

# City of Memphis



TENNESSEE

**MYRON LOWERY**  
Mayor Pro Tem

September 30, 2009

The Honorable Shea Flinn  
Chairman  
Personnel, Intergovernmental & Annexation Committee  
City Hall - Room 514

Dear Chairman Flinn:

Subject to Council approval, it is my recommendation that:

***John D. Horne***

be reappointed to the Civil Service Commission with a term expiring November 30, 2011.

I have attached biographical information.

Sincerely,

A handwritten signature in black ink that reads "Myron Lowery". The signature is written in a cursive, flowing style.

Myron Lowery  
Mayor Pro Tem

ML:rb

c: Council Members



## CITY OF MEMPHIS

BIOGRAPHICAL INFORMATION  
APPOINTMENT TO BOARD/COMMISSION

Civil Service Commission  
BOARD/COMMISSION

Name: JOHN D. HORNE Birthdate: 4-5-47

Business Address 6060 POPLAR AVE. STE 295 Phone: 901 685 9222  
MEMPHIS TN 38119

Business/Profession: ATTORNEY, WINCHESTER LAW FIRM

Education: BS UNIV OF TENN KNOXVILLE, 1968; J.D. UNIV OF TENN 1971;  
MBA. UNIV OF MEMPHIS, 1978

Name of Spouse: TOMMIE Number of Children: 3

Home Address 2363 MASSEY ROAD Phone: 901 683 9807  
MEMPHIS TN 38119

Resident of Shelby County: 28 years.

Professional Organization/Associations: AMERICAN BAR ASSOCIATION; TENNESSEE

BAR ASSOCIATION; MEMPHIS BAR ASSOCIATION; TENNESSEE BAR  
FOUNDATION

Other Organizations/Associations: KIWANIS CLUB OF MEMPHIS (PAST PRESIDENT)

SHELBY RESIDENTIAL & VOCATIONAL SERVICES INC. (SRVS) (VOLUNTEER BOARD MEMBER)

Other Interest: CHURCH OF THE HOLY COMMUNION - EPISCOPAL

**CIVIL SERVICE COMMISSION  
7 MEMBER BOARD  
OATH OF OFFICE REQUIRED  
3 Year Terms**

<b>Members</b>	<b>Address</b>	<b>Term Expires</b>
<b>City</b>		<b>City</b>
<b>Bumpus, Edward A.</b> M/B	<i>1796 Parkway Terrace Memphis, TN 38114 Res: 901-274-2835</i>	<b>NOVEMBER 30, 2010</b>
<b>Horne, John D.</b> *Chairperson <i>(Reappointed)</i>	<i>2363 Massey Road Memphis, TN 38119 Res: 901-683-9807 Bus: 901-685-9222</i>	<b>NOVEMBER 30, 2011</b>
<b>McKeithen, Carnita</b> F/B <i>(Replacing Barbara Holmes)</i>	<i>514 N. Second, Apt. 102 Memphis, TN 38105 Cell:901-230-1523 csmckeithen@gmail.com</i>	<b>NOVEMBER 30, 2010</b>
<b>Poag, Chloe</b> F/W <i>(Reappointed)</i>	<i>4275 Gwynne Rd. Memphis, TN 38117 Res: 685-6518</i>	<b>NOVEMBER 30, 2011</b>
<b>Thomas, Gloria</b> F/B <i>(Reappointed)</i>	<i>1733 Kendale Avenue Memphis, TN 38114 Res: 901.278.0234 Bus: 901.575.7114</i>	<b>NOVEMBER 30, 2011</b>
<b>**Weinman, Bernie</b> Vice Chairperson M/W <i>(Reappointed)</i>	<i>5185 Mary Starnes Dr. Memphis, TN 38117</i>	<b>NOVEMBER 30, 2011</b>

**\* Chairperson**

**\*\*Vice Chairperson**

9/29/09

# City of Memphis



TENNESSEE

**MYRON LOWERY**  
Mayor Pro Tem

September 30, 2009

The Honorable Shea Flinn  
Chairman  
Personnel, Intergovernmental & Annexation Committee  
City Hall - Room 514

Dear Chairman Flinn:

Subject to Council approval, it is my recommendation that:

***Rick Middlebrook***

be reappointed to the Alcohol Commission with a term expiring August 31, 2012.

I have attached biographical information.

Sincerely,

A handwritten signature in black ink that reads "Myron Lowery".

Myron Lowery  
Mayor Pro Tem

ML:rb

c: Council Members

**Ricky Middlebrook  
5376 Sunstone Cove  
Memphis, Tennessee 38109  
901-262-2736  
901-522-4814**

**Objective:**

**To obtain a position utilizing my community awareness skills, understanding of fiscal management, and entrepreneurial spirit while assisting in the efforts of organizational development.**

**Education:**

**Sheffield High School, Memphis, Tennessee Diploma, 1983**

**Tennessee State University, Nashville, Tennessee  
Undergraduate Studies in History and Business Administration**

**Employment Experience:**

**1999-Present, Memphis Print Network  
Title: Chief Executive Officer**

**1997-1999, Documart, Inc.  
Title: Account Executive**

**1995-1997, New Chicago Cleaners  
Title: Owner**

**1989-1995, Tennessee State University  
Title: Library Researcher**

**1985-1989, Meharry Medical College  
Title: Library Researcher**

**Community Activity:**

**Greater Imani Church and Christian Center, Political Activist,  
Memphis Brooks Museum, Staxs and Community Volunteer.**

**ALCOHOL COMMISSION  
9 MEMBER BOARD  
OATH OF OFFICE REQUIRED  
3 YEAR TERM**

<b>Members</b>	<b>Address</b>	<b>Term Expires</b>
<b>City</b>		<b>City</b>
<b>MEMBER</b>	<b>ADDRESS</b>	<b>TERM EXPIRES</b>
<b>Bryan, Eugene S.</b> <i>(Replacing William Cox)</i>	8923 Hickory Trial Drive Cordova, Tennessee 38018	<b>MARCH 31, 2012</b>
<b>Jenkins, Marsha C.</b> F/B	2397 Lowell Ave. Memphis, TN 38114 Res: 901-744-7902	<b>DECEMBER 31, 2010</b>
<b>Jones, Martavius</b> M/B	1398 Worthington Circle Memphis, TN 38114 Res: 901-289-8594 Bus: 901-312-9166	<b>DECEMBER 31, 2010</b>
<b>Kelly, Jimmie D.</b> M/W	753 Sweetbriar Memphis, TN 38120 Res: 901-680-9834 Bus: 901-682-9936 Cell: 901-233-1833	<b>JANUARY 2, 2010</b>
<b>Middlebrook, Rick</b> M/B <i>(Reappointed)</i>	5376 Sunstone Cove Memphis, TN 38109 Res: 901-262-2736 Bus: 522-4814	<b>AUGUST 31, 2012</b>
<b>Monzon, Ivette</b> F/O	3381 Adeline St. Memphis, TN 38118 Res: 901.363.0353 Bus: 901.545.4265	<b>DECEMBER 31, 2010</b>
<b>West, Robert</b> W/M	3775 Tutwiler Ave. Memphis, TN 38122 Res: 901-324-0675	<b>DECEMBER 31, 2010</b>
<b>Vacant</b>		<b>DECEMBER 31, 2009</b>
<b>Vacant</b>		

# City of Memphis



**MYRON LOWERY**  
Mayor Pro Tem

TENNESSEE

September 29, 2009

The Honorable Shea Flinn  
Chairman  
Personnel, Intergovernmental & Annexation Committee  
City Hall - Room 514

Dear Chairman Flinn:

Subject to Council approval, it is my recommendation that:

***Carnita McKeithen***

be appointed to the Civil Service Commission with a term expiring November 30, 2010.

I have attached biographical information.

Sincerely,

A handwritten signature in black ink that reads "Myron Lowery". The signature is written in a cursive, flowing style.

Myron Lowery  
Mayor Pro Tem

ML:rb

c: Council Members

# CARNITA M<sup>C</sup>KEITHEN

514 North Second Ave. Apt 102 • Memphis, TN 38105 • 901-230-1523 • csmckeithen@gmail.com

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## EDUCATION

**University of Tennessee College of Law, J.D.** May 2006

### Honors & Activities:

- Dean's Citation for Excellence in: American International Legal Thought, Interviewing & Counseling, and Mediation Clinic
- Recipient of the College of Law Dean Achievement Award
- Mediation Moot Court (3<sup>rd</sup> place Regional Competition two consecutive years, member of the 2005 4<sup>th</sup> place National Mediation Moot Court Team)

**University of Tennessee, Chattanooga, B.S.** December 2001

## ADMISSIONS AND CERTIFICATIONS

- Member of Bar, State of Tennessee
- Supreme Court of Tennessee Rule 31 Certified Mediator

## EXPERIENCE

**Assistant General Counsel, Tennessee Department of Children's Services** September 2008 – Present

- Shelby County Juvenile Justice and Termination of Parental Rights Attorney
- Solely responsible for all delinquent hearings where I represent the Shelby County Region in all delinquent and juvenile justice matters. Advocate for the permanency of children through petition to terminate parental rights of persons who fail to properly supervise or parent minor children
- Litigate all matters related to terminations
- Trial preparation which includes: Oral Argument, Motion and Brief drafting, Depositions, Draft requisite orders, motions, trial briefs and petitions.

**Law Clerk, Chambers of the Honorable Bernice Donald, W.D.T.N., Memphis, TN** July 2008 – September 2008

- Conduct research and recommend rulings on contract, employment, and criminal cases
- Draft orders on motions to dismiss, summary judgment motions, and motions to suppress
- Manage the judge's calendar and provide administrative support

**Solo Practitioner, Memphis, TN** September 2007 – September 2008

- Areas of Practice: Bankruptcy, Employment, Family Law, Property Issues, and Transactional Litigation
- Drafted settlements for divorces, custody disputes, employment contracts and landlord tenant matters
- Litigated custody disputes, dependent and neglected cases, divorce, and criminal cases

**Associate Attorney, Gardiner & Associates, Knoxville, TN** November 2006 – September 2007

- Second Chair, Federal Employment Discrimination Case 7/07
- Mediated Title VII retaliation and discrimination claims
- Established a Family Law practice within the firm, with a case load of fifty or more
- Independently arbitrated, negotiated and litigated bankruptcy, criminal, civil, employment, family cases.
- Performed legal research, analysis, and provided counsel in civil litigation matters

**Law Clerk, Eldridge & Gaines, Criminal Defense firm Knoxville, TN** April 2005 - April 2006

- Assisted in trial preparation: drafted motions, responses, and facilitated depositions
- Conducted extensive legal research and responded to discovery requests
- Drafted motions and briefs; attended plea negotiations and observed trial

**Legal Research Assistant, Daniel & Oberman, Knoxville, TN** July 2005 – September 2005

- Supervised, by Founding Partner Steve Oberman
- Assisted with the updating of the treatise *DUI: The Crime and Consequences in Tennessee*
- Researched newly amended statutes, federal and state rules of evidence, and state rules of criminal procedure
- Drafted modifications and amendments to the book

**Legal Research Assistant, ABA, Tennessee Death Moratorium Project, Knoxville, TN** April 2005 – October 2005

- Researched procedures of Tennessee's death penalty system, including, but not limited to, defense services, prosecutorial discretion, jury instructions, and clemency proceedings
- Assisted in the compilation of data to develop the final report: *ABA: Defending Liberty Pursuing Justice*

**CIVIL SERVICE COMMISSION  
7 MEMBER BOARD  
OATH OF OFFICE REQUIRED  
3 Year Terms**

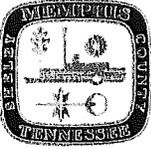
<b>Members</b>	<b>Address</b>	<b>Term Expires</b>
<b>City</b>		<b>City</b>
<b>Bumpus, Edward A.</b> M/B	<i>1796 Parkway Terrace Memphis, TN 38114 Res: 901-274-2835</i>	<b>NOVEMBER 30, 2010</b>
<b>Horne, John D.</b> <b>*Chairperson</b> <i>(Reappointed)</i>	<i>2363 Massey Road Memphis, TN 38119 Res: 901-683-9807 Bus: 901-685-9222</i>	<b>NOVEMBER 30, 2011</b>
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<b>Thomas, Gloria</b> F/B <i>(Reappointed)</i>	<i>1733 Kendale Avenue Memphis, TN 38114 Res: 901.278.0234 Bus: 901.575.7114</i>	<b>NOVEMBER 30, 2011</b>
<b>**Weinman, Bernie</b> <b>Vice Chairperson</b> M/W <i>(Reappointed)</i>	<i>5185 Mary Starnes Dr. Memphis, TN 38117</i>	<b>NOVEMBER 30, 2011</b>

**\* Chairperson**

**\*\*Vice Chairperson**

9/29/09

# City of Memphis



TENNESSEE

**MYRON LOWERY**  
Mayor Pro Tem

September 29, 2009

The Honorable Shea Flinn  
Chairman  
Personnel, Intergovernmental & Annexation Committee  
City Hall - Room 514

Dear Chairman Flinn:

Subject to Council approval, it is my recommendation that:

***Harry T. Cash III***

be appointed to the Memphis Community Development Enterprise, Incorporated with a term expiring January 16, 2010.

I have attached biographical information.

Sincerely,

A handwritten signature in cursive script that reads "Myron Lowery". The signature is written in black ink and is positioned above the printed name of the signatory.

Myron Lowery  
Mayor Pro Tem

ML:rb

c: Council Members

# Harry T. Cash III

1327 Greenbrook Bend, Apt. 2  
Memphis, Tennessee 38134  
901-604-1787 Cell  
harrytcash@yahoo.com

## SUMMARY OF QUALIFICATIONS

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- Familiar with membership development/recruitment processes for organizations.
- Capable leadership skills demonstrated through active involvement in educational, social and civic organizations.
- Excellent communications skills, both written and spoken.

## EXPERIENCE

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**Metropolitan Inter-Faith Association (M.I.F.A.), Memphis, Tennessee 11/07-Present**  
***Youth and Teen Services Program Coordinator***

- o Manage 60 teens and worksites while maintaining relationships with teens and parents through case management.
- o Recruit, manage and retain over 40 volunteers for youth and teen activities.
- o Design, develop and implement plan and curriculum for the development, growth, and enrichment of Life Skills youths and teens.

**Stand for Children, Memphis, Tennessee 11/05-4/07**  
***Community Organizer***

- o Successfully lobbied for over fifty million dollars at the state level for the Voluntary Pre-K program for at-risk four year olds in Tennessee.
- o Identified and recruited over 60 members, leaders, and volunteers through face-to-face conversations, introductory meetings, and presentations at school, congregations, and workplaces.
- o Developed the leadership of committed members by teaching key aspects of Stand for Children's advocacy approach, including recruiting; identifying achievable children's issues; work effectively with decision-makers and run effective election campaigns.

**The Rhythm Kitchen, Nashville, Tennessee 11/04-9/05**  
***Restaurant Manager***

- o Increased lunch sales by 400%.
- o Oversaw recruitment, hiring, and training of 10 employees.
- o Controlled food and labor cost.
- o Handled ordering and inventory.

**The City of Memphis, Memphis, Tennessee 3/04-11/04**  
***Division of Public Services and Neighborhoods***  
***Rape Prevention Instructor/Youth Initiative Staff***

- o Processed youth applications for the Youth Initiative, a youth summer job program.
- o Developed relationships with various organizations in the Memphis area.
- o Conducted over 60 workshops on self-esteem, personal safety, child sexual abuse and rape prevention to all audiences.
- o Tracked and evaluated progress of workshops and students by creating pre/post tests.

# Harry T. Cash III

## EDUCATION

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<b>THE UNIVERSITY OF MEMPHIS-</b> Memphis, Tennessee Bachelor of Management in Business Administration	May 2000
<b>Diploma,</b> Germantown High School - Germantown, Tennessee	1994

## SKILLS SUMMARY

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- Strong computer skills, including Windows operating system and several Microsoft softwares (Word, WordPerfect, and Excel).
- Proven management capabilities in both small and large organizations.
- Public relations-oriented professional capable of reaching out to several demographics.

## COMMUNITY ACTIVITIES

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- **K97 WHRK-FM Memphis,** Clear Channel Radio
  - o Host of OnPoint, 2008
  - o Community Service Award, April 2007
- **Feeding the Dream,** General Mills and National Council of Negro Women
  - o Community Champion, 2008
- **Nexus Leadership Program**
  - o Protégé', 2008
- **Memphis City Schools**
  - o Connect Mentor, 2008, 2007 and 2006
- **First Baptist Church**
  - o Co-Leader of Boys To Men, 2009, 2008, and 2007
- **MIFA**
  - o Teen Job Mentor/Volunteer, 2006 and 2007
- **Hands On Memphis**
  - o Project Coordinator for Servathon, 2006, 2003, and 2002
  - o Volunteer Board Member, 2004
  - o Corporate Team Leader
- **Boys Scout of America**
  - o Assistant Scout leader, 2003
- **Appling Middle School**
  - o Career Day Speaker, 2002
- **Cherokee Elementary**
  - o Teacher Assistant Volunteer, Summer 2001
- **Student Government Association,** The University of Memphis
  - o Campaign Manager
  - o Senator
- **Student Activities Council,** The University of Memphis
  - o Lecture Programmer
- **Memphis in May**
  - o Volunteer, 1998, 1997, 1996

**MEMPHIS COMMUNITY DEVELOPMENT  
ENTERPRISE, INCORPORATED  
9 MEMBER BOARD  
NO OATH OF OFFICE REQUIRED  
1 YEAR TERM**

<b>Members</b>	<b>Address</b>	<b>Term Expires</b>
<b>City</b>		<b>City</b>
<b>Copeland, Richard S.</b>  M/W	<b>1121 Longreen Drive Memphis, TN 38120 Res: 901-682-4396 Bus: 901-576-7197</b>	<b>January 16, 2008</b>
<b>Cash, Harry T. III</b> M/B	<b>1327 Greenbrook Bend, Apt. 2 Memphis, TN 38134 Cell: 901-604-1787 harrytcash@yahoo.com</b>	<b>January 16, 2010</b>
<b>Menard, J. Van</b>	<b>1990 Elzey Memphis, Tn 38104 vmenard@mgm-ins.com</b>	<b>January 16, 2010</b>
<b>Swearengen Ware Barbara F/B</b>	<b>1636 Sydney St. Memphis, TN 38108 Res: 901-458-9406</b>	<b>January 16, 2008</b>
<b>Trenholm, Emily F/W</b>	<b>1871 Court Avenue Memphis, TN 38104 901-246-3808 eat@courtavenue.net</b>	<b>January 16, 2008</b>
<b>Turner, Jesse H., Jr.</b> M/B	<b>866 Tranquil Lane Memphis, TN 38116 901-398-2365</b>	<b>January 16, 2008</b>
<b>Williams, Roby S.</b> M/B	<b>160 Island Place Memphis, TN 38103 901-527-3126 robyswilliams@hotmail.com</b>	<b>January 16, 2008</b>
<b>VACANT</b>		
<b>VACANT</b>		

9/30/09

# City of Memphis



TENNESSEE

**MYRON LOWERY**  
Mayor Pro Tem

September 30, 2009

The Honorable Shea Flinn  
Chairman  
Personnel, Intergovernmental & Annexation Committee  
City Hall - Room 514

Dear Chairman Flinn:

Subject to Council approval, it is my recommendation that:

***Eugene S. Bryan***

be appointed to the Alcohol Commission with a term expiring March 31, 2012.

I have attached biographical information.

Sincerely,

A handwritten signature in black ink that reads "Myron Lowery". The signature is written in a cursive style and is positioned above the printed name and title.

Myron Lowery  
Mayor Pro Tem

ML:rb

c: Council Members

Eugene S. Bryan  
8923 Hickory Trail Drive, Cordova, Tennessee 38018  
901.757.4942 – 901.486.9679  
[esbryan@bellsouth.net](mailto:esbryan@bellsouth.net)

- Summary:** Nineteen years of project and program management experience and eleven additional years of professional planning experience. Extensive responsibility in a multidisciplinary planning agency serving a community of nearly one million persons with management of up to fourteen employees and, multiple consultants and annual budgets of \$1.7 million dollars.
- Project Management:** Responsible for various planning studies ranging from neighborhood to regional studies, including land use, zoning, economic development, geographic information systems and transportation. These projects were both in-house as well twelve consultant led projects. Consultant contracts have ranged from \$40,000 to \$1.6 million. Received Tennessee American Planning Association awards for three projects, which include neighborhood planning and form based zoning, economic development incentive programs and a bicycle and pedestrian plans
- Analytical:** Consistently called upon to perform or lead teams in the development of long range socio-economic projections, development of fiscal impact analysis models and reports on major local policy issues economic development programs and land development projects, and integration of GIS into the daily planning programs and work tasks.
- Budgetary:** During eight years of Transportation Planning Management, effectively managed annual federal allotment of funds to provide for expanding programs and responsibilities as well as accumulate adequate annual reserves to provide consultant services to upgrade the required transportation planning and air quality analysis functions of the department. Final annual budget was in excess of \$1.7 million.
- Management:** Has managed departmental and project teams ranging in size from 4 to 12 persons including technical, administrative and professional personnel and consistently provided leadership in the development of work programs, budgets, resource allocation for the timely completion of each project.

**Eugene S. Bryan**

Page 2

**Work  
Experience:**

**2007 to Present**

Eco Systems, Inc  
1705 Barcrest Road  
Memphis, Tennessee  
Director of Operations  
Company provides property management services and consulting services for homeowners, businesses and home builders for upgrading to green technologies.

**Work  
Experience:**  
1988 to 2007

Memphis and Shelby County  
Division of Planning and Development  
Memphis, Tennessee  
Department Manager  
Manager of various departments within the joint City County planning agency, including Comprehensive Planning, Planning and Policy Services, Economic Development and Transportation Planning.

**Work  
Experience:**  
1977 to 1988

Memphis and Shelby County  
Division of Planning and Development  
Memphis, Tennessee  
Professional Staff  
Various professional planning positions within the joint City County planning agency, including Land Use Controls, Comprehensive Planning and Planning and Policy Services.

**Education**

- University of Memphis – 1983  
Master of City and Regional Planning
- The Pennsylvania State University – Harrisburg – 1973  
Bachelor of Social Science – Public Policy

**Professional  
Affiliations and  
Awards**

- American Planning Association – Charter Member
- Tennessee Chapter, Board of Directors 1989-90, Treasurer 1996-97
- West Tennessee Section, Director 1989-90
- Tennessee American Planning Association-Award of Excellence for Planning Implementation  
*Cordova Town Centre Plan - 1994*  
*Memphis Economic Development Strategy – 1997*  
*Memphis MPO Bike and Pedestrian Plan – 2005*

**Community**

**2004 to Present**

- Cordova Leadership Council
- Founding Member of the Organization
- President of the Council 2008- 2009
- Planting of 250 Crepe Myrtles in Germantown Parkway
- Organized three groups in protecting the Core of Cordova from Urban Sprawl focused on Wal-Mart proposal in eastern Cordova
- Continued monitoring of proposed restaurant of Steve Cooper.

**Professional  
References**

E. Eugene Pearson, Program Director  
Graduate Department of City and Regional Planning  
208 McCord Hall  
The University of Memphis  
Memphis, Tennessee 38152

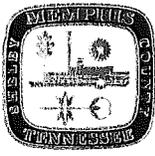
Russell Bloodworth, Jr., Executive Vice President  
Boyle Investment Company  
5900 Poplar Avenue  
Memphis, Tennessee, 38119

Lee D. Einsweiler, AICP, Principal  
CODE STUDIO  
1711 San Antonio Street  
Austin TX 78701

**ALCOHOL COMMISSION  
9 MEMBER BOARD  
OATH OF OFFICE REQUIRED  
3 YEAR TERM**

<b>Members</b>	<b>Address</b>	<b>Term Expires</b>
<b>City</b>		<b>City</b>
<b>MEMBER</b>	<b>ADDRESS</b>	<b>TERM EXPIRES</b>
<b>Bryan, Eugene S.</b> <i>(Replacing Stephen L. Gipson)</i>	8923 Hickory Trial Drive Cordova, Tennessee 38018 Res: 901-757-4942 Cell: 901-486-9679 esbryan@bellsouth.net	<b>MARCH 31, 2012</b>
<b>Jenkins, Marsha C.</b> F/B	2397 Lowell Ave. Memphis, TN 38114 Res: 901-744-7902	<b>DECEMBER 31, 2010</b>
<b>Jones, Martavius</b> M/B	1398 Worthington Circle Memphis, TN 38114 Res: 901-289-8594 Bus: 901-312-9166	<b>DECEMBER 31, 2010</b>
<b>Kelly, Jimmie D.</b> M/W	753 Sweetbriar Memphis, TN 38120 Res: 901-680-9834 Bus: 901-682-9936 Cell: 901-233-1833	<b>JANUARY 2, 2010</b>
<b>Middlebrook, Rick</b> M/B <i>(Reappointed)</i>	5376 Sunstone Cove Memphis, TN 38109 Res: 901-262-2736 Bus: 522-4814	<b>AUGUST 31, 2012</b>
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<b>West, Robert</b> W/M	3775 Tutwiler Ave. Memphis, TN 38122 Res: 901-324-0675	<b>DECEMBER 31, 2010</b>
<b>Vacant</b>		<b>DECEMBER 31, 2009</b>
<b>Vacant</b>		

# City of Memphis



TENNESSEE

**MYRON LOWERY**  
Mayor Pro Tem

September 30, 2009

The Honorable Shea Flinn  
Chairman  
Personnel, Intergovernmental & Annexation Committee  
City Hall - Room 514

Dear Chairman Flinn:

Subject to Council approval, it is my recommendation that:

***Tierney R. Matthews***

be appointed to the Memphis & Shelby County New Arena Public Building Authority with a term expiring July 30, 2014.

I have attached biographical information.

Sincerely,

A handwritten signature in black ink that reads "Myron Lowery". The signature is written in a cursive, flowing style.

Myron Lowery  
Mayor Pro Tem

ML:rb

c: Council Members

## **RESUME**

*Tierney R. Matthews*  
*7560 Espie Cove*  
*Memphis, TN 38125*  
*Phone: 756-0465 / Cell: 734-0486*

### **EDUCATION:**

The University of Memphis  
Bachelor's Degree: Business Administration - Management  
May 1998

Southwest Community College (formerly Shelby State College)  
Associates Degree: AAS - Office Administration  
May 1982

### **WORK EXPERIENCE:**

02.1998-Present                      **FedEx Express Corporation**  
   **HR Services Division**  
   **Job Title: Sr. Human Resources Advisor**

#### **Duties:**

Provides consulting, advice and counsel to management regarding difficult employee relations problems including disciplinary/GFTP/EEO investigations, internal complaints and recommends appropriate actions. Duties also include assisting management staff with addressing employee performance improvement issues, job postings and selection processes for managerial and professional staff personnel, staffing solutions/reorganizations and job displacement consulting. Advises management on policy exceptions, provides management and professional training in human resources management skills, diversity and sexual harassment, etc. Provides consulting with benefits and compensations issues, recruitment assistance and newhire personnel paperwork processing, adhoc/ghost writing for upper management responses, appropriate policy interpretations and helping to ensure overall adherence to Corporate policies, procedures and practices. Provides assistance and guidance to employees relating to counseling, career development, training, advising on appropriate recourses to management disciplinary actions and suggestions to promote consensus resolution between management and employees. Promotes HR related programs, products and services through training, advice and counseling. Provides communications, assistance to management to create an awareness of employee relations problem areas, affirmative actions, EEO, etc. through effective analytical and statistical reporting on significant trends and researching. Provides HR assistance with conducting fact finding and/or representing the Corporation during external agency investigations such as the EEOC and Unemployment Agency.

11.1995-02.1998

FedEx Express Corporation  
HR Services Division  
Job Title: Open Door Administrator

**Duties:**

Reviewed Open Doors and Executive Letters received from employees to surface employee relations concerns and act as liaison between management and employees to help determine appropriate solutions and disposition of complaints/issues. Ensured appropriate follow-up to promote timely, comprehensive management responses and provided upper management quarterly statistical reports of issues, complaints, timelines, trends and problem areas. Formulated written executive letter responses to employee issues for executive management signature, including VPs, SVPs and the CEO. Processed executive suspense items including recruitment/hiring referrals. Provided written correspondence to be used in corporate media publications highlighting the Open Door process and assisted in providing updates/revisions for Corporate publications such as the People Manual, Personnel Grapevine, Manager's Pak, FedEx FXTV and Worldwide Update newsletter. Remained abreast of systemic employee relations problems, provided surface investigations and proposed solutions to management.

09.1988-11.1995

Ex Express Corporation  
HR Services Division  
Job Title: Sr. Admin. Assistant

**Duties:**

Provided diverse secretarial/administrative duties for HR Services Managing Director and immediate management staff. Responsible for composing written correspondence, updated and tracked EEO/GFTP files, Prism reports, status updates on policy/procedures and HR processes. Provided typing, filing, editing of written correspondence, maintained calendars, scheduled/coordinated departmental meetings, events and arranged business travel plans, maintained suspense logs and provided Excel graphs/charts of HR trend analyses for executive management reporting.

03.1984-09.1988

Ex Express Corporation  
Credit/Collections/Accounting Division  
Job Title: Sr. Administrative Secretary

**Duties:**

Performed secretarial duties for Sr. Manager, management staff and employees supporting a department of approximately 280 employees, which included typing, filing, word processing, copying, invoice payment processing, business travel arrangements, calendar schedules, expense report processing, maintaining departmental productivity logs/activity, contact with external FedEx customers providing assistance with shipment billing questions and complaints and ensured appropriate call routing for appropriate customer resolutions, maintained disciplinary files/logs including GFTPs and IEEO's.

05.1983-03.1984

Holiday Inns Corporation  
Personnel Division  
Job Title: Administrative Secretary

**Duties:**

Performed secretarial duties assisting MD/VP/SVP offices within various divisions throughout the Corporation through assignments from the executive secretarial pool. Provided typing, filing, office reception, answering/routing telephone calls, etc.

03.1979-05.1983

First Tennessee Bank, N.A.  
Marketing/Public Relations/  
Credit & Collections Depts.  
Job Title: Admin. Secretary / p/t Collections  
Assistant

**Duties:**

Marketing/PR Dept: Performed all aspects of secretarial duties including typing, filing, composing memos for management signatures, handled telephone inquiries, interfacing with all levels of management, assisted marketing staff with bank product promotional advertisements, layouts, campaigns for new products/services, interacted with ad agencies and all other general office duties as assigned.

Credit & Collections Dept: Provided typing and customer contact with deficient credit account collections for MC/VISA accounts, including providing appropriate collections correspondence to customers in a timely manner and collecting monies/payments from customers to appropriately credit their accounts. Note: Worked on a part/time basis while attending college.

References: Provided upon request.

**MEMPHIS AND SHELBY COUNTY  
NEW ARENA PUBLIC BUILDING AUTHORITY  
(FEDEX FORUM)  
6 YEAR TERM  
13 Members**

<b>Members</b>	<b>Address</b>	<b>Term Expires</b>
<b>City</b>		<b>City</b>
<b>Jensen, Larry</b> <i>(Reappointment)</i>	4737 Shady Grove Memphis, TN 38117 Bus: 901.366.6070	<b>July 30, 2011</b>
<b>Jones, Carol</b> <i>(Reappointment)</i>	1324 Partee Cove Memphis, TN 38111	<b>September 10, 2011</b>
<b>Kane, Kevin</b> <i>(Reappointment)</i>	459 Montaigne Blvd. Memphis, TN 38103 Res: 901.523.2885 Bus: 901.543.5301	<b>July 30, 2013</b>
<b>Matthews, Tierney R.</b> <i>(Replacing Pete Aviotti)</i>	7560 Espie Cove Memphis, TN 38125 Res:901-756-0465 Cell:901-734-0486	<b>July 30, 2014</b>
<b>Miller, Larry J.</b> <i>(Reappointment)</i>	550 Techno Lane #803 Memphis, TN 38105 Res: 901.272.7884 Bus: 615.741.4453 Rep.larry.miller@capitol.tn.gov	<b>July30, 2014</b>
<b>Peck, David</b>	6245 Green Meadows Road Memphis, TN 38120	<b>September 30, 2013</b>
<b>Raines, Julie</b>	211 Goodwyn Place Memphis, TN 38103	<b>July 30, 2011</b>
<b>Turner, Johnnie</b>	752 W. Levi Road Memphis, TN 38109 Res: 901.785.6750 Bus: 901.521.1343	<b>July 30, 2013</b>
<b>Vacant</b>		<b>July 30, 2002</b>
<b>Vacant</b>		<b>July 30, 2007</b>
<b>Vacant</b>		<b>July 30, 2009</b>
<b>Vacant</b>		<b>July 30, 2009</b>
<b>Vacant</b>		<b>July 30, 2009</b>

# City of Memphis



TENNESSEE

**MYRON LOWERY**  
Mayor Pro Tem

September 30, 2009

The Honorable Shea Flinn  
Chairman  
Personnel, Intergovernmental & Annexation Committee  
City Hall - Room 514

Dear Chairman Flinn:

Subject to Council approval, it is my recommendation that:

***Gloria Thomas***

be reappointed to the Civil Service Commission with a term expiring November 30, 2011.

I have attached biographical information.

Sincerely,

A handwritten signature in black ink that reads "Myron Lowery". The signature is written in a cursive, flowing style.

Myron Lowery  
Mayor Pro Tem

ML:rb

c: Council Members

**GLORIA J. THOMAS, SPHR, CCP, CEBS**

1733 Kendale Avenue  
Memphis, TN 38114  
901-278-0234 (H)  
901-575-7114 (O)

**EXPERIENCE:**

**2/98 – VICE PRESIDENT, HUMAN RESOURCES  
REGIONAL MEDICAL CENTER AT MEMPHIS, Memphis, TN**

Responsible for planning, development and administration of Human Resource programs policies, and procedures for a 350 bed teaching hospital. Directs employment, compensation, and employee benefit programs for more than 2,500 employees. Participates in the strategic operational and financial planning for the organization. Responsible for all aspects of labor-management relations, including contract negotiations and maintaining positive working relationships. Collaborates with all areas of the organization in the monitoring of the productivity system.

**9/85 – 2/98 DIRECTOR, PERSONNEL OPERATIONS  
REGIONAL MEDICAL CENTER AT MEMPHIS, Memphis, TN**

Responsible for development and administration of human resource programs, policies, and procedures in employment, compensation, and employee benefits. Developed and conducted various management and employee training and communication programs. Collaborated with Employee Relations, Training, Finance, Information System and other departments to meet organizational objectives. Chaired Director's Leadership Institute.

Directed the development and implementation of a pre-employment testing program; employee assessment and retraining processes in coordination with the Training Director; and organizational downsizing. Responsible for changes in several Human Resource practices which included the implementation of an exclusive provider network in the medical plan; cost reductions in retiree benefits; various changes in compensation practices.

**1/83 – 9/85 MANAGER, EMPLOYEE BENEFITS  
REGIONAL MEDICAL CENTER AT MEMPHIS, Memphis, TN**

Responsible for the implementation and administration of employee benefit plans and programs. Implemented a defined contribution retirement plan and an executive benefits plan. Administered medical and life insurance plans and tuition reimbursement program; counseled

employees concerning benefit plans and personnel policies; prepared and monitored benefit budget; coordinated service awards program. Served as personnel liaison to the Payroll, Data Processing and Corporate Communications Departments.

**9/81 – 1/83**    **INSURANCE AND RETIREMENT SPECIALIST**  
**MEMPHIS STATE UNIVERSITY, Memphis, TN**

Responsible for administration of medical and life insurance, long term disability and retirement plans. Conducted benefit orientation meetings for all employee. Advised employees on benefit plans.

**5/79 – 9/81**    **EMPLOYEE BENEFITS SPECIALIST**  
**FIRST TENNESSEE NATIONAL CORP., Memphis, TN**

Responsible for administration of the Pension and Profit Sharing Plans. Worked with major medical, life insurance, long-term disability and stock option plans. Counseled employees concerning benefit programs.

**1/76 – 5/79**    **MANAGEMENT ASSISTANT**  
**FIRST TENNESSEE NATIONAL CORP., Memphis, TN**

Coordinated and maintained office procedures and workflow as the administrative support for the Internal Audit Division.

**EDUCATION/PROFESSIONAL DEVELOPMENT**

MBA, Christian Brothers University

BBA; University of Memphis,

Certifications: Senior Professional in Human Resources (SPHR)  
 Certified Compensation Professional (CCP)  
 Certified Employee Benefits Specialist (CEBS)

**PROFESSIONAL AFFIALATION**

Society for Human Resource Management (Past President—Memphis Chapter  
 World at Work (formerly American Compensation Association  
 West Tennessee Society for Human Resource Administrators (Past President)  
 Mid-South Compensation Association  
 Board of Directors, Goodwill Boys and Girls Club (Chair-elect)

References furnished upon request.

**CIVIL SERVICE COMMISSION  
7 MEMBER BOARD  
OATH OF OFFICE REQUIRED  
3 Year Terms**

<b>Members</b>	<b>Address</b>	<b>Term Expires</b>
<b>City</b>		<b>City</b>
<b>Bumpus, Edward A.</b> M/B	<i>1796 Parkway Terrace Memphis, TN 38114 Res: 901-274-2835</i>	<b>NOVEMBER 30, 2010</b>
<b>Horne, John D.</b> *Chairperson <i>(Reappointed)</i>	<i>2363 Massey Road Memphis, TN 38119 Res: 901-683-9807 Bus: 901-685-9222</i>	<b>NOVEMBER 30, 2011</b>
<b>McKeithen, Carnita</b> F/B <i>(Replacing Barbara Holmes)</i>	<i>514 N. Second, Apt. 102 Memphis, TN 38105 Cell:901-230-1523 csmckeithen@gmail.com</i>	<b>NOVEMBER 30, 2010</b>
<b>Poag, Chloe</b> F/W <i>(Reappointed)</i>	<i>4275 Gwynne Rd. Memphis, TN 38117 Res: 685-6518</i>	<b>NOVEMBER 30, 2011</b>
<b>Thomas, Gloria</b> F/B <i>(Reappointed)</i>	<i>1733 Kendale Avenue Memphis, TN 38114 Res: 901.278.0234 Bus: 901.575.7114</i>	<b>NOVEMBER 30, 2011</b>
<b>**Weinman, Bernie</b> Vice Chairperson M/W <i>(Reappointed)</i>	<i>5185 Mary Starnes Dr. Memphis, TN 38117</i>	<b>NOVEMBER 30, 2011</b>

**\* Chairperson**

**\*\*Vice Chairperson**

9/29/09

# City of Memphis



TENNESSEE

**MYRON LOWERY**  
Mayor Pro Tem

September 30, 2009

The Honorable Shea Flinn  
Chairman  
Personnel, Intergovernmental & Annexation Committee  
City Hall - Room 514

Dear Chairman Flinn:

Subject to Council approval, it is my recommendation that:

***Chloee K. Poag***

be reappointed to the Civil Service Commission with a term expiring November 30, 2011.

I have attached biographical information.

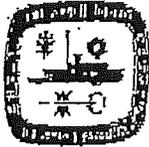
Sincerely,

A handwritten signature in black ink that reads "Myron Lowery".

Myron Lowery  
Mayor Pro Tem

ML:rb

c: Council Members



CITY OF MEMPHIS

BIOGRAPHICAL INFORMATION  
APPOINTMENT TO BOARD/COMMISSION

Civil Service Commission  
BOARD/COMMISSION

Name: Chloee K. Poag Birthdate: 3-30-43

Business Address \_\_\_\_\_ Phone: \_\_\_\_\_

Business/Profession: Clinical Psychologist (retired)  
East High School - Memphis

Education: B.A. Wellesley College; M.S., Ph.D. Univ. of Memphis

Name of Spouse: G. Dan Poag Number of Children: 3

Home Address 4275 Gwynne Rd Phone: (901) 685-6518

Resident of Shelby County: 51 years.

Professional Organization/Associations: American Psychological Assoc.

Other Organizations/Associations: Church of the Holy Communion -

Chair of Outreach Ministry; Beat the Odds, Inc;  
Volunteer Memphis

Other Interest: working with children with developmental  
disabilities

**CIVIL SERVICE COMMISSION  
7 MEMBER BOARD  
OATH OF OFFICE REQUIRED  
3 Year Terms**

<b>Members</b>	<b>Address</b>	<b>Term Expires</b>
<b>City</b>		<b>City</b>
<b>Bumpus, Edward A.</b> M/B	<i>1796 Parkway Terrace Memphis, TN 38114 Res: 901-274-2835</i>	<b>NOVEMBER 30, 2010</b>
<b>Horne, John D.</b> *Chairperson <i>(Reappointed)</i>	<i>2363 Massey Road Memphis, TN 38119 Res: 901-683-9807 Bus: 901-685-9222</i>	<b>NOVEMBER 30, 2011</b>
<b>McKeithen, Carnita</b> F/B <i>(Replacing Barbara Holmes)</i>	<i>514 N. Second, Apt. 102 Memphis, TN 38105 Cell:901-230-1523 csmckeithen@gmail.com</i>	<b>NOVEMBER 30, 2010</b>
<b>Poag, Chloe</b> F/W <i>(Reappointed)</i>	<i>4275 Gwynne Rd. Memphis, TN 38117 Res: 685-6518</i>	<b>NOVEMBER 30, 2011</b>
<b>Thomas, Gloria</b> F/B <i>(Reappointed)</i>	<i>1733 Kendale Avenue Memphis, TN 38114 Res: 901.278.0234 Bus: 901.575.7114</i>	<b>NOVEMBER 30, 2011</b>
<b>**Weinman, Bernie</b> Vice Chairperson M/W <i>(Reappointed)</i>	<i>5185 Mary Starnes Dr. Memphis, TN 38117</i>	<b>NOVEMBER 30, 2011</b>

**\* Chairperson**

**\*\*Vice Chairperson**

9/29/09

# City of Memphis



TENNESSEE

**MYRON LOWERY**  
Mayor Pro Tem

September 30, 2009

The Honorable Shea Flinn  
Chairman  
Personnel, Intergovernmental & Annexation Committee  
City Hall - Room 514

Dear Chairman Flinn:

Subject to Council approval, it is my recommendation that:

***Bernie Weinman***

be reappointed to the Civil Service Commission with a term expiring November 30, 2011.

I have attached biographical information.

Sincerely,

A handwritten signature in black ink that reads "Myron Lowery". The signature is written in a cursive style and is positioned above the printed name and title.

Myron Lowery  
Mayor Pro Tem

ML:rb

c: Council Members

**BERNIE WEINMAN**  
**RETIRED CRIMINAL COURT JUDGE**  
**30<sup>TH</sup> JUDICIAL DISTRICT**

5185 Mary Starnes Dr.  
Memphis, Tennessee 38117  
901-680-0308

**FAMILY**

Wife - Marilyn  
Children - Sharon, Michael, Charles, Rebecca  
11 grand children

**DATE OF BIRTH** April 24, 1934

**EDUCATION**

LL.B. Degree, June 1960  
University of Memphis Law School  
  
Memphis State University  
B.S. Degree, Marketing, January 1957

**JUDICIAL POSITIONS**

Criminal Court Judge - September 1974 to September 2004  
Presiding Judge 1981 - 1982  
City Court Judge - August 1965 to September 1974  
Administrative Judge of City Court - 1971 - 1974  
Special Judge, Court of Criminal Appeals - 1985 & 1989

**EMPLOYMENT**

General practice of law - 1961 until August 1965, January 2005  
to present

**TEACHING EXPERIENCE**

Instructor - Memphis State University, Department of Criminal  
Justice Approximately 1971 to 1986  
University of Memphis, Department of Criminal  
Justice 2005  
Faculty - National Judicial College 1972 & 1987  
Faculty Advisor - National Judicial College, 1983  
Faculty - Tennessee Judicial Academy, 1982, 1986, 1988, 1990

Faculty - numerous state and regional judicial seminars  
throughout the United States

## ORGANIZATIONAL AND CIVIC PARTICIPATION

Charter Member - American Inns of Court,  
Leo Bearman, Sr. Chapter  
President, Tennessee Judicial Conference, 1991  
Chairman, Education Committee, Tennessee Judicial Conference  
Past President, Tennessee Trial Judges Association  
Chairman, ABA Criminal Justice Committee 1983 - 1984  
Board of Governors, American Judges Association  
Board of Directors, American Academy of Judicial Education

## PUBLICATIONS

Article: Municipal Courts of Tennessee. A New Era  
Memphis State University Law Review (1971)  
Article: Memphis and Shelby County Bar Association Syllabus  
(1985)  
Supplemental Report - Criminal Justice Committee  
First Tentative Draft Criminal Justice Mental Health Standard  
ABA (1984)

**CIVIL SERVICE COMMISSION  
7 MEMBER BOARD  
OATH OF OFFICE REQUIRED  
3 Year Terms**

<b>Members</b>	<b>Address</b>	<b>Term Expires</b>
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<b>Bumpus, Edward A.</b> <b>M/B</b>	<i>1796 Parkway Terrace Memphis, TN 38114 Res: 901-274-2835</i>	<b>NOVEMBER 30, 2010</b>
<b>Horne, John D.</b> <b>*Chairperson</b> <i>(Reappointed)</i>	<i>2363 Massey Road Memphis, TN 38119 Res: 901-683-9807 Bus: 901-685-9222</i>	<b>NOVEMBER 30, 2011</b>
<b>McKeithen, Carnita</b> <b>F/B</b> <i>(Replacing Barbara Holmes)</i>	<i>514 N. Second, Apt. 102 Memphis, TN 38105 Cell:901-230-1523 csmckeithen@gmail.com</i>	<b>NOVEMBER 30, 2010</b>
<b>Poag, Chloe</b> <b>F/W</b> <i>(Reappointed)</i>	<i>4275 Gwynne Rd. Memphis, TN 38117 Res: 685-6518</i>	<b>NOVEMBER 30, 2011</b>
<b>Thomas, Gloria</b> <b>F/B</b> <i>(Reappointed)</i>	<i>1733 Kendale Avenue Memphis, TN 38114 Res: 901.278.0234 Bus: 901.575.7114</i>	<b>NOVEMBER 30, 2011</b>
<b>**Weinman, Bernie</b> <b>Vice Chairperson</b> <b>M/W</b> <i>(Reappointed)</i>	<i>5185 Mary Starnes Dr. Memphis, TN 38117</i>	<b>NOVEMBER 30, 2011</b>

**\* Chairperson**

**\*\*Vice Chairperson**

9/29/09