Congratulations to following individuals in their new roles

Construction Coordinators
Bryan Lord, George McGhee, Richard Caldwell, Randall Huelsman, and Wes Hinshaw

Construction Foremen
Michael Duncan and Michael Musselman

STAR Team Members
Mark Wagner, Teresa Furbush, Tim Thompson, and John Logan

Zone Maintenance Foremen
John Waggoner, John Seivers, Robert Frick, Richard Hutsell, Brian Day, Bill Hutchins,
Harls McHone, and Eric Poe

A/C Shop Formen
Kenneth Wolfenbarger and David Ridings

RRT Team Members
Joel Rummage and Gunaranjan Arepalli

“Start by doing what's necessary, then what's possible; and suddenly you are doing the impossible.”
St. Francis Assisi

New Computer Lab
The ERC petitioned for a computer lab in order for all employees to have the opportunity to be online. In addition, the lab allows for in house training. This request has now become a reality. The lab will eventually be card swipe accessible with your UT ID. You can fill out online applications, make changes to insurance, etc.
For 2013, several changes are taking place in insurance policies, including:

- New vision plan (optional)
- 2% increase in health premiums
- 3% increase in dental premiums
- Increase in deductibles, out of pocket co-insurance maximums and network differential
- Increase in specialist office visit by $5
- Increase in emergency room co-pays by $45
- Increase in pharmacy co-pays by $5
- No-cost contraceptives for women
- New Pharmacy dispense as written policy and preferred specialty drug plan
- Closing enrollment in optional universal life insurance (State Plan Only)
- Changes to policies or enrollment in vision insurance will be done using Employee Self Service in Edison.

If you have not seen a copy of the vision plan for 2013 or would like more detailed information, email sydnys@utk.edu for a copy of the changes that will be implemented in January 2013. Open enrollment will be October 1, 2012 to November 1, 2012. The computer lab is available to do the online enrollment changes.

From Dave’s Desk:

We want to see our overall top performers rewarded the most, our steady team members recognized and compensated more adequately than they have been, and those on our team who to need to “step up their game” not receiving the same compensation.

For those employees who did not receive the across the board raise because of performance issues: This determination does NOT need to be in place for the entire fiscal year. The specific direction from the President’s office is:

“If work performance is deemed satisfactory during FY2013, the respective salary increase may be given to the employee at that point in time. Under no circumstances should the increase be given after June 30, 2013, nor shall it be retroactive. Appropriate documentation illustrating the employee’s change in performance should be approved by the Chief business Officer of the Campus/unit."

Each Director and manager will work with the employee who did not receive the pay to develop a performance plan in order to improve compensation for our team.
PROJECTS

Humanities Prepares to Re-open

In order to be open for classes this fall, the Humanities crew have been working diligently to complete renovation efforts. This project is one of the larger ones that Facilities Services has been involved with this year. Members of our design team have been involved with every aspect of the project; from the beginning estimate by Dean Wessels, the architectural drawings and planning by Keith Downen and Bethany Morris, constructional support by Cameron Bolin, color scheme by Tiffany Shuler, landscape and outdoor seating design by Jason Cottrell and Daniel Pape, and the over all project coordination by Danny Pritchard. The collaborative effort of all of these individuals, as well as members of the Art and Architecture department, have generated an exciting look and feel to the once drab Humanities Building.

Thank you team for the extensive time and energy spent in making this project a success!

Peyton Manning Pass, coordinated by George Mcghee is complete!

Project List
- Ag Campus
- Alumni Memorial
- Art & Architecture
- Austin Peay
- Brehm Animal Sciences
- Brenda Lawson Athletic Center
- Carolyn P. Brown University Center
- Ceramics Annex
- Clarence Brown Theater
- College of Nursing
- Communications
- Crops Genetic Lab
- Dabney-Buehler
- Dougherty Engineering
- Early Learning Center
- Earth and Planetary Sciences
- Ferris Hall
- Food Safety and Processing Building
- Glazer Building
- Greve Hall
- Henson Hall
- Hesler Biology Building
- Hess Hall
- Hodges Library-One stop shop
- Holt Ave. Apartments
- Howard Baker Center
- Humanities
- Humes Hall
- James A. Haslam Business
- James D Hoskins Library
- Jessie Harris
- Jennings
- John Hodges
- Kappa Sigma Fraternity House
- KES Johnson Animal Research
- Kingston Pike Building
- Lake Loudon Boulevard
- Law Complex: George Taylor Wing
- Law Complex: Law Library
- McClung Museum
- McClung Tower and Plaza
- McCord Hall
- Melrose Hall
- Min Kao
- Morgan Hall
- Morrill Hall
- Music Building
- Nielsen Physics
- Panhellenic
- Perkins Hall
- Peyton Manning Pass
- Phi Kappa Psi
- Philander P. Claxton
- Presidential Court
- Science and Engineering
- Sorority Village
- Southern Intermural Fields
- Stokely Management
- Student Health Clinic
- Student Recreational Center
- Student Services
- TANDEC
- Thompson-Boling
- Tyson Alumni Center
- Ula Love Doughty Carousel Theater
- UT Welcome Center
- Veterinary Teaching Hospital
- Walters Life Sciences
- West Skybox Addition

Peyton Manning Pass, coordinated by George Mcghee is complete!
What’s Happening at the Steam Plant?

As always, the steam plant takes pride in what they do. The maintenance men, led by Jack Summey and Randy Miller, took on the task of replacing two 200 V-series screw compressors. These compressors compress the gas that comes from K.U.B at 40 pounds to over 200 pounds pressure, which in turn runs the turbine generator on load. Heat is produced 24/7, which makes steam plus generates power simultaneously back on the grid. Both compressors needed to be replaced without losing the demand, which would be very costly to the University.

THE STEAM PLANT HAD A PLAN

The steam plant removed the metal roof in two places. They had a crane operated by Harley Finley from Grounds lower a hoist through the roof to remove the old compressors and then replace the new ones. The compressors each weighed between 1500 and 2000 pounds. The Maintenance team worked together and was able to do all the changeovers on the ground, keeping one compressor running at all times and the solar turbine online, saving thousands of dollars in demand charges. The steam plant replaced both compressors in three days instead of the five days typical for this type of job. Thanks to hard work and a good maintenance crew, the steam plant saved UT thousands of dollars by doing the work rather than hiring outside crews.

Thanks to these members of the Maintenance Crew: Brian Bridge, Jim Buchan, Charlie Burton, John Farmer, Randy Miller, Floyd Nix Jr., Brent Parton, Jackie Summey, and Shannon Whitehead.

We appreciate all the steam plant does to keep campus functioning.

Incentive Program for Service Aides

Beginning this fall, Building Services will begin a new incentive program for service aides. The program is mirrored after the program being utilized by housing to reward its employees for additional training, as well as to develop pride and a sense of comradery.

Employees will complete a 4 month training program. At the end of the first phase, the employee will receive a 3% raise and will be given the title Certified Service Aide. After the second phase, an additional 6% raise will be given and a title of “Registered Service Aide”. After completing the course, the service aides will then become teachers of subsequent courses.

In order to qualify for this program, service aides must have completed his/her 6 month probationary period and 1) write a letter requesting to participate 2) receive a foreman reference 3) be approved by the committee 4) be in good standing 5) attend all classes.

Jessica Hurt was the first to go through this training. We want to recognize her for her efforts; as well as her dedication to the University, her willingness to learn something new, and her positive attitude. Congratulations, Jessica on your accomplish-
Environmental Health and Safety (EHS) is hosting the 1st annual Safety Expo on Tuesday, September 18th at the University Center Ballroom from 8:30 a.m. -12:30 p.m. This event is free, and is open to all UT faculty, staff and students at the university. This year’s theme is titled “Safety Begins with You” and the purpose of the expo is to inform and engage faculty, staff and students about safety. There will be several safety talks, which will provide a chance for people to receive training. This will include work safety training for our employees. In addition, door prizes will be given away, and there will be tables staffed by various campus departments and off campus vendors. For questions and more information, please visit the EHS web-site at www.ehs.utk.edu.

**Retirements**

Larry Noe—Electric Shop
Dale Fisher—Plumbing
Donald Holbert—Preventive Maintenance
Dana Howard—Preventive Maintenance
Rose Mary Mack-Building Services
James McClellan—Preventive Maintenance
Dwight Morgan—Preventive Maintenance
Eursal Payne—Plumbing Shop
Willard Pippin—Electric Shop
John Smith, Jr.—Preventive Maintenance
William Ownby, Jr.—Carpentry Shop

*Best Wishes in your future endeavors!*
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To submit future articles, or for comments and questions, contact Sydny Simpson at sydny@utk.edu.