman Brown became president and CEO of the Knoxville Area Urban

## Council Member Profile

December

Joe Hultquist, 1st district

January

Barbara Pelot, 2nd district

February

Steve Hall, 3rd district

March

Rob Frost, 4th district

***This Month: Mark Brown, 6th district***

League. He served in this capacity from 1987 through 1992. During his tenure as president and CEO of the Knoxville Area Urban League, Councilman Brown established the Knoxville Area Urban League Computer Training Center and the Promoting Learning Through Utilizing Scholarships with Pellissippi State Technical Community College.

In 1993 Councilman Brown began his law practice with the law firm of Campbell & Dawson. He has served as a special judge to the Knox County General Sessions Courts. He is a former Chairman of the Knox County Election Commission and member of the Spirit of Peace music ministry. In 1990 Councilman Brown was named by Ebony magazine as one of the leaders of the future for the age

group 30 and under. He has participated in voter registration drives and neighborhood clean-ups.

In 1998 councilman Brown served as Vice Chair of the Bernstein Commission on Police (which proposed the Police Advisory Review Commission).

"As I believe there is more that unites us than divides us. I have worked hard throughout my life to make Knoxville a better place to work and raise a family," said Brown. "I am honored to be able to continue my service to Knoxville through city council."

## City Readies for New Compensation System

On April 10, 2002, the Civil Service Merit Board passed several new rules changing the City's classification/compensation structure. These rules reflect the changes already approved by City Council in December, 2001, and will take effect in July, 2002. The Civil Service Department held more than 60 meetings last fall to explain the new pay plan to employees.


The major changes to the City's compensation structure are (1) eliminating the 14 pay grades in favor of eight new pay bands for general government classifications (e.g., general services, office support, crafts/trades, technical/paraprofessional, administrative support, supervisory/technical, professional/management, and executive/administrative), (2) providing wider pay ranges within the bands, (3) allowing greater flexibility to departments and employees in negotiating salaries for entry-level positions, promotions, and transfers, (4) implementing a policy in which above average employees can be considered for pay increases or bonuses on their hire date anniversaries, and (5) removing the pay steps to allow for sal-

ary increases at other intervals besides 2.5%.

The new rules do not remove the 2.5% across-the-board raise in July or change employee's current salaries. Longevity pay will also remain unaffected by the new pay plan with the exception that longevity pay will now be included in the calculations when percentage pay increases are given. Uniformed employees in the Police and Fire Departments will remain in their current pay systems of rank structure, but will be eligible for performance increases or bonuses on their hire date anniversaries.

Throughout this spring and summer, the Civil Service Department will be training the City's supervisors and payroll clerks on the new pay plan. Training topics include implementing the pay plan, setting goals, combating negativity in the workplace, and conducting performance appraisals. This training will also give City supervisors the opportunity to ask questions about the new pay plan.

If you have questions about the new pay plan, please call the Civil Service Department at 215-2106.



Join the Efforts of Celebrity Co-Chairs—**Mayor Victor Ashe, County Executive Tommy Schumpert, Edye Ellis** and with General Chair and **News-Sentinel Editor Jack McElroy**—to participate in the June 2, 2002 *Walk As One* Walk-a-Thon.  
TIME: 2-5 PM  
WHERE: Volunteer Landing  
WHO: Everyone! Friends, family, co-workers, associates  
WHY: To raise money for Youth and Community Leadership Initiatives of the National Conference for Community and Justice (NCCJ)  
Contact Walk Coordinator Suzanne Curtis at 637-6140 or [scurtis@nccj.org](mailto:scurtis@nccj.org) for information on how to participate.

***The greatest good you can do for another is not just share your riches, but to reveal to him his own.***

**Benjamin Disraeli (1804 - 1881)**

## Advisory Committee Inputs on Employee Training Needs

The Training Advisory Committee, made up of designees from every City department

and facilitated by Civil Service, met on March 20 to discuss timely training issues. Committee members liaison on behalf of their departments in communicating training needs to Civil Service. Likewise, members communicate with their respective departments about upcoming classes.



*The 2002 Dogwood Arts Festival is history, but is always preceded with the painting of the Dogwood Trail indicators. Mike Howard is driving the cart, while David Woods is overseeing.*

**The representatives serving on the Training Advisory Committee for 2002 are: Stephanie Brewer, Administration; Linda Coffey, Development; Bryan Cox, Fire; Cheri Gaddis, Finance; Joe Hackney, Fire; Rick Harrell, Fire; Susan Henry, City Court; Eric Hill, Chilhowee Park; Don Jenkins, Engineering; Lt. Don Jones, Police; Chevelle Lewis, Development; Marva Martin, Community Relations; Lt. Cheri Matlock, Police; Jim Meador, Law/Risk Management; Ernie Pierce, Engineering; Steve Roberts, Public Service; Robbie Sanduval, Coliseum; Nancy Tompkins, Information Systems; Valerie Upton, Parks & Recreation; Steve Wilcox, Fleet Services.**

Members reviewed the courses Civil Service has planned for 2002: Pay Plan Training for Supervisors,\* March-August; Stress Management, April 3; Employee Discipline, May 2; Sexual Harassment, May 22; Alcohol/Drug Policy, June 18; Time Management, August 8; Workplace Violence, September 18; Goal Setting, September 25; Team Building/Conflict Resolution,\* October 16; Civil Service Procedures, October 23; Effective Meetings,\* November 14; Customer Service,\* November 20; December 3rd, Supervisory Issues; Defensive Driving, Date To Be Announced (\* indicates new offering).

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