

# North Little Rock e-Newsletter

Provided by Diane Whitbey, City Clerk and Treasurer

July 2016

## North Little Rock e-Newsletter

If you have information you would like to share with other city employees, residents and businesses throughout **North Little Rock**, then let us know. The **City Clerk's office** provides a monthly *e-letter* to those who subscribe through the **North Little Rock** website. To sign up, email [Dwhitbey@nlr.ar.gov](mailto:Dwhitbey@nlr.ar.gov).

### July...

Found at [www.nationaldaycalendar.com/july/](http://www.nationaldaycalendar.com/july/)

- July 1—National Postal Worker Day
- July 2—National Anisette Day
- July 3—National Eat Your Beans Day
- July 4—Independence Day
- July 5—National Bikini Day



HAPPY NATIONAL BIKINI DAY

- July 6—National Fried Chicken Day
- July 7—National Macaroni Day
- July 8—National Chocolate Almonds Day
- July 9—National Sugar Cookie Day
- July 10—National Pina Colada Day
- July 11—National Simplicity Day
- July 12—National Jerky Day
- July 13—National French Fry Day
- July 14—National Nude Day
- July 15—National **I LOVE HORSES** Day!!!!



- July 16—National Corn Fritters Day
- July 17—National Yellow Pig Day
- July 18—National Get Out of the Dog House Day
- July 19—National Daiquiri Day
- July 20—National Moon Day
- July 21—National JUNK FOOD DAY!!!
- July 22—National Hammock Day
- July 23—National Day of the Cowboy
- July 24—National Parent's Day
- July 25—National Threading the Needle Day
- July 26—National Aunt and Uncle's Day
- July 27—National Crème Brulee Day
- July 28—National Chili Dog Day Day
- July 29—National System Administrator Appreciation Day
- July 30—National Father-in-Law Day
- July 31—National Mutt Day



## Fireworks are prohibited in the City of North Little Rock

Ordinance No. 7327, adopted 12-11-2000, made it unlawful for any person to possess, store, offer for sale, sell at retail, set off, ignite, or otherwise explode any firecrackers or other fireworks by whatever name within the city limits.

No parent or guardian of a minor shall furnish money or a thing of value to a minor for the purchase of fireworks or encourage, act in conjunction with or in any manner instigate or aid a minor in the commission of having, keeping, storing, selling, offering for sale, giving away, using, transporting or manufacturing fireworks within the City of North Little Rock.

The fine or penalty for violating this provision, upon conviction in municipal court, shall not be less than \$25 or more than \$500.

Fireworks found in the city will be confiscated and properly disposed of by the Fire Department.



"Where's Mel"? Be the 1st person to call 975-8617 and tell us where you found him hiding and win a prize!

**North Little Rock  
Animal Control**  
For more information call  
**501-791-8577**

## Why Adopt a Dog or Cat Over Buying?

Found at  
[www.adoptapet.com](http://www.adoptapet.com)

Did you know that over 1,000 people per hour run a search right here looking to adopt a pet? Pet adoption is quickly becoming the preferred way to find a new dog, puppy, cat or kitten. Best of all, there are so many benefits when you adopt a dog or adopt a cat over buying. For instance, pet adoption will almost always be more affordable than buying a puppy for sale from a breeder or finding a kitten for sale from a litter. There are more benefits as well. Since pets in rescues and shelters usually come from a home where the owners ran out of money, got divorced, or had to move, it's common to find that the dogs and cats on our website are already house-trained, good with kids, or do well with other pets. People are finding out that buying a puppy for sale from a breeder isn't all it's cracked up to be and the stress of training a puppy is too much these days. Best of all, rescues care for their animals, and the dogs and cats don't leave the organization without having their shots and being taken to the vet. That means less stress, and more savings! So what are you waiting for? Go find that perfect pet!



## The Experts & Tools You Need to Find the Perfect Pet

Have you addressed what type of pet personality you are looking for? Wait a second, did we just say personality, and not breed? Yes, that is right. Finding the ideal pet for yourself or family should start with an understanding of the ideal pet personality. Consider this, do you need a dog that is low key and good with kids, or are you looking for an energetic pal who is into trail running? Perhaps a cat that will get along well with others is what you need. The dog rescues and cat rescues that post hundreds of local pets near you are experts at matching you with a dog or cat who will love the life you can provide. This is why so many people are realizing focusing on dog adoption and cat adoption from a rescue is the ideal pet search process. Best of all, our website has a feature called "New Pet Alerts." Simply tell us what you are looking for and we will e-mail you when that perfect pet is available! So even if you've made the commitment to adopt a puppy or adopt a kitten, we will e-mail you immediately when we know of a local little furry fellow who is in need of a new home!



*Our shelter is full of dogs, cats, puppies and kittens in need of a forever home. Please consider adopting a shelter pet for your next pet.*



Need a new addition to your family?  
Call  
501-791-8577  
...we've got the perfect companion for you!

**Please Don't Litter  
Spay or Neuter  
Your Critter**




Support spaying and neutering in Arkansas by getting your own Arkansas Specialty *Please Spay or Neuter* License Plate at any State Revenue Office.



# North Little Rock Fire Department

## Individual and Community Preparedness

Found at [fema@service.govdelivery.com](mailto:fema@service.govdelivery.com)

Provided by North Little Rock Fire Marshal John Pflasterer

## Here Comes Summer!

### Preparing for Extreme Heat

Extreme heat is defined as a period of excessively hot weather, with higher than average temperatures for a particular region, combined with high humidity. Extreme heat events can happen anywhere in the United States. Extreme heat commonly occurs in the summer; however the main season for heat waves may vary regionally. During the past 10 years, the National Oceanic and Atmospheric Administration indicates that heat waves have resulted in the highest annual average of deaths among all weather-related disasters.

The greatest risk factors for heat-related deaths are bed confinement due to medical illness, living alone, being socially isolated, and not having access to air conditioning.

### Extreme Heat Safety Tips

- Stay indoors, especially during the warmest part of the day (typically 11 am to 2 pm), and, if at all possible, stay in an air-conditioned place. If your home does not have air conditioning or it fails, go to a public building with air conditioning such as a shopping mall, public library, or community center.
- Wear lightweight, light-colored, loose fitting clothing.
- If you must be outside, protect yourself from the sun by wearing a wide-brimmed hat (also keeps you cooler) and sunglasses and by putting on sunscreen of SPF 15 or higher. Avoid strenuous activity. If you must work, take frequent breaks.
- NEVER leave anyone (*or animals*) in a closed, parked vehicle.
- Although any one at any time can suffer from heat-related illness, some people are at greater risk than others. Check regularly on:
  - Infants and young children
  - People aged 65 and older
  - People who have a mental illness
  - Those who are physically ill, especially with heart disease or high blood pressure
- Get to know symptoms for heat stroke, heat exhaustion, heat cramps and sunburn and how to respond immediately.

### Heat Watches and Warnings

The National Weather Service (NWS) issues heat advisories and excessive heat warnings when unusual periods of hot weather are expected.



- Heat Outlooks: The potential exists for an excessive heat event in the next 3-7 days.
- Excessive Heat Watches: Conditions are favorable for an excessive heat event in the next 24 to 72 hours.
- Excessive Heat Warning and Advisory: Issued within 12 hours on the onset of extremely dangerous heat conditions.

When the NWS issues an Excessive Heat Warning, plan to stay indoors in an air conditioned space as much as possible and limit your exposure to the sun. When at home, stay on the lowest floor because cooler air sinks. Warmer air rises. Do not use the stove or oven to cook because it raised the indoor temperature.

Contact your local emergency management agency or health department to learn about community cooling center plans. If you do not have air conditioning or if the air conditioning in your home is off due to a power outage, consider spending the warmest part of the day in a public building with air-conditioning (*see Extreme Heat Safety Tips—Stay indoors*).

### Prepare Your Home Now

Install temporary window reflectors (for use between windows and drapes), such as foil-covered card-

board, to reflect the heat back outside. Weather-strip doors and window sills to keep cool air in. Cover windows that receive morning or afternoon sun with drapes, shades, or louvers.

While electric fans may provide comfort, they do not prevent heat-related illness when the temperature is in the high 90s.

### √ Air Conditioning

Install window air conditioners snugly, and insulate if necessary. Inspect air conditioning ducts for proper insulation.

### √ Water

In the event of extreme heat, ensuring you have at least 1 gallon of water per person per day for at least 3 days in your Disaster Supply Kit is extremely important. **More water should be stored** if you live in a hot climate or an extreme heat event is predicted. When deciding how much water to store, keep in mind that an average person needs to drink about three-quarters of a gallon of fluid daily. Individual needs vary depending on age, gender, health, level of activity, food choices, and climate. You will also need stored water for food preparation and sanitation.

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Visit [Ready.gov](http://Ready.gov) for more information on making an emergency kit and building a family communication plan:

- Create an emergency kit and find specific water guidance at [www.ready.gov/water](http://www.ready.gov/water).
- Your emergency communication plan should include checking on the welfare of family members and vulnerable neighbors during a heat wave.

### Outdoors

If you are outside, limit your exposure to the sun. Seek shade or wear a wide-brimmed hat to protect your face and to keep cool. Dress in loose-fitting, lightweight and light-colored clothes that cover as much skin as possible if you are going to be in direct sunlight. Avoid layers and heavier fabrics such as wool; and choose polyester or cotton whenever possible as it “breathes” better. Wear high SPF sunscreen and reapply it often.



Slow down and avoid strenuous activity. Postpone outdoor games and activities. Use a buddy system when working in extreme heat, and take frequent breaks.

### Vehicles

Never leave a child or animal inside a vehicle on a hot day. Even with cracked windows, interior vehicle temperatures can rise almost 20°F within the first 10 minutes. Any person or animal left inside is at risk for serious heat-related illnesses, or event death.

### Heat-Related Illness and Treatment

Heat-related illness is preventable. Heat-related illnesses include: sunburn, heat cramps, heat exhaustion, and heat stroke due to lack of sufficient indoor cooling from air conditioning or outdoor over-exposure. Early recognition of symptoms and accurate measurement of core temperature are critical to diagnosis, care, and timely medical treatment. See proper treatment for each illness below and in the Center for Disease Control and Prevention’s *Extreme Heat Guide* and e-learning course *Recognizing, Preventing and Treating Heat-Related Illness*.

### Sunburn

Symptoms:

- Skin becomes red, painful, and abnormally warm after sun exposure.

If these symptoms are observed:

- Take a cool shower and moisturize the affected area with lotion or aloe vera. Do not use salve, butter, or ointment.
- Avoid repeated sun exposure. Cover the sunburn with a tightly woven fabric if you must go outside in the sun.
- Sunburns draw fluid to the skin’s surface (and away from the rest of the body) do drink extra water to remain hydrated.
- Do not break blisters. Apply dry, sterile dressings to any blisters, and take ibuprofen to help reduce inflammation.
- Seek medical attention if the victim has a fever, fluid filled blisters, or severe pain.

### Heat Cramps

Symptoms:

- Muscle pains or spasms, usually in the abdomen, arms, or legs, which may occur with strenuous activity.

If these symptoms are observed:

- Get the person to a cooler location and remove excess clothing.
- Give cool sports drinks containing salt and sugar. Do not give liquids with caffeine or alcohol. Discontinue liquids if victim is nauseated.
- Seek medical attention if: the cramps do not subside in an hour, the victim has heart problems, or is on a low-sodium diet.

### Heat Exhaustion

Symptoms:

- Heavy sweating
- Paleness
- Muscle Cramps
- Tiredness
- Weakness
- Dizziness
- Headache
- Nausea or vomiting
- Fainting

If these symptoms are observed:

- Move victim to air-conditioned place and lie down. Loosen or remove clothing.
- Cool the victim by placing them in a cool shower or bath, or by applying cool, wet cloths.
- Give sips of water or cool sports drinks containing salt and sugar. Do not give liquids with caffeine or alcohol. Discontinue liquids if victim is nauseated.
- Seek immediate medical attention if there is no improvement, the victim is unable to take fluids, vomiting occurs, or any symptoms are severe.

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## Heat Stroke

### Symptoms:

- Extremely high body temperature, above 103°F taken orally
- Red, hot, and dry skin, without sweat
- Rapid, strong pulse
- Throbbing headache
- Dizziness
- Nausea
- Confusion
- Unconsciousness

### If these symptoms are observed:

- Call 911 or emergency medical services, or get the victim to a hospital immediately. Delay can be fatal.
- Until the emergency medical personnel arrive on scene or during transport to the hospital, take the following measures:
  - Move victim to a cooler environment, and remove the victim's clothing.
  - Cool the victim using whatever methods are available. Try a cool bath, sponging, ice packs, or wrap the victim's body in a cold, wet sheet to reduce core body temperature.
  - Monitor body temperature, and continue cooling efforts until the body temperature reaches 101-102°F.
  - Do not give the victim fluids to drink.
  - Watch for breathing problems until emergency medical personnel arrive on the scene or you arrive at the hospital.



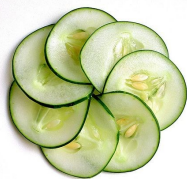
# FEMA

## Cucumbers in Vinegar and Water

### Ingredients:

- Cucumber
- Salt and Pepper (to taste)
- Apple Cider Vinegar and Water (equal amounts)

Slice (*peeled or not*) cucumbers. Mix together remaining ingredients and soak cucumbers in enough liquid to cover at least 1 hour.



## A Forward Look at Reverse Mortgages

Found in FDIC Consumer News—Summer 2015



Every day, approximately 10,000 people in the United States turn age 63, according to the Census Bureau. And if they are homeowners, they may be eligible to borrow against a portion of

the equity in their house by using a loan called a “reverse mortgage.” Unlike a traditional mortgage, for which the borrower makes payment to the lender, with a reverse mortgage the lender pays the borrower the money requested and does not expect to be repaid until after the borrower no longer lives in the home. But as FDIC Counsel Richard Schwartz noted, “While a reverse mortgage can be used to supplement monthly income, obtain lump-sum cash or otherwise help a senior citizen ‘age in place,’ some borrowers may face unintended obstacles and consequences, especially if they no longer have the ability to pay taxes or property insurance.”

**FDIC Consumer News** last reported on reverse mortgages in our Summer 2013 issue ([www.fdic.gov/consumers/consumers/consumer/news/cnsum13/borrowing-from-your-home.html](http://www.fdic.gov/consumers/consumers/consumer/news/cnsum13/borrowing-from-your-home.html)). Here is an update with a couple of new developments.

**New rules from HUD add protections for certain surviving spouses after the death of a reverse mortgage borrower.** The most popular reverse mortgage program is the Home Equity Conversion Mortgage (HECM), which is insured by the U. S. Department of Housing and Urban Development (HUD). Until recently, if the non-borrowing spouse was not on the loan, he or she was not entitled to remain in the property following the death of the borrower. But under HUD's new rules, a non-borrowing, surviving spouse can remain in the home if specific conditions are met. These changes apply to reverse mortgage loans in which the borrowing spouse applied for a reverse mortgage before August 2014. In addition, the couple must have resided in the property as their principle residence throughout the duration of the HECM, and taxes, property insurance and any other special assessments that may be required by local or state law must have been paid.

The concern regarding non-borrowing spouses has been the source of many reverse mortgage issues. Here's why: The amount of money a reverse mortgage borrower can draw is based in part on the age of the *youngest* borrower—and unless all borrowers are 62 or over, they would not qualify for a reverse mortgage.

“Many borrowers who opted to exclude the younger spouse from the loan in order to qualify for a HECM did so with the hope that when the younger occupant became 62 they could refinance and add the spouse,” said Andrea Riche, an FDIC program manager who oversees reverse mortgage issues. “But when home prices nationwide dropped in 2007 and 2008, the possibility of refinancing into another HECM was eliminated. And if the borrowing spouse passed away, HUD or the private lender became entitled to take possession of the home and the surviving spouse was almost always evicted. But now, HUD provides a mechanism for an eligible non-borrowing spouse to stay in the home.”

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## Highlights from some City Departments



Mayor Joe A. Smith holds a monthly department head meeting. Department heads provide a report of activities, projects and accomplishments. Below are a few highlights from the last meeting (May events).

**Neighborhood Services**—Mailed association newsletters/meeting announcements, etc. to 7,919. Notified 102 residences affected by the closure of Colonel Maynard. Updated department Facebook page, Rose City Neighborhood Association, Levy groups. Multiple upcoming events.

**Hays Center**—42 new members. 18 trips and transported members to Bryant Senior Center, Hamburg Armadillo Festival, West Memphis Blues on N Broadway, Murphreesboro Diamond Mine, Searcy Senior Center, Magnolia Festival, Wye Mount, Eggers Farm, Murry's Dinner Playhouse and Fairfield Bay. Also transported Housing Authority residents to Wal-Mart and Doctor appointments. Held Annual Volunteer Services Award luncheon—155 attended. Emma Baker Dye was the Fritz Friedl Volunteer of the Year. Volunteers provided 1,757 volunteer service hours in various city departments.

### Utilities Accounting—

Electric bad debt expense May : \$66,270

New accounts installed: 1,056  
Accounts finalized: 1,057  
Customer related calls—8,130, direct contact with Customer Service—1,756 inside teller payments received 7,182—electric; 8,694—gas / water, drive-thru teller payments 4,674—electric; 5,233—gas / water, Web/IVR payments—4,920.



**Sanitation**—Collected and disposed of 1,376.01 tons (2,752,740 lbs) of household garbage/rubbish. Yard Waste crews collected and disposed 311 loads; 7,976.6 cubic yards of mixed debris along with 684.0 cubic yards of green waste. Continue to pickup from move outs and illegal dumps. Issued 62 Sanitation Code notices/letters and 5 Citations for non-compliance. Picked up 961 tires. Returned 41 mis-used Waste Management containers.

**Traffic Services**—approved 108 barricade applications for permits. Repaired or replaced 305 signs and posts, marked 15 city vehicles with logo, 38 Arkansas One Call location requests.

**Police**—Burglary/Breaking and Entering buildings – 11%. 9 new recruits graduated from Police Academy.

First Summer Camp will be held in June.

**Fire**—Total Incidents: 990 Total Responses: 1,708  
Residential Fires: 16 Other Structures: 0  
Vehicle Fires: 11 False Alarms: 61  
Rescue/Emergency Medical: 592  
Mutual Aid: 0 Hazardous Material: 7  
Building Surveys: 234 All Other Responses: 301

### Office of Emergency Services/911—

Incoming call total: 16,479  
Non-911 calls: 7,220  
Wired 911: 943 Abandoned Wired 911: 150  
Wireless 911: 8,316 Abandoned Wireless: 931  
Total dispatch 8,751

**Planning**—Inspectors completed 416 inspections and covered 3,907 miles: 147 Electric; 87 Building; 130 Plumbing; 52 HVAC. New single family permits (14), average \$204,210. Residential remodeling permits (34) average \$10,268. Major permits: Church on Edmonds; Pulaski County Special School District (fuel pumps); Office/Warehouse, Crystal Hill Road; Church Admin Bldg, Locust; addition to Truck Centers of AR, Valentine; 2 cell towers on Central Airport Road; 3 remodel permits (Kroger, De Nux Distributors and Works at Rockwater); and 14 single family residence permits.

### Electric Department—

38,537 customers, Peak Power—168,016 KW, Territory— 60 square miles, miles of wire—555.1 miles, # Transformers—11,252, Street lights—11,042 (158 repaired), Security lights—4,052 (38 repaired), Smart meters—39,140, Revenue— \$5,378,283. Major outages—2 (Baring Cross—58 minutes—1,023 customers—tree) and (Downtown—55 minutes—906 customers—hit pole).

ers—tree) and (Downtown—55 minutes—906 customers—hit pole).

**City Clerk/Treasurer**—processed \$10,367,433.39. Issued new business licenses and renewals, some accounts still under review. Various other activities include software updates and conversion and training for staff on all applications (payroll, licensing, accounts receivable, etc). Began invoicing Beer/Liquor Renewal Letters. Preparing enforcement of delinquent license fees.

**Visitors Bureau**— 1,327 visitors stopped in at Visitor Information Center in Burns Park. Downtown Riverside RV Park had 490 reservations for a total of 989 camping nights. One rally from Canada had 18 RVs. Arkansas Inland Maritime Museum had 2,466 visitors which included 3 overnight stays and 2 Birthday parties. Restaurant taxes Jan—Apr totaled \$1,985,755.

**Code Enforcement**—135 assigned calls, 691 initiated calls, 51 citations, 415 violation notices, 47 vehicles tagged, 205 structures inspected, 54 rental inspections, 10 food service inspections, 0 search warrant, 4 houses demolished by city, 8 houses demolished by owner. Code Maintenance—155 assigned calls, 134 vacant lots cleared, 114 lots with structures cleared, secured 3 vacant houses, picked up 0 tires.

**North Little Rock Animal Control**—

Incoming animals—203

Adoptions—77

Reclaimed—13

Euthanized—118

Citations issued—78

Dogs sterilized—22

Cats sterilized—9

Calls for service—720

Pulaski County  
(accepted at NLR)

Incoming Animals—120

Adopted—48

Reclaimed—4

Euthanized—60

Participated in St. Joseph's Festival. Picked up 17 illegal Pitbulls. Sent 2 rabies specimens to State Health Department for testing—both were negative.



**Parks and Recreation**—Remodel complete at Stonelinks Pro Shop. All rides up and running at Funland! Added 10 new site pads to RV park. Added concrete pads to water fountain area at dog park. New map of Burns Park completed and distributed. Disc Golf Course upgraded. Parks and Rec will host a Concert in the Park Saturday, July 16, 2016, featuring country local the Zac Dunlap Band. Proceeds will go to Friends of Animals for the dog park, and to build an American with Disabilities Act (ADA) all inclusive playground in Burns Park. Call 501-791-8543 for more information.

**Finance—  
Revenues (MTD—April)**

Taxes	\$ 599,695.36
Licenses/Permits	\$ 217,141.20
Fines/Forfeitures	\$ 235,732.36
Local Option Sales Tax	\$2,265,587.10
Intergovernmental-State	\$ 31,117.61
Franchises	\$ 340,332.13
Investment/Misc	\$ (586,981.96)
User Fees	\$ 111,990.80
Utility Transfer	\$ 0.00
Grants & Other	\$ 200,988.03
Transfer from Electric	\$1,384,620.00
<b>Total Revenue:</b>	<b>\$4,800,222.63</b>

**Expenditures**

Administration	\$ 105,211.17
Animal Shelter	\$ 63,447.79
Special Appropriations	\$ 450,291.20
City Clerk	\$ 24,580.43
Emergency Services	\$ 152,381.93
Finance	\$ 65,566.77
Fire	\$1,356,814.95
Health	\$ 10,336.94
Legal	\$ 59,662.78
1st Court	\$ 48,968.80
2nd Court	\$ 44,524.29
Public Defender	\$ 683.18
Human Resources	\$ 57,708.68
Commerce	\$ 19,065.09
Planning	\$ 70,141.53
Police	\$1,869,198.32
Code Enforcement	\$ 86,859.42
Public Works	\$ 75,145.29
Neighborhood Services	\$ 15,888.29
Sanitation	\$ 344,386.34
Vehicle Maintenance	\$ 105,726.20
Senior Citizens Center	\$ 77,061.37
Communications	\$ 8,343.44
Fit 2 Live	\$ 9,079.53

**Beginning June 6, 2016**, The Regional Recycling and Waste Reduction District will begin **auditing recycling carts for contamination**. If contamination is visible, a tag will be placed on the cart describing the problem in order to inform the recycler. If a customer is tagged three times, further **steps, such as citations or removal of the cart** from the address, may be taken to reduce contamination in the recycling stream.

“Contamination has reached an unsustainable level,” said John Roberts, Executive Director. “When the contamination reaches this point, even good recyclable material must be sent to the landfill, which negates the positive efforts of the citizens who recycle properly.

All items in the recycling cart should be separate, loose and non-bagged. Clean paper, plastic, glass and metal can be recycled. **Food and yard waste, medical supplies such as needles, propane tanks, batteries and electronics cannot be recycled.** When these items are mixed with good recyclables, the whole load may be deemed contaminated and unrecyclable.



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**The Consumer Financial Protection Bureau (CFPB) is warning consumers about potentially misleading reverse mortgage advertising.** In June, 2015, the CFPB issued a consumer advisory saying that many television, radio, print, and Internet advertisements for reverse mortgages had “incomplete and inaccurate statements used to describe the loans. In addition, most of the important loan requirements were often buried in fine print if they were even mentioned at all. These advertisements may leave older homeowners with the false impression that reverse mortgage loans are a risk-free solution to financial gaps in retirement.”

For example, the CFPB said, “After looking at a variety of ads, many homeowners we spoke to didn’t realize

reverse mortgage loans need to be repaid.” To learn more and for tips, such as the value of developing a financial plan, go to [www.consumerfinance.gov/blog/consumer-advisory-don't-be-misled-by-reverse-mortgage-advertising](http://www.consumerfinance.gov/blog/consumer-advisory-don't-be-misled-by-reverse-mortgage-advertising).

Before you decide to get a reverse mortgage of any kind, talk to a qualified professional. You can find HUD-approved HECM Counseling Agencies near you by accessing [https://entp.hud.gov/idapp/html/hecm\\_agency\\_look.cfm](https://entp.hud.gov/idapp/html/hecm_agency_look.cfm) or calling 1-800-569-4287. The Federal Trade Commission also has a website on determining whether a reverse mortgage is a good product for you and links to additional information at [www.consumer.ftc.gov/blog/reverse-mortgage-right-you](http://www.consumer.ftc.gov/blog/reverse-mortgage-right-you).

## Telemachus and Mentor



*In Greek mythology Odysseus of Ithaca went to fight in the Trojan War and entrusted the care of his son, Telemachus, to an older and wiser friend, Mentor.*

*Telemachus and Mentor developed a strong relationship built on the foundations of guidance and support.*

*The word “mentor” has become synonymous with teacher, counsellor, coach, facilitator, motivator and friend.*

## What is Mentoring?

Mentoring is not new. On the contrary, the term “mentor” originates from Greek Mythology. The practice of mentoring even dates back to earlier times. In recent years, there has been a remarkable rise of interest in mentoring. Mentoring relationships are valued as a very powerful means to longer-term personal development in a business environment.

Sometimes there is confusion over what mentoring is, and what it is not.

In a mentoring relationship, the two individuals are referred to as the “mentor” and the “mentee” (the individual being mentored). Mentoring provides development opportunities for both partners. In mentoring, there is no reporting relationship between the mentor and the mentee (i.e., a manager would not mentor a direct report). Mentoring is not intended to replace the relationship between employees and their managers. Mentors do not conduct or provide input to performance reviews.

*Mentoring is a relationship between two individuals based on a mutual desire for development towards career goals and objectives. The relationship is a non-reporting one and replaces none of the organizational structures in place. It is additional to other forms of assistance, such as developmental assignments, classroom instruction, on-the-job training, and coaching.*

Mentoring is sometimes confused with coaching.

These two forms of development have a very different purpose:

**Coach**—may be your manager, a colleague, or external coach.

**Mentor**—is a non-reporting relationship, normally with a leader from another division or company.

**Coach**—has expertise in the required area (e.g., oral presentations).

**Mentor**—the individual typically has a broad range of knowledge and experience and may also have a strong network of contacts within the organization.

**Coach**—concerned with task and normally focuses on explicit topics and behaviors that meet a short-term need.

**Coach**—set the direction for the interaction with the learner.

**Mentee (learner)**—set the direction and the agenda for interactions with their mentors.

**Coach**—provide feedback to the employee.

Both Mentors and Mentees participate in mutual sharing and reflection.

## What are the benefits of a mentoring relationship?

A mentoring relationship can provide a mentee with:

- greater clarity on life and career choices and their own career goals
- new insight on a company’s culture and organization
- different perspectives and cultural values
- the opportunity to develop new networks of contacts
- access to new resources
- greater career satisfaction and increased likelihood of career success
- development in areas not typically addressed through training or on the job

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Below found at <http://www.oycp.com/MentorTraining/3/m3.html>



Today, most youth development organizations recognize the importance of a child having a caring and responsible adult in their lives. For children who come from less than desirable circumstances, mentoring can

be a critical ingredient towards positive youth outcomes. Developmental psychologist and co-founder of Head Start, Urie Bronfenbrenner said it best, "development, it turns out, occurs through this process of progressively more complex exchange between a child and somebody else—especially somebody who's crazy about that child."

The word mentor comes from the character "Mentor" in Homer's epic tale, *The Odyssey*. Mentor was a trusted friend of Odysseus, the king of Ithaca. When Odysseus fought in the Trojan War, Mentor served as friend and counsel to Telemachus.

*Riverside Webster's II New College Dictionary 1995* defines a mentor as "a wise and trusted teacher or counselor".

The act of mentoring is a series of ongoing and little successes. You will be able to make a real impact through consistent and ongoing relationship building.

Below found at <http://franchisegrowthpartners.com/mentoring>

#### Top 10 Qualities of a Good Mentor

1. Willingness to share skills, knowledge, and expertise.
2. Demonstrates a positive attitude and acts as a posi-

tive role model.

3. Takes a personal interest in the mentoring relationship.
4. Exhibits enthusiasm in the field.
5. Values ongoing learning in the field.
6. Provides guidance and constructive feedback.
7. Respected by colleagues and employees in all levels of the organization.
8. Sets and meets ongoing personal and professional goals.
9. Values the opinions and initiatives of others.
10. Motivates others by setting a good example.

*After reading the above, I bet you can all name multiple people who have been mentors in your life.*

*Mine include my mother—Mary McDonald, my grandmother—Ola Simpson, teachers, church leaders, coworkers (past and present), City Clerk colleagues, friends in the equine community and many more. I think about how the relationships with all of the people I have encountered in this lifetime have influenced me (good or bad). We can all learn from*

*those around us. So that makes us mentees. We can share that information with folks in the future, which makes us mentors.*



## Historical Gems: Captain Jim Dick Miller

*Story by Stephanie Slagle  
North Little Rock Visitors Bureau  
Featured at [www.aymag.com](http://www.aymag.com)*

### On December 7, 1941, Jim Dick Miller from Van Buren became a hero.

Ensign Jim Dick Miller stood on the quarterdeck of the burning *USS Arizona*. A bomb had just exploded on the third deck, and water was seeping in the lower handling room. Badly burned men laid around him, and Capt. Van Valkenburgh and Adm. Isaac Campbell Kidd are nowhere to be found; the gun turret was only partially manned and full of suffocating gas, and all power was shut down. *Arizona* was defenseless against its unknown attackers. It was Dec. 7, 1941, and Miller was 24 years old — only two years out of the U.S. Naval Academy.

The following account was compiled by military reports, Miller's obituary, a 2000 article by the *Los Angeles Times* and information from the Arkansas Inland Maritime Museum.

Born in Van Buren, Ark., in 1917, Jim Dick Miller was one of seven children. His family moved to Oklahoma and then Texas, where he graduated from Borger High School After attending Amarillo Junior College, he en-



tered the U.S. Naval Academy in 1935. Immediately after graduation he was deployed to *Arizona*.

According to the *Los Angeles Times* article, Miller described stepping onto *Arizona's* deck that morning in a 1991 article by Canadian weekly newsmagazine *Maclean's*. "I ordered my men out of the [gun] turret to fight the fires and take care of the injured. The whole forward part of the ship was burning. I remember the ship's cook walking out through the wall of flames saying, 'Help me,

*...continued on next page...* 9

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Help me.' He was on fire, but he was still on his feet. I helped to get him on a boat... Those who were on their feet and injured, it was from the tremendous fire or shrapnel. It is all vivid in my mind." He went on to say that though the noise must have been great, and bullets were hitting the deck just feet away, the shock of the moment was forefront.

The *Arizona* Action Report Ensign Miller submitted Dec. 7, 1941, brings to life the confusion and uncertainty felt by the men aboard:

*An attempt to call the center engine room on the ship's service telephones was unsuccessful because the ship's service telephones were out of commission. It was also impossible to reach the engine room because of fire and smoke and gas. The First Lieutenant was on the quarterdeck and in charge. About all we could do was to try to put out the fires and drag some of the wounded men under the protection of the overhangs of the turrets.*

Miller fought fires and helped injured men onto a rescue motor launch until the first lieutenant ordered abandoned ship. It was apparent that *Arizona* could not be saved:

*All of our guns had ceased firing, the main, forecandle, and boat decks were burning; smoke obstructed a view of the foremast and the forward part of the ship. All officers' quarters aft were flooded and the quarterdeck forward was awash.*

All men abandoned ship, jumping into rafts that had been cut down, crawling to motor launches and even swimming for shore. Ensign Miller was on the last motor launch to leave *Arizona*, rescuing men in the water on the way to Ford Island. When they landed, he was ordered to remain on shore in charge of the injured men, while others went to rescue more men. He led the men to an air raid shelter on the northeastern corner of Ford Island, staying with the men in the shelter until all were taken to the air raid hospital.

For his actions in Pearl Harbor, Miller received the Navy Cross. He was praised for rescuing the burned and wounded men with a "calm, cool manner and with such excellent judgement, it inspired everyone who saw him and undoubtedly resulted in saving many lives." He would eventually become the highest-ranking survivor of *Arizona*.

His amazing Naval career was just beginning.

### **A Naval Star is Born**

After Pearl Harbor, Miller attended Navy submarine school, graduated in 1942 and worked as chief engi-

neer, executive officer and then commanding officer on the submarine, USS *Spearfish*. He received the Silver Star for his help during the submarine's Tenth War Patrol in Japanese waters, sinking 21,000 tons of enemy ships and damaging an additional 18,000 tons with aggressive torpedo attacks.

While stationed in Los Angeles, Capt. Miller met Mary Jane Sullivan, whom he married on St. Patrick's Day in 1943. They had two sons, Williams and James.

Other missions of note included the 1946 Arctic expedition; service in Florida during the Cuban Missile Crisis; and command of the submarine *USS Razorback*, currently docked at the Arkansas Inland Maritime Museum in North Little Rock.

Captain Miller led daily exercises and simulated attacks during *Razorback's* Third "Simulated War Patrol" in Guam and Japan. The museum records that under his watch, *Razorback* "was able to slip past four DESDIV 32 destroyers, make and approach on USS *St. Paul*, and simulate launching 10 torpedoes at the cruiser." His outstanding leadership earned *Razorback* the coveted Navy "E" for overall excellence.

It wasn't all work, however; the men aboard *Razorback* made short weekend stays in Yokosuka, Japan, and the submarine's basketball team won seven consecutive victories throughout the Pacific, mostly against teams from destroyers.

Even after his service in the U.S. Navy, retired Capt. Miller felt the need to help others. He returned to college after 30 years, and earned a master's degree in math from North Carolina State University and taught at community colleges in San Diego. According to his obituary, he was "active in community affairs in Coronado, was a member of Graham Memorial Presbyterian Church and was active with veterans' organizations, including the U.S. Submarine Veterans of World War II."

December 7, 2016, will mark 75 years since the Japanese attack at Pearl Harbor. Capt. Miller, along with other *Arizona* survivors, can still be heard today at the USS *Arizona* Memorial in Honolulu, Hawaii.

For a dive into history closer to home, visit the Arkansas Inland Maritime Museum in North Little Rock, where you can tour the *Razorback*, and the staff can show you artifacts and share more stories like Capt. Miller's.



This image was taken aboard the *USS Razorback* (SS 394) in San Francisco in 1950. On the left is Commander Miller and on the right is Lieutenant Commander Worley at a Change of Command Ceremony.



## Why Do We Over-Commit?

Found in the *Employee Assistance Program Newsletter*—  
Spring 2016

Are there too many things on your calendar each day to get done? If your answer is “yes” you may be guilty of a common assumption made by many people, say researchers.

According to a study reported by the American Psychological Association, research reveals that people over-commit because we expect to have more time in the future than we have in the present. Of course, when tomorrow turns into today, we discover that we are too busy to do everything we promised. Keep this fact in mind. It will help you to better-plan your days and avoid unnecessary frustration.

### Three ways to improve your productivity at work

How can you improve your productivity and get more things done each day? Here are three strategies that can help:

1. **Schedule your time for work**—Be consistent. Don't do personal things when you are scheduled to work. Make a “To Do” list and prioritize your tasks. A list is most effective for those of us who need to consult a reference or see it in writing. When you have completed a task, cross it off your list. You'll get a real sense of completion and satisfaction as you see your list getting shorter and shorter.



2. **Do the most-difficult, time-consuming, least-favorite job first**—It may sound crazy but you'll be doing it when you have the most energy and motivation. If you tackle the toughest job first, the rest of your tasks will seem that much easier.

3. **Don't allow yourself to get interrupted by other people's “emergencies”**—How many times have you had your tasks and activities planned, so you could finally get caught up with your own work, and all day long other people keep coming to you with their last minute problems that only you can fix? You don't want to

say no, you want to be a team player, but you have stuff to get done too, right? Remember, that being a team player also means respecting others' time and realizing that others have responsibilities too. If your co-workers can't grasp this, you have to. Learn to say no in a polite but firm manner: “I would really like to assist you with that, and I know you have a deadline. Unfortunately, I have a project which I must complete for my boss today. If you can come back tomorrow or another time, or better yet, schedule some time with me so that it is on my calendar, I would be more than happy to help you.”

## Southwest Employee Assistance Program

*A call away for NLR City Employees who need help*

Everyone has a bad day now and then. Sometimes, however, ordinary problems such as stress or family difficulties can become overwhelming. At times like these, Southwest Employee Assistance Programs, can provide free, confidential help.

Counseling is available for personal problems including:

- Stress management
- Alcoholism and chemical dependency
- Emotional programs such as grief, anxiety and depression
- Marital and family problems
- Parenting
- Gambling
- Chronic or life-threatening illnesses
- Job and interpersonal relationships

Your Employee Assistance Program (EAP) is easy to reach. Employees or family members can call one of these numbers to make an appointment at the Southwest EAP office most

convenient for them.

Southwest EAP provides an initial assessment of the problem and short-term counseling. If a program requires long term, specialized or in-patient care, the counselor can assist the employee or family member in obtaining appropriate treatment from a professional associated with his or her insurance.

To contact EAP call, 501-663-1797 in central Arkansas or 800-777-1797.





**Don't heat up the kitchen this summer!**  
**Try these guaranteed to please recipes from Betty Crocker!**

### Slow-Cooker Shepherd's Pie

Found at [www.bettycrocker.com/recipes/slow-cooker](http://www.bettycrocker.com/recipes/slow-cooker)

1 lb lean (at least 80%) ground beef  
1 can (10.75 oz) condensed tomato soup  
1 tsp garlic powder  
1/2 tsp salt  
1/4 tsp pepper  
1 bag (11 oz) Green Giant™ Steamers  
Valley Blend™ frozen vegetables  
4 cups water  
6 Tbsp unsalted butter or margarine  
1 1/2 cups milk  
2 pouches (4.7 oz each) Betty Crocker™  
Homestyle creamy butter mashed potatoes  
Chopped fresh herbs if desired



In 10-inch skillet, cook beef over medium heat, stirring occasionally, until browned; drain. Stir in soup, garlic powder, salt and pepper. Spread mixture evenly in bottom of 6-quart slow cooker. Top evenly with frozen vegetables.

In 2-quart saucepan, heat water and butter to a rapid boil. Remove from heat; stir in milk and dry potatoes until just combined. Let stand 1 minute, then stir again. Spread evenly over top of vegetables in slow cooker.

Cover and cook on Low heat setting 4 to 5 hours or until warm and vegetables are cooked through.

### Grilled Chicken Citrus Teriyaki



Found at [www.bettycrocker.com/recipes/](http://www.bettycrocker.com/recipes/)

1/4 cup teriyaki baste and glaze (from 12-oz bottle)  
1/4 cup frozen (thawed) orange juice from concentrate  
2 tsp grated orange peel  
1/2 lb uncooked chicken breast tenders (not breaded)  
1 cup sugar snap peas pods  
1 cup sliced fresh mushrooms (3 oz)  
1 medium zucchini, cut into 1/2-inch slices (2 cups)  
1/2 medium red bell pepper, cut into 1-inch pieces (3/4 cup)

In small bowl, mix teriyaki glaze, orange juice concentrate and orange peel. Reserve 2 Tbsp mixture. Add chicken to remaining mixture; toss to coat. Cover and refrigerate 30 minutes.

Meanwhile, heat gas or charcoal grill. Place grill basket (grill "wok") over medium heat. Remove chicken from marinade; discard marinade. Place chicken in grill basket.

Cover and grill over medium heat 6 to 8 minutes, shaking basket or stirring chicken occasionally, until chicken is brown.

Add remaining ingredients to grill basket. Cover and grill 6 to 8 minutes, shaking basket or stirring occasionally, until vegetables are crisp-tender and chicken is no longer pink in center. Add 2 Tbsp reserved marinade; stir to coat vegetables and chicken. Cover and grill 2 to 3 minutes or until heated through.



**Peddlers Permit  
City of North Little Rock**

Issued to: **Mel Dun**  
Issued: 4/15/16  
Expires: **7/15/16**



Sex: Male  
Eyes: Brown  
Hair: Dun  
Height: 15 hands  
Employer: **Equine sunglasses**  
Type of Goods Sold: **Sunglasses for horses**

City Clerk and Treasurer Diane Whitbey  
By: **\_SAMPLE ONLY—  
only valid with signature**

Deputy City Clerk / Treasurer, Revenue

**North Little Rock History Commission**



The North Little Rock History Commission is on Facebook! Search for North Little Rock History Commission and join their page today!

Also, the Friends of North Little Rock History have formed a Non-Profit Organization whose purpose is to protect and promote our city's rich history.

If your family has been in North Little Rock for 50 years or longer, the History Commission wants to know.

If you have items that represent our city's past and would like to donate them for future generations to enjoy, contact the History Commission staff.

For more information, contact the History Commission at 501-371-0755.

*The North Little Rock Visitor's Center wants to know about your upcoming events!*

*To submit events, visit [www.NorthLittleRock.org](http://www.NorthLittleRock.org) or call Stephanie Slagle, Public Relations Representative at 501-758-1424.*

**All North Little Rock Door-to-Door Peddlers permits issued in 2015 expired Dec 31, 2015.**

**Persons wishing to go door-to-door in 2016 must reapply with the City Clerk/Treasurer.**

**Permits are valid for 90 days from the date of issue.**

**As of July 1, 2016, there is one licensed door to door solicitors in the city of North Little Rock**

***Marlena Supina—Edward Jones Investments  
Expires 7-25-16***

To see the permits issued to the above door to door peddlers, visit the city website at [www.nlr.ar.gov](http://www.nlr.ar.gov), then click on City Clerk/Treasurer, followed by Licensed Peddlers.

**Reminder to residents:**

If someone comes to your door, you do not have to answer or let them in. If someone comes to your door and makes you uncomfortable please call the police. If someone comes to your door and is unable to produce an ID issued by the City of North Little Rock City Clerk and Treasurer's Office (similar to the example on this page), please call 501-758-1234.

In all cases, if you call please provide a description of the person, location and vehicle description and license number if possible. You can also call the North Little Rock City Clerk/Treasurer's Office Monday through Friday 8:00 a.m.—4:30 p.m. to verify any business license or peddlers permit in our city at 501-975-8617.

***North Little Rock***  
***City Council Schedule***

The North Little Rock City Council meets the 2nd and 4th Monday of each month at **6:00 p.m.** in the City Council Chambers in City Hall (300 Main Street, North Little Rock).

For more information, please contact the City Clerk's Office at 501-975-8617 or email Diane Whitbey at [Dwhitbey@nlr.ar.gov](mailto:Dwhitbey@nlr.ar.gov).

The City Council Agenda can be found at [www.nlr.ar.gov](http://www.nlr.ar.gov), then click on the Government tab, followed by Council Agenda.

**City Offices located at 120 Main**

IS/Data Processing, Kathy Stephens	975-8820
Finance, Karen Scott	975-8802
Fit 2 Live, Bernadette Rhodes	975-8777
Information	975-8888
Human Resources, Betty Anderson	975-8855
Planning, Shawn Spencer	975-8835
Purchasing, Mary Beth Bowman	975-8881
Utilities Accounting, David Melton	975-8888

**City Council Members**

Ward 1	Debi Ross	753-0733
	Beth White	758-2738
Ward 2	Linda Robinson	945-8820
	Maurice Taylor	690-6444
Ward 3	Steve Baxter	804-0928
	Bruce Foutch	658-9714
Ward 4	Murry Witcher	835-0009
	Charlie Hight	758-8396

**Utility Payment Assistance and Other Numbers**

Central AR Development Council.....	501-603-0909
Little Rock Catholic Charities...	501-664-0640 ext 459
Saint Francis House.....	501-664-5036
Watershed.....	501-378-0176
Helping Hand of Arkansas.....	501-372-4388
River City Ministries.....	501-376-6694
Arkansas Metro.....	501-420-3824
Arkansas Food Bank.....	501-565-8121
American Red Cross.....	501-748-1021
Salvation Army.....	501-374-9296

**Other Elected Officials**

Mayor Joe A. Smith	975-8601
City Clerk/Treasurer Diane Whitbey	975-8617
City Attorney C. Jason Carter	975-3755
District Court Judge Jim Hamilton	791-8559
District Court Judge Randy Morley	791-8562

***Telephone Numbers for City Hall***

Mayor's Office.....	501-975-8601
Joe A. Smith	
City Clerk & Treasurer.....	501-975-8617
Diane Whitbey	
Legal.....	501-975-3755
C. Jason Carter	
Communications.....	501-975-8833
Nathan Hamilton	
External Relations.....	501-975-8605
Margaret Powell	
Special Projects.....	501-975-3737
Jim Billings	

North Little Rock Curbside Recycling schedule for the month of July:

**June 27—July 1 RECYCLE**  
*July 4—8 no pickup*  
**July 11—15 RECYCLE**  
*July 18—22 no pickup*  
**July 25—29 RECYCLE**





# July Birthdays

Name	Dept	Date	Name	Dept	Date
SHANNON JOHNSON	UAD	1	EDWARD JERNIGAN	Street	15
LAITH ADAMS	Fire	2	CHERI MONROE	OES	16
JOHN DAVIS	Police	2	DONALD STEELE	Police	16
MARCUS PEREZ	Police	3	RUSSELL ELROD	Code	16
JOHN DAVIDSON JR	Street	3	WILLIAM DAVIS	Fire	17
RONALD OSBURN	Electric	4	JOSEPH BREEN	1st Court	17
KYLE SIMPSON	Fire	4	JOSHUA THRELKELD	Police	17
SAMUEL MONTGOMERY	Police	4	UNARD BUSH	Street	18
ROCKY HARRIS	Electric	5	JON SAVARY	Traffic	19
CHARLEY BAXTER	Hays Center	6	WHITNEY MOORE	UAD	20
ANTHONY GARDNER	Animal Shelter	8	DAVID TANTON	OES	21
BRIAN THOMAS	Fire	8	STEPHEN FORTSON	Fire	21
GARY GRAY	OES	9	RODNEY THOMAS	Police	21
DAVID MELTON	UAD	9	JUSTIN MCDUGAL	Vehicle Maint	21
JEFFREY ELENBAAS	Police	9	LATEISHA BARBEE	UAD	22
VERA WAYNE	Police	10	BRIAN DEDRICK	Police	22
WAYNE WRIGHT	Sanitation	10	JOHN DESIZLETS	Police	22
TIMOTHY VANYA	Comm Dev	11	CEDRIC WILLIAMS	Code	22
CARLA NICHOLS	Police	11	JULIE ECKERT	Police	23
CHRISTI LEAVITT	Police	11	KAREN ROLLINS	OES	25
MARK HOOD	Police	11	CHARLENE JAMES	Police	25
CRAIG EDWARDS	Police	14	GABRIEL TROBIS	Fire	27
BRANDON BENNETT	Police	14	GEORGE GOREE II	Police	27
FREDERICK MOORE III	Street	14	TAYLOR HUDSON	Police	29
NATHANIEL LEE	Parks Maint	14	TOMMY FELLS	Sanitation	29
JONATHON STATON	Fire	15	MARGARET POWELL	Admin	31
WILLIAM KOVACH	Police	15	WILLIAM BUSH	Public Works	31
STEVEN CHAMNESS	Police	15			

*A spreadsheet including all North Little Rock employees is provided at the end of the previous year for Birthday and Anniversary information (to be used the following year). If you see an employee's name who is no longer with the city, keep in mind that the current information was provided during the previous year when those individuals were employees of the City of North Little Rock.*

**Notice:** to be eligible to offer a discount to North Little Rock City Employees, a business must be properly Licensed to do business in the city and current on all monies due to the City of North Little Rock.

# July Anniversaries

Name	Dept	# Yrs	Name	Dept	# Yrs		
JIM	BILLINGS	Admin	2	LATEISHA	BARBEE	UAD	12
JESSICA	BEINS	Animal Shelter	2	TERRELL	MILTON	UAD	11
SHANNON	CARROLL	Comm Dev	18	LATONIA	WOODS	UAD	21
SHEILA	HICKS	OES	7	GREGORY	ZONNER	AIMM	11
LATOYA	SANDERS	OES	2	MARTIN	DUNLAP	Planning	17
WILLIAM	HARPER	Electric	43	JEFFREY	COBURN	Police	3
DAVID	SIDERS	Electric	37	CODY	STROUD	Police	2
KYLE	MCNEIL	Electric	4	SAMANTHA	THOMPSON	Police	2
STEPHANIE	THOMAS	Finance	35	MICHAEL	GARVIN	Police	9
COREY	EISENHOWER	Fire	8	CHRISTI	LEAVITT	Police	3
WESLEY	STEPHENS	Fire	14	THOMAS	WADLEY	Code	16
PAMELA	TILLER	Fire	23	RUSSELL	ELROD	Code	17
ALAN	GARNER	Fire	17	FELECIA	MCHENRY	Code	16
MICHAEL	TREADAWAY	Fire	18	JOHN	MCCULLAR	Public Works	6
WILLIAM	POE	Fire	14	DWIGHT	AKINS	Sanitation	19
CHARLES	HOBSON	Fire	12	TODD	NEBLING	Street	8
JARROD	CARTER	Fire	2	ERNEST	RUMMEL	Street	32
DALTON	GASTON	Fire	3	DENNIE	HUNTER	Street	19
STEVEN	LANKFORD	Fire	13	CHERYL	BROWN	Street	3
SEAN	WALKER	Fire	13	DAVID	HEISER	Traffic	4
CHAD	FREY	Fire	15	JOHNNY	GRAY	Vehicle Maint	8
JUSTIN	BRADSHAW	Fire	8	ANGELA	WIRT	Hays Center	12
TOBY	HARRINGTON	Fire	14	THOMAS	BREWER	Parks Maint	16
JEREMY	WARD	Fire	2	KENNETH	JOHNSON	Parks Maint	35
VICTOR	RODRIGUEZ	1st Court	10	IAN	HOPE	Parks Ranger	3

## What does it mean to be American?

*Found at Grandparents.com*



In countries like China or Ireland, most residents share a common culture or ethnicity. But the United States is different. Here, what people share is a common idea — that people should have the freedom to live the way they want, and to work and earn money the best way they can. These freedoms have inspired people from all over the world to come to this country and become "Americans." This is a profound idea many children may never have considered and it might make them feel especially proud of their country, as well as more connected to other Americans of different backgrounds. It can also lead to a discussion about your own family's journey to the United States. Why did your relatives come? Why did they stay? Every family's story is part of the country's story. Make sure your family knows yours.