



Make plans to attend TML District Meetings

When the final session of the 108th TN General Assembly convenes on Jan. 14, 2014, state government leaders will address numerous issues of interest and concern to Tennessee's towns and cities.

It is imperative that local officials are aware of the potential impact these issues might have on municipalities before lawmakers begin their deliberations.

TML staff will be on hand to

present updates on the latest events and news affecting municipalities at the state and national levels.

Please don't miss the opportunity to attend these important meetings. Notices for the December meetings have been sent. If you haven't done so already, please RSVP to attend the meeting in your area.

Contact TML for more information at 615-255-6416.

Dec. 3, 2013 10 am - 1 pm	District 5 & 6	Brentwood Library
Dec. 4, 2013 10 am - 1 pm	District 4	Sparta Oldham Theater
Dec. 5, 2013 9:30 - 11:30 am	District 3	Cleveland Chamber of Commerce

Additional prizes added to Walk Tennessee Challenge



Walk Tennessee, a fun, social challenge to determine the most active city in Tennessee, is off to a great start, with more than 280 participants actively engaged on 17 city teams.

Launched in September by the Tennessee Municipal League, the six-month challenge is designed to be a fun way to help combat a serious problem – obesity and the plethora of health problems that occur from being overweight such as cardiovascular disease, type 2 diabetes and high blood pressure.

As local leaders in your community, you can play a critical role in this fight against obesity by becoming actively involved in creating healthier communities and signing up your city to participate in this city-to-city initiative for better health.

Cities that have missed the deadline for signing up, but are interested in participating, still have time to get their team together. Many cities are just now getting organized and setting up events.

The winning city will be announced in early spring 2014. Not only will that city lay claim to the title, "The Most Active City in Tennessee," but the top four cities will receive prizes for their efforts.

Two different pieces of outdoor workout equipment have been donated as prizes for the Walk Tennessee challenge – a single air walker and a seated chest press.

Playcore has just released a *Best Practice Guide for Outdoor Adult Fitness Parks*. The guidebook is a timely tool for providing communities with guidance for creating meaningful outdoor fitness spaces. In addition to a copy of the guidebook, a winning city will receive a free consultation for creating outdoor fitness parks.

DOLE, a leading provider in nutrition, is donating 500 Fruit Cups to a winning city that can be used at a future event in the community.

Top Leaders

- City of Nolensville
67,265 Team Points!
- City of Manchester
20,441 Team Points!
- City of Elizabethton
1058 Team Points!
- City of Jackson
690 Team Points!
- City of Lakeland
119 Team Points!

So get your walking shoes on! It's still not too late to get your city involved.

To join Walk Tennessee, go to www.cmecompete.com/communities/walk-tennessee or contact Dan at info@cmecompete.com.

Pew Report: Cities hit late by Great Recession Still struggling to rebound

A new study by The Pew Charitable Trusts, "America's Big Cities In Volatile Times: Meeting Fiscal Challenges and Preparing for the Future," found that 30 large U.S. cities have recovered slowly from the Great Recession and have utilized an array of tools to navigate the economic downturn.

"American cities are still suffering from the effects of the worst economic decline since the Great Depression," said Kil Huh, director of state and local fiscal health at Pew. "As policymakers continue to confront difficult fiscal conditions, Pew's analysis suggests that revenue challenges will continue in the coming years. This is important given the outsized impact cities have on the economies and long-term prosperity of their states and the nation as a whole."

While each of the 30 cities studied had its own distinct experience, most cities' budgets felt the effects of the Great Recession later than the federal and state governments. Relatively strong property tax collections helped defer the fiscal impact of the Great Recession on these cities, but in 2010 these revenues began to falter. Declining property tax collections, compounded by increasingly unpredictable aid from the federal and state governments dealing with their own budgetary constraints, suggest a difficult path forward.

Cities have dealt with these fis-

21st Century Steam train excursion program rolling through Tennessee's communities



Photo by Victoria South

Norfolk-Southern, in partnership with The Tennessee Valley Railroad Museum, has helped bring about railroad education and renewed interest in train travel through the 21st Century Steam Excursion program. Restored vintage trains have been rolling through Tennessee and other states to help demonstrate the vital role the railroad plays in communities. As part of the program, 400 passengers rode the Chattanooga to Oneida train to be greeted by a crowd of well-wishers at Oneida's first Vintage Train Fest held at the city park. Pictured: Conductor Robert Duncan waves to the crowd, as the excursion cars, pulled by a 1904 locomotive, leave for home. See the story on Page 3.

Athens Vice Mayor Ann Davis receives Women in Government Leadership Award

Recognized for outstanding leadership in local government

Athens Vice Mayor Ann Scott Davis was selected as the 2013 recipient of the Women in Municipal Government Leadership Award. The award was presented at the Women in Municipal Government's (WIMG) annual award luncheon and membership meeting in Seattle as part of the NLC Congress of Cities Conference. Davis was recognized for her unique and outstanding leadership in local government and her role as a mentor for future female leaders.

Born and raised in Athens, Tenn., Davis was first elected to the Athens City Council in 2008 and currently serves on NLC's Committee for Economic and Community Development and on the board of directors at the Tennessee Municipal League.

Throughout her distinguished career, Davis served in a number of

roles, including as executive director of the McMinn County Living Heritage Museum. She has also volunteered on various local, regional and state committees and boards including as president of the Tennessee Association of Museums.

Other finalists for this year's award were Lois Tarkanian, councilmember, Las Vegas, Nev., and Cathy Boring, councilmember, Dublin, Ohio.

WIMG is a constituency group of the National League of Cities (NLC). It was formed in 1974 to serve as a forum for communication and networking among women municipal officials and their colleagues interested in addressing women's issues. WIMG strives to raise awareness about issues of concern to women and encourages women to seek public office in their communities.



Ann Scott Davis

the cities.

- Fluctuations in aid from the federal and state governments—a source that city policymakers do not control—was the leading factor in 14 cities' revenue declines and rebounds.

- Declines in smaller revenue sources—such as investment income or income from the sale or lease of assets, like parking meters or facilities—played a disproportionate role in driving budget shortfalls in most cities.

- Property tax revenues remained relatively robust until 2010 and 2011. Further projected declines of this key source suggest cities may face new challenges in coming years.

Pew's American cities project focuses on the biggest city in each of the nation's 30 largest metropolitan areas and helps policymakers understand key challenges and promising solutions.

The cities in Pew's study were: Atlanta, Baltimore, Boston, Chicago, Cincinnati, Cleveland, Dallas, Denver, Detroit, Houston, Kansas City (MO), Las Vegas, Los Angeles, Miami, Minneapolis, New York, Orlando, Philadelphia, Phoenix, Pittsburgh, Portland (OR), Riverside (CA), Sacramento, San Antonio, San Diego, San Francisco, Seattle, St. Louis, Tampa, and Washington (DC).

For more information about each city and to view an interactive comparing all 30 cities across a range of fiscal indicators, visit www.pewstates.org/cities.

Why Cities Matter

Cities are an essential component of the nation's prosperity—central to the quality of life, livelihoods, and the long-term prospects of most Americans. *Pew's American Cities Project* focuses on the biggest city in each of the nation's 30 largest metropolitan areas and helps policy makers understand key challenges and promising approaches.

Most Americans either reside or work in cities, and the policies, programs, and services of those places touch people's lives directly. Whether cities succeed or fail will have an outsized impact on the nation's economic recovery and long-term prosperity.

In the aftermath of the recession, cities are contending with fiscal challenges, including lower property tax revenues and cuts in state and federal aid, as well as continuing high levels of poverty and unemployment. At the same time, they are grappling with profound demographic changes and economic shifts that predate the downturn. Federal and state lawmakers continue to debate major policy changes that will have significant local repercussions.



BARTLETT

Bartlett was named the best town in the state for jobseekers, according to a survey from the *NerdWallet* website. *NerdWallet* developed the list by measuring the growth in each city's working-age population, median household income and cost of unemployment. According to *NerdWallet*, Bartlett saw a 13.9 percent increase in the working-age population between 2009 and 2011, while the median household income was \$75,988. Collierville came in third place, having witnessed a 9.1 percent spike in the working-age population, and median household income weighed in at \$102,298. The city of La Vergne came in fourth, ranking higher than any other city in Rutherford County. For more information, visit *NerdWallet* at <http://www.nerdwallet.com/blog/2013/best-places-tennessee-job-seekers/>.

BRENTWOOD

W Squared will expand its operations creating 115 new jobs. The company plans to invest \$4 million in infrastructure, including the addition of nearly 30,000 square feet to its location at 5500 Maryland Way, which is expected to open in late spring of 2014.

BRENTWOOD

The city ranked a second time as most Business Friendly in a study by The Beacon Center of Tennessee. Franklin ranked third in the report's rankings, just behind Farragut. The Center's study ranks Tennessee's 50 most populous cities based on economic vitality, business tax burden and community allure.

BRISTOL

Bristol has been honored as "Best Music Town" by *Blue Ridge Outdoors Magazine* as part of its "Best Mountain Towns" online poll. By reader's votes, Bristol beat out a number of larger cities for the honor including Nashville, Atlanta, Charlottesville, and Knoxville. "Those initial recordings from The Bristol Sessions and radio shows like WCYB's Farm and Fun Time helped bring music to the mountains," wrote Jess Daddio. Daddio highlighted Bristol's Rhythm and Roots Reunion event which hosted more than 150 bands and welcomed more than 50,000 attendees, the largest attendance since its inception in 2001. For the complete article, visit www.blueridgeoutdoors.com/trail-mix/best-music-town-2013-bristol-virginiatennessee/.

BRISTOL

The Bristol Police Department has earned its sixth accreditation honor from a national law enforcement compliance clearinghouse. The department earned high marks from the Commission on Accreditation for Law Enforcement Agencies in use of force and pursuit policies and community policing, the report said, while the commission noted the inspection process for Bristol was positive and their overall performance was excellent. A department statement said the department was in compliance with all mandatory standards and scored 92 percent in other measurements examined by CALEA. According to the report, the department has now engrained in its culture and its operating policies the CALEA standards and these values are obvious in the performance of the department's personnel.

COLLIERVILLE

State and local officials have cut the ribbon on the last piece of Tenn. 385 Nov. 22. A groundbreaking ceremony was held in Collierville. The eight-mile stretch of road between Macon Road and Tenn. 57 in Piperton is the final piece of a nearly 50-mile route that travels from Millington through Arlington and south through Fayette County and into Collierville before linking back to Interstate 240 in the city of Memphis. Work on the \$74 million section began in Nov. 2009.

JONESBOROUGH

The town recently dedicated the McKinney Center at Booker T. Washington School, re-opening the former school for African American students as a new center for the arts. Alderman Adam Dickson was one of the speakers during the ceremony, honoring the school's namesake, the late Ernest L. McKinney. "This building was constructed to uphold systematic division," Dickson said.

"Now it is a vision of equality and unity, a place of family and inclusion." Dickson praised McKinney, who died in 2009, for his leadership. McKinney was the first black alderman in Jonesborough. He also later served on the Washington County Board of Education.

KINGSPORT

East Tennessee Clean Fuels Coalition (ETCleanFuels) announced the winners of the 2013 Davy Crockett Volunteer Spirit Award—presented to alternative fuel leaders in the region. Winners benefit their communities, state and nation by reducing petroleum consumption, improving air quality, and educating the public on the benefits of cleaner fuels. Kingsport was recognized for its continuing support of alternative fuels and its leadership as Tennessee's largest, municipal propane fleets. In 2008, the city gradually began growing its propane fleet, including police cruisers, which operate on a bifuel propane system. Last year, the city saved roughly \$1 per gallon by using propane. In addition to propane, the city has also had the foresight to include plug-in electric vehicles in its fleet and install public electric charging stations for its citizens.

KINGSPORT

The Santa Train rolled into Kingsport Nov. 23 after spreading Christmas cheer along a 110-mile route that began in eastern Kentucky, passed through Southwest Virginia and Tennessee before ending in the Model City. This year, Santa's travel buddy was "American Idol" Season 12 runner-up Kree Harrison, who made her second trip on the train on its 71st annual run. Harrison first rode the Santa Train in 2001 when she was 11 years old. Co-sponsored by CSX Transportation, the Kingsport Area Chamber of Commerce, Food City and Dignity U Wear, the Santa Train began as a way for Kingsport's merchants to say thanks to all their patrons along the train's route. Santa rides the train from Kentucky, through Virginia and into Tennessee, arriving in downtown just in time to bring up the rear of the city's Christmas Parade. Santa and his elves distributed an estimated 15 tons of donated gifts to children of all ages at 14 stops.

KNOXVILLE

Knoxville-based short-line Gulf & Ohio Railways plans a \$6.1 million expansion to become a producer of locomotives, creating 203 jobs in the process. Its Knoxville Locomotive Works operation off Central Street will be renovated and expanded to about double its size to begin producing locomotives based on its KLV 2250 Repower prototype. After improvements are made to the existing building, officials said KLV will be able to produce about 20 locomotives a year.

LA VERGNE

The city has been selected as the 21st most affordable suburb in the country, according to Movoto.com, a national real estate blog that provides detailed housing information using algorithms to weigh categories. It was the only suburban area in Tennessee to make it into the top 25 on the list. Smyrna followed close behind as the 30th most affordable suburb in the state. After data was gathered from the U.S. Census Bureau and the numbers were crunched, La Vergne emerged fourth in the nation for its low cost of utilities, 17th for low property tax rates, and 15th for home affordability.

LAWRENCEBURG

TPR Federal-Mogul Tennessee officials from Tennessee and Japan, and special guests and dignitaries celebrated the company's grand opening. TPR Federal-Mogul created 90 new jobs at their facility, which will produce cylinder liners for aluminum block engines and house foundry, machining and warehousing functions. Test production will begin in April 2014 and product shipments will begin in July 2014.

LEBANON

The Lebanon Gas Department has a new home, which will eventually include plans for a fast-fill natural gas fueling station that will be open to the public and other businesses. The city recently closed on a deal to purchase the 18,700-square-foot building at 215 Maddox Simpson

Parkway. It has office and garage space on about a 7.7-acre tract on the corner of Tater Peeler Road. The property was vacant and had been used for truck and bus service operations. The city purchased the property for \$750,000 and appropriated \$50,000 more for renovations. The gas department previously shared a location with the city's public safety division. The department is expected to obtain another vehicle that can run on compressed natural gas next spring, and officials hope to continue adding them because of the savings and cleaner emissions.

MT JULIET

The city ranked 4th as "Most Business Friendly" on the Beacon Center of Tennessee's list of the Top 10 most business friendly cities. Franklin ranked No. 3, Farragut took the No. 2 spot and Brentwood, number one. Mt. Juliet has also had the past distinction of holding down the top spot on the "friendliest" list.

MURFREESBORO

Schwan Cosmetics USA, best known for its line of cosmetic pencils, is consolidating its operations into a new facility. The company plans an investment of \$38 million to build the new 173,000-square-foot facility, which is projected to open in early 2015. The move will create 250 new jobs over the next five years. The company also expects to transfer 200 positions from the company's facility in Lewisburg. The company's current headquarters facility is in Piscataway, N.J.

MURFREESBORO

Amazon plans to bring more than 5,000 jobs to Middle Tennessee for the holiday season. The positions are for Amazon's distribution centers in Murfreesboro and Lebanon.

NASHVILLE

Mayor Dean announced the creation of the Nashville Film Television Transmedia Council, whose first priority is to increase staffing levels for production crews already in the city. The new council will help promote Nashville as a production hub for media, including online platforms and video games.

SWEETWATER

Sweetwater received an award recently from the East Tennessee Preservation Alliance. The city was recognized for its downtown preservation work, including a newly earned designation as a Tennessee Main Street Community.

Dot Foods breaks ground on Dyersburg facility



State, local and company officials celebrated a ground breaking for Dot Foods' new distribution center in Dyersburg on Nov. 14. The company announced in August it would invest \$24 million and create 157 new jobs in Dyer County. Scheduled to open in September 2014, the new facility will be 166,494 square feet in size and include frozen, refrigerated and ambient storage; a 125,000-square-foot warehouse; and a 9,500-square-foot truck and tractor garage. It will service Dot Foods distributor customers in middle and western Tenn., Ala., Miss., Ark., and Western Ky.

Franklin Police non-emergency video goes viral on YouTube



Officer Jeff Carson, with fellow officers in the background, sings in a video produced by the Franklin Police Dept. to educate citizens to use the non-emergency number for situations that are not life-threatening.

Each day numerous callers dial 9-1-1 to reach Franklin's emergency call center, but many of the calls are for non-emergencies. These non-emergency calls tie up 9-1-1 lines and prevent those who do have an emergency from reaching a dispatcher. The Franklin Police Department has posted a music video on YouTube, where Officer Jeff Carson gets the message out about dialing the non-emergency number for noise complaints, welfare checks and fender-benders. Mike Fay, a communications

officer with the Franklin Emergency Communication Center, came up with the idea and Carson, a six-year veteran with the department, and a former recording artist, put the words to music. Teamed together with fellow officers, Carson and Fay worked with digital media specialist Stephen Price, a member of the Franklin communications/ TV team, who produced the video. To view the video, visit http://www.youtube.com/watch?v=u0VcaUwU_3k.

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Contact Travis Moore at M3 Fire Apparatus and find out the rest of the story. 931.766.7665

21st Century Steam excursion train program rolling through Tennessee's rural communities

BY VICTORIA SOUTH
Communications Coordinator

Pockets of people formed along the Cumberland Plateau to wave or take pictures or just savor the big day, as an old friend chugged past the Scott County line into Oneida for the first time in 20 years. Sunday morning, 400 passengers boarded the excursion train, which was pulled by a vintage, 1904 steam locomotive, the Southern No. 630.



A local bluegrass band warms up the crowd in Oneida.

Photos by Victoria South

The whistle wailed and clouds of steam clung to the blue autumn sky, as the passengers and crew headed out from the Tennessee Valley Railroad Museum (TVRM) in Chattanooga, as part of Norfolk Southern's 21st Century Steam program.

Ongoing since 2011, Norfolk Southern initiated the program in partnership with TVRM, traveling

along Norfolk's rail lines, as part of an educational outreach to cities and towns.

"It helps us by getting the message out there that we are alive and well," said Robin Chapman, Norfolk-Southern Public Relations director. "We can explain what modern railroads do today, and how important they are to the economy, and also how different they are now than from the steam days."

The trains are also a big draw for

Baur, with her husband Chuck, got hooked on the rail excursions shortly after moving to Tennessee, and now serve often as conductor assistants.

The locomotive, owned by the TVRM, took 10 years to restore, with financial assistance from Norfolk-Southern. The TVRM, a non-profit agency, also does its own track maintenance, with licensed inspectors on staff.

Passengers enjoyed a tasty selection of three meals in the climate controlled dining car, as the train traversed the difficult terrain with ease, including four tunnels and the 300-foot-tall New River Bridge.

But, the limited excursions, which have also been to the cities of Harriman, Cleveland and Bristol, also offer a glimpse of economic opportunity for the small rural towns playing host for the day. The communities literally have a one-shot chance to make an impression on the passengers/future tourists.

In Oneida's case, as soon as the city got wind it was on the itinerary. Chamber officials scrambled about organizing a first-ever Vintage Train Fest at its picturesque city park.

In the meatier days of the late 1980s and 90s, the city held an annual Steam Train Festival, where Norfolk-Southern and the TVRM brought the Autumn Leaf Special every two weekends in October.

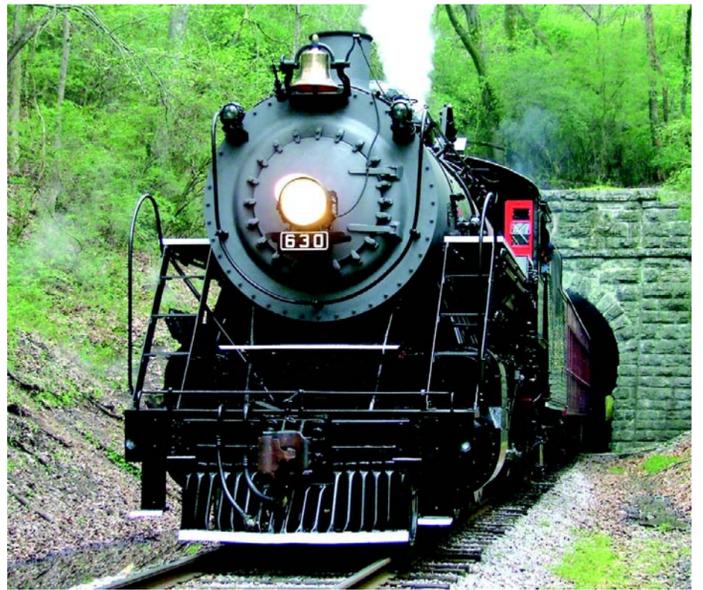


Photo courtesy of TVRM

The Southern No.630 steam locomotive, built in 1904, rolling down the line.

When that ended, the Steam Festival became the Sorghum Festival, before petering out all together.

"We are excited to have 400 passengers come to our town," said Brandon Hughett, chairman of the Tourism Committee. "We're showing off what our community has to offer in hopes that visitors will return in the future."

Right on cue, the passengers disembarked to a homespun wel-

Hiwassee River Rail Adventure runs every weekend there, in partnership with the Tennessee Overhill Heritage Association, owners of the line.

"The city gets a small percentage of each ticket sold, but more importantly, its bringing bus loads of people in here on the weekends," said Etowah City Manager Matthew Gravley.

According to Gravley, it was a banner year for the trains, with more



Local vendors in Oneida enjoy a near perfect day of autumn weather, as they display wares to 400 passengers who disembarked by excursion train at the city's first annual Vintage Train Fest.

come: the sounds of bluegrass, the sheen of classic cars, and homemade designs made by local artisans, while the heavenly aroma of fresh smoked barbeque and hot cornbread made everyone glad it was lunch time.

The day is bitter-sweet, because this particular excursion won't return to Oneida again. The program, which already has a "soon to be released" 2014 schedule planned, will probably run only through the end of next year.

"With a 20,000 mile system that serves the Southeast and Midwest, up into the Northeast, Norfolk tries to give regions fair access to the steam programs by rotating the locations," explains Chapman. "We would like to keep it going as long as there is a demand for it."

In Etowah, a town built by the L&N Railroad, excursion trains are fast becoming an important economic driver. The TVRM-operated

passengers than ever. Many visitors stay over in the larger towns, such as nearby Athens, but they manage to eat and shop quite a bit in Etowah's restaurants and historic downtown district. Merchants are encouraged to take advantage of the opportunity with sales and promotions. And the city offers an impressive train museum inside its historic depot.

"We completely renovated the depot, which is our anchor in town, said Gravley.

The city is also toying with the idea of putting together train theater packages utilizing the local Gem Theater and its arts division.

The trains are also a vital part of displaying the region's undeveloped assets.

"The line goes up the Hiwassee river gorge and into some pretty inaccessible places," said Steve Freer, TVRM spokesperson. "You either have to get there by train, or fall out of an airplane."

Are TN short-line rail excursions threatened?

Short-line railroads, an integral part of the state's economic development history, are a dependable delivery system for the raw materials and products that keep local government industries ticking, serving as attractive economic generators as well, for Tennessee's future industries.

Known as Class 3 railroads, these shorter stretches of track have largely been deemed unprofitable and abandoned through the years by the Class I railroads that managed them. In many cases, they were taken over by the cities and towns that depend upon them. However, during the letting go process, many fell into disrepair. The state has spent millions rehabilitating the lines. Funding for this track work is derived from the State's Short-Line Equity Fund, which is replenished through a seven percent tax the state charges on diesel fuel for railroad locomotives.

However, in a court decision, the fund is now frozen, due to pending lawsuits by Class I railroads claiming the tax is discriminatory. The move could ultimately shut down the entire short-line network, cutting off those entities dependant upon the rails, including The Music City Star and dozens of rail excursions hosted by

the Nashville and Eastern Railroad. The excursions, which venture to cities such as Watertown, Monterey and Cookeville, are operated by the Tennessee Central Railroad Museum near downtown Nashville. Unlike the Tennessee Valley Railroad Museum in Chattanooga, which owns and maintains its track, the Nashville museum operates on the short-line.

"This all happened in the mid 80s," explains Terry Bebout, president of the Tennessee Central Railroad Museum and general manager of the Transit Solutions Group L.L.C, the contract operator of the Music City Star. "Class I rail, like CSX and Illinois Central, had all these branch lines that they didn't want to operate anymore and they were allowed to deteriorate maintenance wise, to where they were in really bad shape.

"The counties didn't want to lose rail service," Bebout continued. "So they would form rail authorities, just like Nashville Eastern has, and the rail authority would get an operator to run the rail road. That's when this equity fund tax went through the legislature, and taxed diesel fuel that Class I railroads used. They took the equity fund money and put it back into the short-lines."

Predicting the upcoming agenda for short-line rail authorities,

Bebout said the short-line alliance, next year, will go to the legislature to try to get a different law enacted for more funding.

"The short-lines are going to say 'we understand about the sales tax, but we'd like to get an excise tax on diesel fuel from the Class I, just like the truckers pay.'"

"The Nashville Eastern Railroad takes care of the track, and TDOT also goes out with track inspectors to do inspections of bridges etc.," Bebout said. "If they decide the ties need to be replaced or a bridge is in bad shape, they make an application to TDOT to take bids on getting the work completed and TDOT would grant a winning bidder or contractor to do that work using that equity fund money to pay for it. For 25-26 years, that fund's been available, and all of a sudden, Class I decides their not going to pay it anymore."

Short term, Bebout says he doesn't think the situation will have any ill effect on the excursion trains. It's years down the road that concerns him.

"If a bridge is due for replacement, and they took out the old wood tressel and had to put in concrete... if that bridge was in bad enough shape, we wouldn't be able to run passengers over it."

MEMBER FOCUSED



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PEOPLE IN THE NEWS



The National League of Cities elected **Dot LaMarche**, vice mayor of Farragut to serve on the NLC board.



Twenty members of the Board of Directors are elected each year during the annual business meeting to serve two-year terms. In addition, the president, first vice president, and second vice president are elected to one-year terms during the Annual Business Meeting. Mayor Chris Coleman of Saint Paul, Minn. was elected president. Bartlett Mayor Keith McDonald also serves on the NLC board and currently in his second term as an NLC board member. NLC board members play a key role in shaping NLC's priorities and directing the organization's advocacy, education, research and membership activities.

Sen. Mae Beavers, Mt. Juliet, and **Rep. Tony Shipley**, Kingsport, and, have been recognized by Mothers Against Drunk Driving (MADD) as "2013 Legislative Champions." The pair were cited for their leadership within the Tennessee General Assembly to stop drunk driving. In 2013, the two authored legislation making Tennessee the 19th state to require six-month ignition interlocks for all convicted drunk drivers who obtain restricted driving privileges during a license suspension.



Beavers



Shipley

Mark Becknal is Goodlettsville's new deputy fire chief. Becknal has more than 25 years experience in fire service. He recently retired from the city of Houston, TX as senior captain, district training officer and paramedic. Becknal has most recently been working as an evaluator for the Federal Emergency Management Agency. He holds certifications as a master firefighter, fire service instructor II, field examiner,

paramedic, and incident commander.

Former Collierville Mayor **Linda Kerley** has died after a prolonged illness. She was 65. Kerley launched her political career in 1995 and became the first woman to



Kerley

serve as alderman for one term and also as mayor for two four-year terms. Kerley, was also a real estate agent with her husband, Ken. After she left office, Kerley was a member of the Metropolitan Government Charter Commission in 2010.

Kenny Gragg, the newly appointed manager of Tims Ford State Park in Winchester, was formally introduced to the community at a gathering hosted by Tennessee Department of Environment and Conservation Deputy Commissioner Brock Hill. Gragg joined Tims Ford in 2008 as a park ranger and was promoted to park manager in July 2013. He began his state parks career in 2007 as a seasonal interpretive ranger at Burgess Falls State Park.

William Watson, the former city clerk/finance director for Cleveland, has been selected as the new Rhea County finance director. Watson has a degree in government finance and is a certified accountant with city and county government experience.

Longtime City of Tusculum Recorder **Eva Sams** has retired. Sams spent 34 years with Greene County Schools in various positions and retired as budget director of the county school system prior to becoming Tusculum Recorder. John A. Lamb Jr., was sworn in by Sams as her replacement.

James Yates has been named Cross Plains Chief of Police. Yates, a 10-year veteran officer, had been serving as interim chief since the May retirement of former chief Mike Henderson. Yates has a bachelor's degree in criminal justice and has also worked for police departments in Greenbrier, Ridgetop and Coopertown.



Yates

Peter Heimbach has been named as Tennessee's new state architect by The State Building Commission. The state architect oversees the state Capitol and its grounds, along with the state's other building and land development projects. He also develops design standards for state agencies. Heimbach succeeds Bob Oglesby, who was named commissioner of the state Department of General Services in August. Heimbach spent 12 years at the architectural firm Beeson, Lusk and Street Inc. as the executive director of Tennessee's Real Estate Asset Management.

Joseph "Dee" Morgan Jr. has recently been named as Kingsport's fifth building official, after serving in an interim capacity since the retirement of Mike Freeman earlier this year. Morgan is a Kingsport native, with hands-on experience in the construction industry. Hired in 1993, he became a certified plans examiner in 1997, and later promoted to senior building inspector. He also received his certification as a code official in 2003. Morgan completed the University of Tennessee/Municipal Technical Advisory Service Level 1 & 2 Management Academy in 2007, reaching the final certification of building official from the International Code Council in 2012.

Citing a change of residence, Baxter Alderman **Wayne Lowe** has announced his resignation from the board, effective Jan. 1, 2014. Lowe was elected in August of 2012 and his term would have run through August 2016.

The Tennessee Highway Patrol has named **Brian Lawson** as the new captain of the 12-county Nashville District. Lawson replaces James Hutcherson, who was recently appointed to major over the THP's Field Operations West Bureau. Lawson, 40, had previously served as troop lieutenant in Warren County and Putnam County prior to this appointment. During his tenure in the Cookeville District, he served as coordinator of the field training officer program and leader of strike team 6. He earned the rank of lieutenant in 2006 – a position he held until his promotion to Captain.



Lawson

Johnson City Transit unveils integrated technology system

Real-time information, trip planning at riders' fingertips

So, you missed the bus and now you have to call a friend for a ride. Well, not so fast ... what if, instead, you could use that mobile phone to text the stop's unique code, which is printed on the bus stop's sign, to find out that – no worries – the bus is just a couple minutes behind schedule? Better yet, what if, because you use this stop on a regular basis, you automatically get a text alerting you that the bus is running late? Now you know that it's a bit behind and you don't have to rush to the stop, only to fret over who might be available to give you a ride if you did indeed miss the bus.

These scenarios are now possible thanks to Johnson City Transit's new, integrated technology system.

"Convenience and ease-of-use for the patron is what it all comes down to," said Transit Director Eldonna Janutolo. "We want to provide a stress-free, safe and efficient service for our citizens."

All Johnson City Transit (JCT) fixed-route buses are now equipped with mobile data computers called Rangers that send real-time data back to Transit headquarters. Through an automatic vehicle location (AVL) system and management software, the information is available through the texting system as well as to Transit dispatchers.

The buses also are now equipped with an automatic stop announcement system that gives an audible stop announcement and scrolls the name of the stop across an LED screen mounted at the front of the bus.

"It's an absolute time-saver for our employees," said Janutolo. "We used to hand-enter data based on hand-written logs kept by the drivers."

In addition to the integrated technology system, JCT, in partnership with Google Transit, is pleased to announce that it now offers a better and more convenient trip planning tool for riders. JCT's schedule data can now be accessed via Google Maps, giving riders step-by-step trip planning from their desktop computers, laptops, tablets, or smartphones. Johnson City is among the first transit systems in the state to join Google Transit.

"Google Transit is an amazing tool for anyone not familiar with particular routes and stops," Janutolo said. "It allows users to enter destinations and see the exact bus routes that can take them there. They can even choose alternate routes based on best route, fewer transfers and less walking."

The Google Transit Trip Planner link is now on the JCT website,



which is located at www.jctmyride.com.

Google Transit benefits include:

- Customized routes: Passengers may now go online to plan a trip from their point of origin to their destination. One selects the public transportation option and enters his/her "starting address" and "destination address" to be given multiple options for the trip. The instructions will provide information on distance to walk, what route, and any transfers to other routes, for multiple travel options. The options are normally listed in order of shortest period of time to longest period of time to make the trip. The rider can include leave/arrive times and choose the route for less walking, less time, and/or less transfers, as preferred.

- Information access by mobile phone: Trip planning through Google Maps is available on most mobile smartphones (Android, iPhone, Blackberry, Windows Mobile, etc.). Google Maps information is now available to JCT riders wherever they are located, whether at home or "on the go."

- Timesaver: With Google Transit as one's trip planner, there is no longer a need to take the time to investigate route timetables. Since Google Transit provides stop to stop directions, it will also provide the proper departure and arrival times, reducing the need for timetables when planning trips.

- Street view of bus stop locations: Using Google Maps, users can easily view ground level images of all JCT bus stops to ensure riders they are in the right spot.

The new technology system was funded by 95 percent federal and state monies; a portion of funding included 100 percent American Recovery and Reinvestment Act funds.

Visit www.jctmyride.com or call 423-929-7119.

TOSHA partners with UT in offering training video on updated chemical standards

OSHA announced Dec. 1 as the deadline for all employers in Tennessee and the nation who work with hazardous chemicals to train employees on the changes to the Hazard Communication Standard (HCS). The new requirements relating to labeling and safety data sheets are being phased in through 2016; however, the first compliance deadline is rapidly approaching.

The major changes are:

- Hazard classification: Provides specific criteria for classification of health and physical hazards, as well as classification of mixtures. Labels: Chemical manufacturers and importers will be required to provide a label that includes a harmonized signal word, pictogram, and hazard statement for each hazard class and category. Precautionary statements must also be provided.

- Safety Data Sheets: Will now have a specified 16-section format.

Information and training: Employers are required to train workers by December 1, on the new labels elements and safety data sheets format to facilitate recognition and understanding.

Once implemented, the revised standard will improve the quality and consistency of hazard information in the workplace, making it safer for workers by providing easily understandable information on appropriate handling and safe use of

hazardous chemicals.

"Exposure to hazardous chemicals is something that affects everyone from construction industry workers to schoolteachers," said TOSHA Administrator Steve Hawkins. "It is important to have employees recognize hazardous chemical symbols to ensure chemical safety in the workplace."

To assist employers and employees with meeting this deadline, TOSHA, in conjunction with the University of Tennessee, has developed a video presentation designed to help train employees on the new Globally Harmonized System of Classification and Labeling of Chemicals (GHS), and the HCS.

The video is available to view on TOSHA's website at

www.tennessee.gov/labor-wfd/tosha.html and can be obtained in DVD format from TOSHA for \$20.00 per copy. A Spanish version will be available soon both in DVD format and on the Website. The video will help employers become more familiar with the HCS and will also provide assistance to meet the new training requirements.

TOSHA also has videos available on TOSHA Special Emphasis Programs, Bloodborne Pathogens, Personal Protective Equipment, and Trenching and Excavation. Contact TOSHA at 1-800-249-8510 for an order form for the DVD versions.

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Bristol, Tennessee: Sporting a Sustainable Tomorrow

By JAN COMPTON
TDEC's Office of Sustainable Practices

The city of Bristol is focusing on the future while protecting the unique heritage, natural beauty and dedicated businesses that have made it so special in years past. As the trees are currently decorated with beautiful color and mountains are highlighting the background, it's easy to see why Bristol has always been known for the natural attributes which attract residents and visitors alike. These same natural attributes are influential in area recreational choices, hobbies and even sports.

Bass Pro Shops Outdoor World recently committed to Bristol largely because of the long history of local hunting and fishing traditions. With a highly anticipated opening in 2014, Bass Pro Shops also plans to pursue a partnership with Bristol Motor Speedway to promote events for the numerous race fans visiting the area. A long-time staple in the community, Bristol Motor Speedway which hosted its first NASCAR sanctioned event in 1961, makes a huge economic impact for the region as Bristol grows from approximately 27,000 residents to well over 150,000 during the two scheduled races each year.

Bass Pro Shops and Bristol Motor Speedway are not only partners in enterprise, but they have also both prioritized their commitment to sustainability and protecting the natural environment. In 2008, NASCAR began an overall sustainability initiative called NASCAR Green for all their tracks including Bristol Motor Speedway. NASCAR Green focuses on decreasing the negative impact while joining with their partners to positively influence race fans and communities to be better stewards for the environment. The Bass Pro Shops location will feature elements in their site design and their community outreach to promote environmental stewardship and conservation efforts.

Bristol recently made national news with the announcement of the Battle of Bristol. Scheduled for September 2016, Bristol Motor Speedway, with a seating capacity of approximately 160,000, will host the University of Tennessee and Virginia Tech. This record setting attendance will be the largest football single-game attendance in history. The financial impacts from the game will be felt not only in Bristol but the surrounding area creating jobs and economic stimulus as the community gears up for several days activities surrounding the game.

It's not just businesses making a commitment to sustainability. In 2009, the city of Bristol itself made its first official commitment to the environment by accepting the "Going Green" initiative, a plan to reduce the city's carbon footprint and overall environmental impact and to create a more livable and responsible community. Recognizing the combined financial and environmental benefits of energy projects, they prioritized Energy Star selections. One project replaced more than 200 cathode ray tube (CRT) monitors and six servers. City leaders also approved the conversion of 186 traffic signal systems and 22 school flashing beacons to light emitting diode (LED) lighting, which comprises approximately half of the total replacements to complete their commitment.

In addition to energy savings, Bristol is also looking at renewable energy generation. They were the first municipality in Tennessee to strategically use land at a closed, capped-off landfill for solar panels. A partnership between the city, Tennessee Valley Authority, Bristol Tennessee Essential Services (BTES), and EcoLogical Energy Systems, the grid-tied 200 kW solar photovoltaic array at Bristol Demolition Landfill produces 300,000 kW of solar electricity each year.

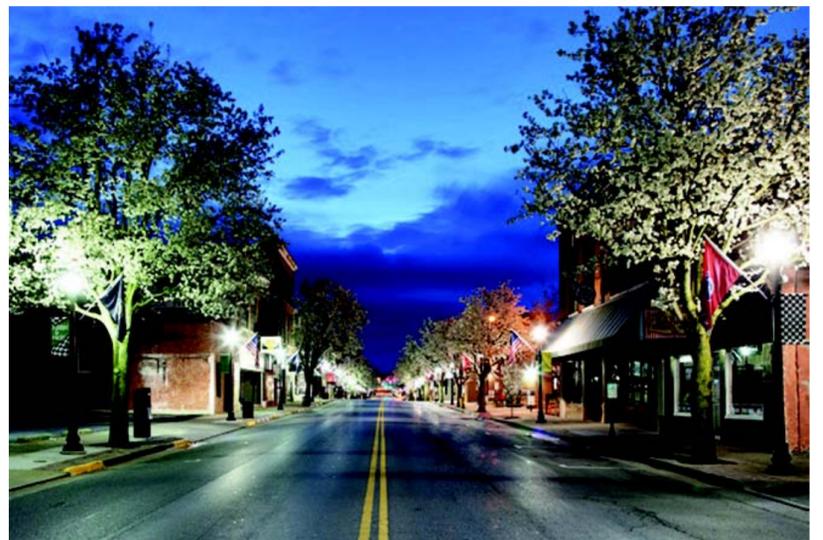
Building on the success of the first project, these same partners recently completed a second solar project with a 200 panel photovoltaic array at Holston Elementary School. Principal Jerry Poteat was the catalyst for the project as he seeks to convert the 80-foot collection of panels into a solar pavilion outdoor learning classroom. Poteat, a former science instructor with 35 years in the classroom, is working with EcoLogical officials to develop a solar energy contest that will be designed around the perimeter of the solar array with large game board squares much like a monopoly game design.

The public private partnership utilized a power purchasing agreement which allows EcoLogical to lease the land from the city and sell the energy produced to TVA and BTES until the system is paid for in approximately 10 to 15 years. The array will then be donated to the school system which will substantially lower the school's energy costs. The panels will generate 65,000-75,000 kilowatts of electricity, meeting the demand for approximately eight full-size homes.

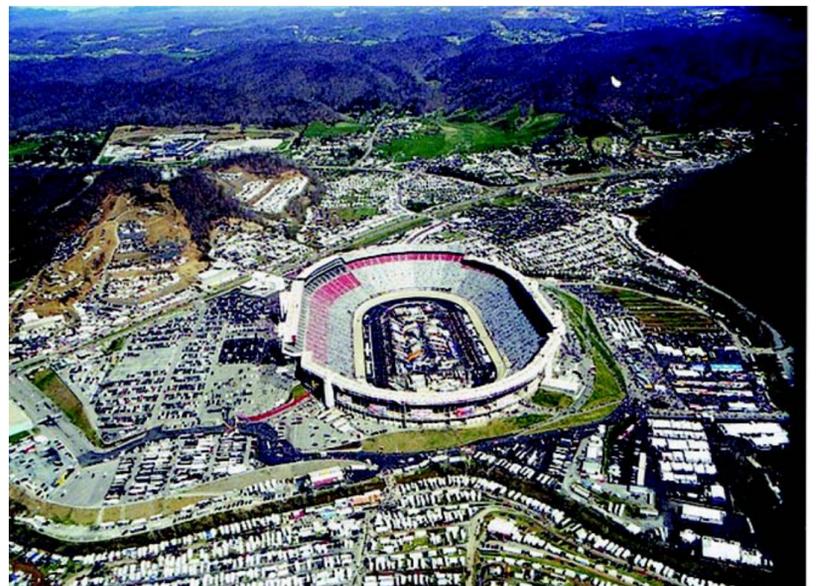
A defining element for Bristol is that it is a city divided between two states, Tennessee and Virginia. State Street serves as the boundary and is located in the common downtown district. A joint city effort to revitalize the downtown began with Depot Square as the anchor for the city's center and revitalization efforts. Active community conversations will steer the project but ultimately the plan will center on the concept of smart growth and green building design. The fundamental goal is to create a vibrant, walkable experience throughout the entire downtown. Bristol is also known as the Birthplace of Country Music® following the official recognition by the U.S. Congress in 1998. Scheduled to open in August 2014, the Birthplace of Country Music Museum will also be a staple in the revitalization efforts.

It's not just sports that are garnering national news for Bristol. The downtown is home to a loyal business known for their production of Pointer brand clothing and work clothes which are superior, made in the U.S.A. products. Their clothing, particularly overalls, is popular with hunters, farmers and mechanics. L.C. King Manufacturing Company is currently celebrating 100 years of manufacturing in Bristol, Tennessee and was recently featured in The New York Times.

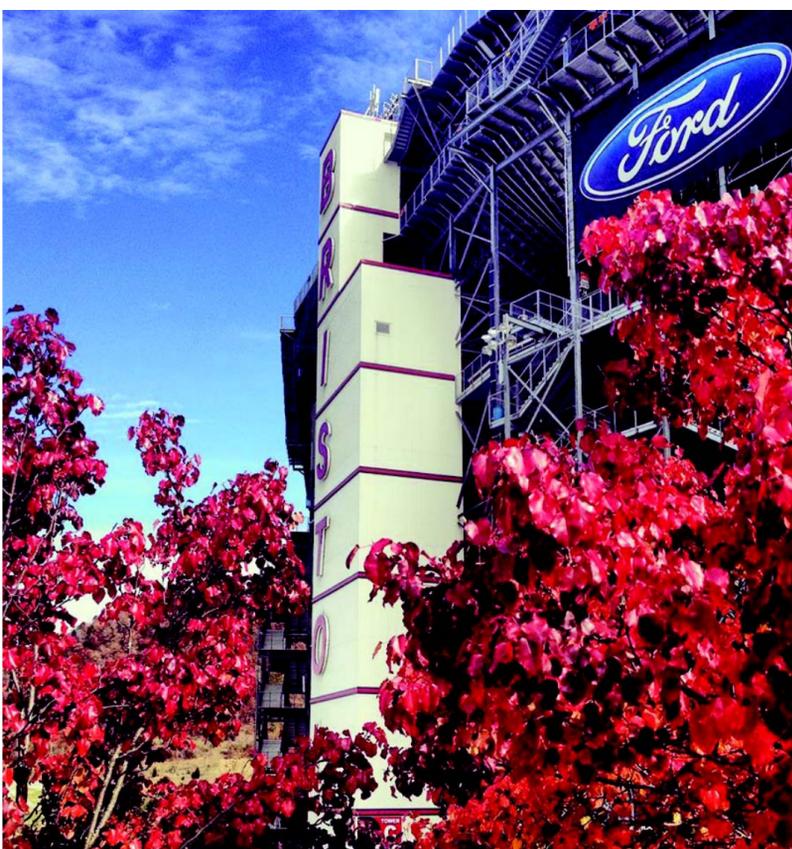
From the largest college football venue, to a country music museum, to a solar classroom, the buzz is being heard miles away. "We are so pleased that Bristol is sporting such a bright future with a multitude of opportunities for smart growth, fun venues and economic stimulus," said Mayor Michelle Dolan. "I hope to tie the pieces together to synchronize all aspects for the ultimate success."



State Street serves as the state boundary and portal for downtown revitalization efforts



Bristol Motor Speedway during NASCAR race weekend. Currently its home to the largest holiday light show in the South featuring more than 300,000 LED lights and an ice skating rink.



Pictured above is the Bristol Motor Speedway. The Speedway will host the Battle of Bristol in Fall 2016.

Pictured at right, is the In 2013, LC King Manufacturing Company. In 2013, the company anniversary of manufacturing high quality Pointer Brand clothing and was recently featured in the New York Times.



STATE BRIEFS

State receives an "A" in Protected Innocence Challenge

Tennessee received an "A" from Shared Hope International's 2013 state report card, a score of 93.5, the highest of any other state rated in the Protected Innocence Challenge. The state showed significant improvement after bills cracking down on child sex trafficking were passed during the last legislative session. Tennessee received a "C" in 2011 and 2012 with scores of 73 and 79.5 respectively. During the 2013 legislative session, the Tennessee General Assembly passed 12 new laws amending chapters 39 and 40 within the Tennessee Code Annotated.

New law allows electronic proof of insurance

A new law that many Tennessee drivers may not be aware of allows motorists to use electronic devices to show proof of insurance in the event they are ever pulled over. As more people depend on their smart phones and tablets, electronic insurance cards help prevent motorists the hassle of going to court if they are pulled over and their insurance cards are expired. "A lot of times when we approach the vehicle, they will have their phone in hand with their insurance or E-card already ready to go," Sgt. Bill Miller of the Tennessee Highway Patrol said. However, despite the convenience of electronic insurance cards, Miller said drivers should not assume a simple picture will always be enough. "We do not accept photos of possibly counterfeit or fraudulent documents," he said. Miller added drivers are on a time limit when they are searching for their proof of insurance, even if it's electronic documentation.

TN Commerce & Insurance warning on insurance scam artists

Scam artists don't need a lot of special knowledge about the Affordable Care Act to take advantage of their newest round of victims. They only need to capitalize on confusion. Scam artists may target people worried about changes in their health coverage -- especially the elderly, state officials say. Kate Abernathy, spokeswoman for the Tennessee Department of Commerce and Insurance, said the department's consumer division has been on alert for scams that include bogus Obamacare websites, callers touting "Obamacare insurance cards," and offers to help people sign up for insurance for a fee. The department has heard reports of cold callers who say they can walk consumers

through the application process for a \$50 or \$100 fee as a navigator.

State faces \$8 billion backlog in road projects

State Department of Transportation Commissioner John Schroer says his department faces a years-long backlog of road projects totaling \$8 billion and the possible loss of funding from the U.S. Highway Trust Fund. Schroer brought up the backlog and chance that federal highway dollars could dry up in two years' time during a session outlining ways to jumpstart the long-stalled western extension of Mack Hatcher Parkway around Franklin. TDOT spokeswoman Deanna Lambert said hundreds of projects are caught in the backlog, which goes back 27 to 30 years. Schroer said the most expensive project on the list is the \$109 million Interstate 40/240 interchange in Memphis.

State audit shows tax breaks not being adequately documented

Tennessee's tax collectors are not adequately documenting that growing businesses getting tax breaks from the state are generating the jobs they promise, a state audit suggests. "The Department of Revenue's management did not adequately document that tax audits related to the jobs tax credits and ultimately could not provide evidence that companies audited complied with state law," said Tennessee Comptroller Justin Wilson in a 48-page audit. Tennessee offers new or expanding businesses job tax credits of up to \$4,500 for each new job created for up to 15 years, but the tax break depends upon the state verifying that the business invests at least \$500,000 in the facility and add at least 25 full-time jobs. Such credits have been a key part of incentive packages used to lure new investments such as the \$1 billion Volkswagen plant in Chattanooga in 2008 and the \$2 billion Wacker Chemical plant in Charleston.

U.S. Airways/American Airlines merger good for TN

Tennessee's top five airports will continue to be served by a merged US Airways and American Airlines for the next five years under an agreement with the state. The U.S. Justice Department announced it reached an agreement to allow the two entities to become the world's largest airline after agreeing to scale back its presence at Reagan National Airport in Washington and in other big cities. Tennessee Attorney Gen-

eral Bob Cooper announced that a settlement of the state's challenge to the merger means the company agreed to continue to fly to Nashville, Memphis, Knoxville, Chattanooga and the Tri-Cities for five years. Cooper said the company's giving up of slots at major airports could lead to more low-cost carriers flying to Tennessee.

Tax study finds high revenue contribution for refugees

A new study of foreign-born refugees who live in Tennessee has found they contributed almost twice as much in tax revenues as they consumed in state-funded services in the past two decades. But limitations of the study — an unprecedented research effort by the state — left the state lawmakers who asked for it with questions. A committee of House and Senate lawmakers requested the study last summer to try to understand the impact of refugee services on the state budget. They were especially interested in whether there has been a shift in how those costs are covered by state and federal funds. The Federal Refugee Resettlement Program operates in 49 states to give politically and religiously persecuted refugees a fresh start in the U.S. and a path to citizenship after five years. Researchers with the legislature's Fiscal Review Committee reported a number of first-time findings about refugees in the state. Their report estimates some 57,000 refugees live in Tennessee, a number that has doubled since 1990 but which still represents less than 1 percent of the population.

TN could be top state for meth labs

Tennessee is in danger of becoming the top state in the nation in meth lab production. Mark Gwyn, director of the Tennessee Bureau of Investigation, issued the warning in a 30-minute budget presentation to Gov. Haslam. He said the state was primed for greater heroin abuse because drug dealers offering lower prices have taken control of the market from Asian competitors. "We're headed to be number one this year in meth lab production," Gwyn said. He noted that two other states have acted to require that drugs used in meth production cannot be purchased without a prescription. Currently Tennessee has no such requirement. "We know we have to limit the availability," he said, but stopped short of recommending a prescription requirement. Gwyn, who said drugs could be involved in as much as 98 percent of the criminal activity in the state, said he was particularly troubled by growing drug use in both urban and rural areas.

U.S. Corps of Engineers conducts river study in response to 2010 flood

In response to the 2010 flood that caused an estimated \$480 million in property loss and five deaths, the U.S. Army Corps of Engineers Nashville District is taking on the first study of the river in more than 20 years. Residents and property owners expressed ideas and opinions at two public meetings recently designed to gather information



toward creating an environmentally and socially acceptable plan to curb future flooding along the Harpeth River watershed.

The watershed crosses into six counties and stretches 870 square miles. The study will be a three-year, \$1.4 million project that involves the cities of Franklin, Brentwood along with Williamson County, and Metro Nashville.

The cities bought the flooded homes and those lying in flood zones to avoid future flooding. Franklin city administrator Eric Stuckey was quoted in the local paper as saying there may be future opportunities to buy more homes, but the option has not been fully developed.

The proposed feasibility study would consider the river's overall ecosystem, from its headwaters near

Eagleville to Bellevue, Franklin and Kingston Springs. The study will be supplemented by Federal money and contributions from local cities, including Nashville and Franklin.

Metro-Nashville would pay about \$253,000, followed by Franklin's \$246,000, with \$50,000 contributions from Williamson County and Brentwood. However, the completion of the study is no guarantee that any of its recommendations to curb flood-waters will ever be pursued.

For example, a study in the 1980s recommended a large dam be built on the river to control its waters, but that project was never undertaken.

A future meeting in Bellevue is proposed, but no date has been set.

Third TN Clean Energy grant cycle announced

The Department of Environment and Conservation has announced a third offering of the Clean Tennessee Energy Grants, totaling \$1.9 million, to fund energy efficiency projects for municipal governments, county governments, utility districts and other similar entities across Tennessee.

Funding for the projects comes from an April 2011 Clean Air Act settlement with the Tennessee Valley Authority. The Clean Tennessee Energy Grant Program provides financial assistance to these public entities to purchase, install and construct energy projects. Eligible categories of the Clean Tennessee Energy Grant Program include:

- Cleaner Alternative Energy – biomass, geothermal, solar, wind
- Energy Conservation – lighting, HVAC improvements, improved fuel efficiency, insulation, idling

minimization

- Air Quality Improvement – reduction in greenhouse gases, sulfur dioxide, volatile organic compounds, oxides of nitrogen, hazardous air pollutants

The maximum grant amount per project is \$250,000 and requires a match from the applicant. Grant applications are available on TDEC's website and will be accepted until January 31, 2014. Recipients are expected to be announced by late spring.

Grant recipients will be selected with careful consideration given to the projects that meet the selection criteria and express the greatest need. To learn more about the Clean Tennessee Energy Grant or to obtain an application, visit www.tn.gov/environment/grants_energy.shtml or contact Kathy Glapa at (615) 253-8780 or Kathy.Glapa@tn.gov.

TBI study: law enforcement use of deadly force, shooting incidents

The Tennessee Bureau of Investigation released its first-ever study on law enforcement's use of deadly force and shooting incidents in Tennessee while in the line of duty. Different from the annual Law Enforcement Officers Killed or Assaulted (LEOKA) report, this report takes an in-depth look at officers who have used force or deadly force with a weapon while protecting Tennesseans and the effect that critical incident had on the officers, their departments and their communities.

The mixed methods research study took a three-pronged approach to the issues. First, law enforcement agencies across the state were surveyed about the number of times officers within their departments used deadly force between 2007 and 2011. Second, round table discussions were held where law enforcement leaders provided input on trends, causes, policy and costs of the use of firearms by officers in their respective regions of the state.

And last, researchers interviewed a dozen officers who had been involved in a shooting incident to gain the perspective of those officers and publish eight of those summarized interviews as case studies.

Law Enforcement Use of Deadly Force 2007-2011 Quick Facts

- Of the 295 agencies that responded to the survey, 206 were police departments, 75 were sheriff's departments and the re-

maining 14 were state departments.

- Eighty-four agencies experienced at least one officer involved shooting between 2007 and 2011 with a total of 234 officer involved shootings.

- The majority of the shooting incidents at 140 or approximately 60 percent were large departments with more than 101 sworn personnel. Both small and medium sized agencies each reported about 20 percent of the shooting incidents.

- 207 agencies reported having no officer involved shootings during the time period.

- 35 of the officers involved in shooting incidents are no longer employed in law enforcement.

- 72 percent of all agencies received deadly force training at least annually.

- Of the 234 incidents reported lawsuits were filed in 20 cases and were evenly distributed between small, medium and large agencies.

- 164 agencies reported having mandatory post shooting counseling provided to officers.

The study reveals several factors contributing to the use of deadly force incidents including mentally ill subjects, drugs, gangs and the disposal of seized weapons. Another common theme is the importance of firearms training including judgment training to the law enforcement community as a whole.

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Schedule for Governor's Mansion holiday tours set

The schedule for Tennessee's Home for the Holidays Governor's Mansion tours has been announced.

Tours will take place the first two weeks of December. Over the past two years, almost 10,000 people have visited Tennessee's executive residence during the holiday open houses.

Gov. Haslam is partnering with the Tennessee State Museum, The Hermitage, the Davy Crockett Birthplace State park, the East Tennessee Historical Museum, and the Sequoyah Birthplace Museum in an effort to focus on the state's history and heritage. There will also be special, student-made decorations highlighting Tennessee's living legends including Pat Summitt and Dolly Parton.

For more information, visit <http://www.tn.gov/firstlady/residence/holidays.shtml>



Tours set for first two weeks in December.

TN attorneys partner with Montgomery County, Clarksville to feed, clothe the needy

For the past several years, First Church of the Nazarene, Hilldale Baptist Church, and Radical Missions have presented a project called "Warm Souls" on the afternoon of Christmas Eve.

Warm Souls provides the needy of Montgomery County with a sit-down Christmas dinner, live entertainment, food to take home for the holiday, clothing, Christmas gifts, complimentary family Christmas photos and free haircuts.

Last year, Clarksville Mayor Kim McMillan and the city of Clarksville partnered in the event by offering free bus transportation throughout the city for people to attend the Warm Souls activities.

"I am so proud that the city of Clarksville will be a part of the Warm Souls event again this year," said Mayor McMillan.

Last year, more than 650 volunteers took time off from their personal holiday celebrations to serve 750 guests and make Warm Souls a huge success. This year, County Mayor Carolyn Bowers, Montgomery County government officials, and attorneys from Clarksville are joining the effort to relieve some of the stress created for the needy at Christmas.

Mayor Bowers discussed the county's part in this important project, "It is great to see an event that combines education and philanthropy in our community. Warm Souls is a very worthy event that helps local citizens in need during the winter. I appreciate the law community taking the initiative to dedicate their class to benefit this project."

One of the major expenses for Warm Souls is the clothing that is given away at the event. Last year, approximately 450 "hoodie" sweatshirts were given to the guests during the Warm Souls Christmas party.



Purchasing the sweatshirts is a huge expense and that is where Clarksville lawyers and Mayor Bowers plan to help. On Dec. 19 - 20, there will be a CLE lawyer training conference hosted at the Montgomery County Courthouse.

Lawyers are required to complete 15 hours of CLE (continuing legal education) per year to maintain their attorney license in Tennessee. The cost of a year's CLE can be several thousand dollars and can take an attorney out of their office for multiple days. This year, local attorneys will be presented with an entire year of approved CLE credits over a two-day period for just \$40. This cost will include lunch for the lawyers attending the program and an offer for attendees at this conference to make a tax deductible donation to Warm Souls to pay the costs of the sweatshirts that will be handed out on Christmas Eve.

"I'm so excited about the concept of the Continuing Legal Education credits as a basis for helping lawyers meet their duty of getting

CLE hours while providing much needed funding for Warm Souls," said Mayor McMillan, who is also an attorney and former member of the Tennessee Board of Professional Responsibility. "It is a great idea! I appreciate the vision and hard work that is going into this program and thank all those involved in providing a service that will impact so many lives."

The classes are being offered for a "cost only" fee in hopes that other attorneys will be generous in their gifts to Warm Souls. Presenting attorneys have also waived any speaker honorariums.

"More than one million Tennesseans are unable to afford legal services. Of that number, our legal services organizations are able to serve less than 10 percent of these individuals," said Honorable Gary R. Wade, Chief Justice of the Tennessee Supreme Court. "Our profession has long recognized its obligation to provide services without compensation -- "pro bono" -- and, following the passage found in the Book of Proverbs, to 'plead the case of the poor and needy.' Seven years ago, our Supreme Court established as its primary goal offering 'justice for all.' Today the Court's Access To Justice Commission works every day to develop ways and means for all Tennesseans to receive the assistance of counsel in times of crisis. I salute these attorneys from the Montgomery County Bar for their efforts to serve the community in this important way."

Kevin Fowler, a speaker for the Warm Souls CLE and the managing attorney for the Clarksville office of Legal Aid of Middle Tennessee, agreed with Chief Justice Wade noting, "A large segment of the local bar commits themselves to helping the community in general. Those efforts are often unseen by the public. We at Legal Aid commend their efforts and strive to increase pro bono service by attorneys through projects such as the Warm Souls CLE project."



Dec. 1: Hendersonville

31st Annual Christmas Parade
Parade starts at 2 pm. Kids can play at the HolidayFest Party Zone from noon to 2 pm at Memorial Park. Kelly Lang and TG Sheppard serve as Grand Marshals. For information, call Brandi Alloco at 615-822-8585.

Dec. 2: Cookeville

Christmas Parade "Through the Eyes of a Child"
Parade starts at 7 pm. Grand Marshals are Tammy Depperschmidt, executive director at Mustard Seed Ranch, and Houston Bynum, administrator for Happy Haven Home for Children. For information, call parade coordinator Beth Smith at 931-510-7230, or email cookevilleparade@yahoo.com, or call the Chamber of Commerce at 931-526-2211.

Dec. 5: Bristol

32nd Annual Downtown Christmas Parade.
Downtown's aglow, as the parade begins at 7 pm. Starts on Bob Morrison Blvd. and travels down State Street to the historic Bristol Train Station. For information, call Bristol Chamber at 423-989-4850.

Dec. 5: Clarksville

54th Annual Lighted Christmas Parade.
Begins at 5 pm. Warm up with hot chocolate on Public square and caroling at 4 pm. route will begin on 8th Street on the campus of APSU. From 8th Street, floats will proceed to College and then to the University going around Public Square, then around the Historic Courthouse and back to Franklin. From Franklin Street, turn onto 8th Street, and back onto the campus.

Dec. 6: Gatlinburg

38th Annual Fantasy of Lights Christmas Parade.
Travels through downtown Gatlinburg at 7:30 pm. More than 100 parade entries and a dozen marching bands. Ends at Traffic Light No. 10.

Dec. 6: Nashville

The 61st annual Piedmont Natural Gas Nashville Christmas Parade
Begins at 7 pm following the Annual Tree Lighting Ceremony in Public Square Plaza at 6:30 pm. Parade begins at Public Square Plaza and travels down Second Ave. and up Broadway to Ninth Ave. ABC's "Nashville" actor Eric Close serves as Grand Marshal.

Dec 6 & 21: Dandridge

Christmas in Dandridge.
Candlelight shopping on Dec. 6. Carriage rides, carolers, refreshments, store specials and extended shopping hours. Wonderful sounds of the season as local bell and chancel choirs fill the streets with carols. Continue the fun Dec. 21 at 1:30 pm at the Dandridge Christmas Parade. Call 865-397-7420 extension 17 or visit www.MainStreetDandridge.com.

Dec. 7: Ashland City

Christmas Parade.
WKRN's Stephanie Langston serves as Grand Marshal starting at 6 pm. The theme centers around the "Duck Dynasty" T.V. show. Plenty of camouflage, critters and Christmas lights.

Dec. 7: Johnson City

Downtown Christmas Parade
Gov. Bill Haslam will be a grand

marshal alongside co-marshals Congressman Phil Roe, Lt. Gov. Ron Ramsey, Phil Carriger, City Mayor Ralph Van Brocklin, Washington County Mayor Dan Eldridge and University of Tennessee Chancellor Jimmy Cheek. East Tennessee State University President Brian Noland (tentative). The route will lead floats from State of Franklin Road to East Main Street through downtown, turn left on Buffalo Street, then right on West Walnut St. and continue to ETSU. Parade spectators are encouraged to take part in the college's second annual Winter Celebration.

Dec. 7: Spring Hill

6th Annual Christmas Parade
Starts at 5 pm. Parade route begins at Home Depot along Main Street to Beechcroft Road and ending at Evans Park. Call Spring Hill Parks and Recreation Department at 931-487-0027.

Dec. 7: Mt. Juliet

Christmas Parade.
Begins at 5:30 pm at the First Baptist Church, head northbound on N. Mt. Juliet Road, and then end when it reaches Charlie Daniels Parkway. Call CJ Kiekens, Parks event coordinator, at 615-758-6522 or cjkiekens@cityofmtjuliet.org.

Dec. 7: Portland

"Light up the Night" Annual Christmas Parade.
A lighted parade begins at 5:30 pm. on Freedom Dr. and ends on Main Street, with the annual Christmas tree lighting. Senior citizens will sell hot chocolate and desserts. Beginning at 3 p.m., Santa will be available for photos. Generation Church will be decorating cookies with the kids and Chamber ambassadors will be helping make craft ornaments.

Dec. 7: Goodlettsville

Christmas on Main Street.
The day includes breakfast with Santa, kids' activities, musical performances, City Tree Lighting Ceremony and YuleFest. The parade begins at 11 am. At the conclusion, performers, carolers and other entertainment at noon at City Hall Park with booths and food vendors. Santa awaits children's visits from 1-4 pm. The lighting of the city Christmas Tree occurs at 4 pm, and then YuleFest begins at 6-9 pm at Moss-Wright Park at Historic Mansker's Station.

Dec. 8: Murfreesboro

Christmas Parade.
Begins at 2 pm on the corner of E. Main Street and Middle Tennessee Boulevard, goes down East Main, around the Northside of the Murfreesboro square, onto West Main, and ends on Walnut Street.

Dec. 14: Leiper's Fork

Christmas Parade
Starts at 2 pm at Leiper's Fork Village, Old Hillsboro Road. This country-style parade includes everything from parade floats, tractors and lawnmowers, to horses, dogs and hogs. Marches through the heart of the Village on Old Hillsboro Road. Area merchants will be open.

Dec. 14: Franklin

Dickens of a Christmas
Travel back to the Victorian era. Sat. 10 am-5pm, Sun. noon-5pm at Main Street and Public Square in historic downtown. More than 250 characters, vendors and street performers. Horse-drawn carriage rides around Public Square, holiday bazaar, arts & crafts, dancers and street musicians. Father and Mother Christmas, and Victorian treats from authentic fish 'n' chips to roasted nuts. Town Sing at the Public Square by the Christmas tree at 4:30 pm on Sun. Potential vendors contact Rene' Evans at revans@historicfranklin.com or 615-591-8500.

Dec. 14: Gallatin

Christmas Parade "A Candy Land Christmas"
Begins at noon, the parade will start on Steam Plant Road, travel through downtown and end at the Gallatin High School. More than 125 entries.



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Advertising: \$9.25 per column inch. No charge to TML members. Send advertising to: TT&C Classified Ads, Mona Lawrence, 226 Capitol Blvd. Suite 710, Nashville TN 37219; e-mail: mlawrence@TML1.org; or fax: 615-255 4752.

BUILDING INSPECTOR

BELLE MEADE. The city is seeking qualified candidates for the position of Building Inspector until Nov. 30, 2013. Primary job duties include: plans review, building inspections, enforcement of zoning, stormwater and building code regulations, issuing building permits, and assisting Board members, including Board of Zoning Appeals, Municipal Planning Commission, and Board of Building Code Appeals. Minimum high school degree and 5 years' experience, college degree preferred. State of Tennessee or ICC building inspector certification required, as well as TN Dept. of Conservation Erosion Prevention and Sediment Control Level I certification. Applicant has up to one year from date of employment to obtain required certifications. The successful candidate must be personable, highly organized, and able to meet deadlines and multitask. He/she should be able to work independently as well as effectively operate in a team environment. Excellent benefits. Beginning salary range \$39,500-\$44,000 DOQ. EOE. Please mail application, resume, and cover letter to Beth Reardon, City Manager, 4705 Harding Road, Nashville, 37205 or email same to breardon@citybellemeade.org. A printable application and job description are available at the city website, www.citybellemeade.org, by clicking on the menu option "Building & Zoning, Employment Opportunities".

BUYER

COLLIERVILLE. The town is seeking qualified applicants for the position of Buyer for the town's General Services Department. This position performs skilled technical work in the purchasing and procurement of a variety of materials, equipment, and supplies in accordance with prescribed regulations and procedures for the town. Qualifications: Requires an associates degree with major coursework in Business Administration, Public Administration or a closely related field; supplemented by two (2) years of job related experience; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills and abilities for this position. Certified Professional Public Buyer (CPPB) preferred but not required. Valid Motor Vehicle Operator's License at the time of hire. Candidate must be able to pass a work related physical and drug test. Salary range is \$28,568.00 - \$48,013.00 (DOQ) annually with excellent benefits package. Position is open to the general public. Position open until filled. Selection process may include: examinations, interviews, assessment centers, practical skills, etc. Drug testing may be required. Applications available at Collierville.com. Apply at Human Resources Office, 500 Poplar View Parkway, Collierville, TN. 38017. Job Number: JN13-70GS, Class Code: 0255. We regret we are unable to answer all inquiries. We will only notify candidates selected for testing or interview. Please submit a new application each time you apply for a Town job. Pursuant to Tennessee open records law, applications and resumes are subject to disclosure. The Town of Collierville is EOE and does not discriminate in hiring. Minorities, women, and disabled are encouraged to apply. If you have a disability and require special accommodations during the selection process, please notify the Human Resources Office at 901-457-2290. The Town of Collierville is a drug free workplace.

CERTIFIED BUILDING INSPECTOR & CODES ENFORCER

ETOWAH. The city is seeking an experienced professional public servant with self-motivation, a strong work ethic and great people skills to lead the city's property maintenance/housing/ and business revitalization in the position of Certified Building Inspector/Codes Enforcer. The City has a combination of historic buildings, historic districts, older homes and new development in various states of repair. The position is responsible for technical work in the enforcement of building and zoning codes, city ordinances, ADA inspections, taking the city's position in front of the Administrative Hearing Officer, slum clearance and other duties as assigned. Qualifications for the position include a valid Tennessee driver's license, high school graduation or equivalent, and current certification as a building inspector by the State of Tennessee Department of Commerce and Insurance State Fire Marshall's office. Pref-

erence will be given to candidates with the above skills and any of the following: higher education and/or current building contractor license. Computer skills and organizational skills are a must. Applications and job descriptions may be obtained at Etowah City Hall, 723 Ohio Avenue, Etowah, TN 37331, 423-263-2202. All applications must be submitted to City Hall no later than 4:00 p.m. on Friday, December 13, 2013. The City of Etowah is EOE and does not discriminate on the basis of race, sex, religion, national origin, age, disability or veteran status in employment opportunities and benefits.

CITY ENGINEER

DICKSON. The city is seeking qualified applicants for the position of City Engineer. This position provides technical support and assistance in the reviewing and processing of various City engineering plans, permits and specifications. The position reports to the city administrator in the performance of duties. Applicant must have the ability to exert light physical effort in sedentary to light work, but which may involve some lifting, carrying, pushing and/or pulling of objects and materials of light to moderate (5-25 lbs.) Tasks may involve extended periods of time sitting at a workstation, as well as outdoor activities associated with site visits. Candidate must be able to pass a work related physical and drug test. Pay Grade is XI -\$54,427.14 to \$81,784.87 per year. Qualifications include: A bachelor's degree in Civil Engineering or closely related field from an ABET-accredited college or university with a calculus-based curriculum; the ideal applicant should possess at least 4 years of progressively responsible engineering experience and/or training involving civil engineering, engineering design, engineering plan review, surveying, and personal computer operations, and must be licensed to practice engineering in the State of Tennessee. Preference may be given to candidates with experience in roadway, site development, grading and drainage, stormwater pollution prevention, urban development and parks and recreation projects. Must have or be able to obtain TNEPSC Level 1 and TNEPSC Level 2 certifications for Stormwater Management within the 12 months of employment. Valid driver's license at the time of hire. Current license to practice engineering in the state of Tennessee. Inactive licenses will not be considered. Applications must be filled out in person at City Hall, 600 East Walnut St., Dickson, TN 37055, Mon. through Fri. between the hours of 7:30 am and 4:20 pm and accompanied by a résumé and proof of engineering licensure. A full job description may also be picked up at city hall. Résumés and Application packets must be submitted no later than 4:20pm Wednesday, Dec. 11, 2013. Selection process may include: examinations, interviews, practical skill test, etc. Pursuant to open records law, applications and résumés are subject to disclosure

CITY MANAGER

BRISTOL. The city is seeking qualified applicants for the position of city manager. The city manager is required to possess a bachelor's degree in Public/Business Administration or a related field (a related master's degree preferred), with six to nine years of public or related private sector management experience. Progressive experience, preferably within a local government (or related) setting; or any combination of education, training, and experience which provides the requisite knowledge, skills and abilities for this position is qualifying. The city manager is selected by and reports to the Bristol City Council and he/she serves at their pleasure. The position is responsible for the administration of all departments of the city government. Bristol is located in Sullivan County, and is part of the Tri-Cities Metropolitan Area consisting of Bristol TN, and Bristol, Virginia, Johnson City, and Kingsport. The governing bodies for the cities of Bristol, TN, and Bristol, Virginia, are independent. Each has a council-manager form of government. Both cities have planning commissions, zoning ordinances and industrial development authorities. The starting salary will be market competitive, depending on the experience and qualifications of the selected candidate. In addition, the city expects to provide an excellent fringe benefit package to the successful candidate. Reasonable relocation expenses will also be provided. Cover letters, resumes and salary history should be sent to James L. Mercer, President/CEO, The Mercer Group, Inc., 5579B Chamblee Dunwoody Road #511, Atlanta, GA 30338. Voice: 770-551-0403; Fax: 770-399-9749; or E-Mail: jmercer@mercergroupinc.com. Website www.mercergroupinc.com. First review of candidates will occur

on Nov. 29, 2013. Following a process, resumes will be screened by The Mercer Group and interviews with candidates of interest are expected to be held in Bristol in early Dec. 2013. EOE.

CITY MANAGER

FAIRVIEW. The city is seeking an accomplished team builder and public sector professional to be their next city manager. The city manager is appointed by and reports to the Board of Commissioners. Candidates should possess a bachelor's degree in public administration, business administration, or a field closely related to government management, with a master's degree in a related field preferred; and a minimum of seven years of progressively increasing professional governmental experience in a high-level management position. The city is seeking a manager who has the background and experience to take the organization to new levels of success through a personable management style that recognizes collaboration, team-building, and community partnerships. Candidates should have established success in organizational and staff development, fiscal management, growth management, and basic municipal services. The manager will have a proven record in effective service delivery, creative problem solving and innovation, transparency and accountability, and the council-manager plan; and will embrace quality community growth opportunities while at the same time being respectful to the rural-urban, family-oriented character of the past. The city manager will strive for an open and trusting relationship with the board, staff, and community. Salary range: \$76K - \$96K DOQ. Position profile is available at www.fairview-tn.org. Send cover letter, resume, and detailed salary history by electronic mail to the UT-Municipal Technical Advisory Service, attention Jeff Broughton, by December 6, 2013. Please direct questions to Jeff Broughton at jeff.broughton@tennessee.edu.

CITY RECORDER

MASON. The town is accepting applications for a qualified, innovative and committed professional with proven leadership merits and strong analytical skills to serve as the city's recorder. Major duties for the position include: assist the mayor and other department heads with the development and implementation of financial policies, procedures and controls; prepare and submit financial statements and related reports of the city's bookkeeping; supervise disbursements of city funds; coordinate development of the annual budget with the mayor and department heads, city council and outside agencies; update statistical tables and schedules; manage preparation of city council meetings; coordinate city code updates; maintain official city files, records, minutes, leases, deeds, contracts and other financial records; assist the public with requests for information and attest official records; supervise staff and participate in various personnel responsibilities including hiring, training employees, planning, assigning, delegating work, addressing complaints, resolving issues, completing annual budgets, payroll processing, and debt/grant management. Qualifications include: certification as a CMFO or extensive knowledge of governmental accounting and preferably at least five years previous experience in financial management with ability to supervise others. Starting salary and benefits to be negotiated. Applicants should submit a letter of interest along with resume by mail to the city attorney: James S. Haywood, Jr., PO Box 438, Brownsville, TN 38012. DOE

CODES OFFICER

FARRAGUT. The town is seeking applications for the position of Codes Officer. This position performs general building, plumbing, and gas/mechanical inspections and both residential and commercial plans review. This position also performs property maintenance code inspections and responds to citizen requests involving building and property maintenance code matters. Minimum qualifications include a high school diploma and 3-5 years' experience working in construction. Preference will be given to candidates with International Code Inspector Certifications or the ability to obtain such certifications within one year of employment. Salary range starting at \$39K plus 100 percent town-paid medical, dental, life, LTD, and a matching 401(k) retirement plan. Applications and a job description may be obtained at the Farragut Town Hall, 11408 Municipal Center Dr., Farragut, TN, 37934, or www.townoffarragut.org. Applicants must submit a completed town of Farragut application. Application deadline is Dec. 4, 2013 at close of business. EOE.

COMMUNITY DEVELOPMENT DIRECTOR

FARRAGUT. The town is seeking candidates for the position of Commu-

nity Development Director. This position oversees all building and development activity within the town and performs difficult administrative work which includes: supervising department personnel, budgeting, supervising and monitoring development activities, formally reviewing building and site plans, ensuring compliance with adopted rules and regulations, preparing reports and setting policies and goals. Minimum qualifications include a bachelor's degree in geography, planning, public administration, or related field and extensive public or private sector experience working and supervising staff in urban planning. Preference will be given to candidates possessing a master's degree in geography, planning, or public administration, demonstrated effective supervisory skills, and/or AICP certified. Salary range is \$64K-\$82K DOE. Current benefit package includes 100 percent town-paid medical, dental, life, LTD, and a matching 401(k) retirement plan. Visit www.townoffarragut.org/jobs to download the complete job description and submit the required application. Application deadline is 3 pm Dec. 13, 2013. EOE.

DIRECTOR OF FINANCE/CITY CLERK

CLEVELAND. The city is accepting applications from qualified individuals for the position of Director of Finance/City Clerk. Qualified applicants will possess a bachelor of Science degree in Accounting, and will be a Certified Public Accountant with more than 10 years related experience, preferably in the field of governmental accounting. Major duties include: assist the city manager and other department heads with the development and implementation of financial policies, procedures and controls; supervise the preparation of financial statements and related reports; supervise disbursement of city funds; coordinate development of the annual budget with the city manager, assistant city manager, department heads, city council and outside agencies; update statistical tables and schedules and complete an application and grading sheet for a government sponsored budget recognition program; manage preparation of city council agendas and review minutes of council meetings; coordinate city code updates; maintain official city files, records, minutes, leases, deeds, contracts and other financial records; assist the public with requests for information and attest official records; supervise staff and participate in various personnel functions including hiring, training employees, planning, assigning and directing work, appraising performance, rewarding and disciplining employees, addressing complaints and resolving problems; other duties as assigned by the city manager. Salary range entry level is \$76,664. Interested individuals should submit a letter of interest and resume by mail to the city of Cleveland, P.O. Box 1519, Cleveland, TN 37364-1519, ATTN: Human Resources Department, or by email to jdavis@clevelandtn.gov. EOE.

FIRE CHIEF

LA VERGNE. The city is seeking qualified applicants for the position of Fire Chief. This position is under general supervision of the city administrator and mayor, and is responsible for complex professional and administrative work performed in planning, organizing and directing all activities of the Fire Department. The fire chief is the chief executive officer of the Fire Department; and will serve as incident commander at major fires and in a unified command role for other operations, emergencies and natural disasters. This position is responsible for the protection of lives and property of the city and for the Fire Department organization and direction of all fire service functions. Work involves planning, directing, fire prevention, fire suppression operations and emergency medical services. Work also extends to supervision and providing for the training, assignment and discipline of all department members. This position functions independently of direct supervision with respect to technical fire procedures and practices. Work performance is reviewed through observation, analysis and overall city fire protection. Performs other duties as required. Detailed job description along with benefits information can be found by applying online at the city website: www.lavergnetn.gov.

FIRE CHIEF

SPRING HILL. The city is accepting applications/resumes for Fire Chief. A successful candidate will be responsible for the administration, coordination, and supervision of administrative and support functions of the department. He or she will also implement long-range departmental/budgetary planning, goals, objectives and strategies. Must also serve as a liaison between city departments, citizens, and other local/state/federal agencies and organizations, etc. Bachelor's degree in Fire Science or related field. 7+ years supervisory experience in fire services-related work, or any combi-

nation of education, training, and experience providing the necessary knowledge, skills and abilities to perform the essential job functions. Must meet/maintain qualifications/training standards as established by the department and the state of TN. Submit applications and resumes online at www.springhilltn.org. Include references, salary history and salary expectations. The city offers an extensive and generous employee benefit package, which includes 100 percent employer paid medical coverage for the entire family, optional vision insurance, employer paid dental insurance for the employee with the option to purchase family coverage, Employer paid Life, AD&D and LTD Insurance, as well as voluntary life and STD. Flexible Spending Accounts also available. Applications will be considered on basis of qualifications, experience, and suitability for position without regards to race, color, religion, sex or national origin. Questions may be directed to staylor@springhilltn.org. EEO/AA/Title VI Employer.

PUBLIC WORKS DIRECTOR

SOMERVILLE. The town is seeking a Public Works Director. The position reports to the Board of Mayor and Aldermen through the city administrator. The position will have direct responsibility for 17 full-time employees and the water, sewer, natural gas, streets, and cemetery operations and oversight of the solid waste contractor. The full job description can be viewed on the city's web site: www.somerville-tn.org. Starting salary is \$60,000. Resumes may be sent to City Administrator, Austin Edmondson, via e-mail cityadmsom@bellsouth.net or by mail to P. O. Box 909, Somerville TN, 38068. The Town of Somerville is an EOE employer. The position is open until filled and resumes will be reviewed as received.

TOWN ADMINISTRATOR

THOMPSON'S STATION. The town is seeking an experienced, energetic, team builder and leader to be their next town administrator. The town administrator is appointed by and reports to the Board of Mayor and Aldermen comprised of a mayor and four aldermen elected at-large to staggered, four year terms of office. Candidates should possess a bachelor's degree in public administration, business administration, or a field closely related to government management, with a master's Degree in a related field preferred; and a minimum of seven years of progressively increasing professional experience with a municipality or county in a high level management position. Salary range \$80K - \$100K DOQ. The town is seeking an administrator who is an effective collaborator and leader who can communicate clearly and directly while maintaining a personable manner. Candidates should have established success in managing in a high growth environment, expanding the tax base while maintaining and protecting the pastoral setting, natural resources, and beauty of this historic community. The administrator will have a proven record in effective service delivery and creative problem solving skills with a history of honesty, integrity, and transparency. The town administrator will roll-up his/her sleeves and lead by example to ensure an open and trusting relationship with the board, staff, and community. The town administrator will promote an atmosphere of quality customer service and citizen partnership. Position profile is available at www.thompsonstation.com. Send cover letter, resume, and detailed salary history by electronic mail to the University of Tennessee, Municipal Technical Advisory Service, attention Jeff Broughton, by Nov. 30, 2013. Please direct questions to Jeff Broughton at jeff.broughton@tennessee.edu.

TRANSIT PLANNER

JOHNSON CITY. Johnson City Transit, the city's public transportation department, is seeking a self-motivated individual for the role of Transit Planner. The primary function includes development and implementation of short and long term plans and processes in conformance with local, federal (Federal Transit Administration), and state (Tennessee Department of Transportation) policies and regulations, including ADA services, a Substance Abuse Policy and Program, a Title VI program, an EEO Program, and a DBE Program, along with ongoing grants management activities and procurement. Considerable experience in working with inter-governmental agencies is desired. Other qualifications include effective written and verbal communication skills, strong analytical skills, and advanced software experience, with proficiency in Microsoft Office Suite. Post offer physical and drug screen required. Salary: \$38,223.74 annually. Online applications will be accepted until Dec. 13, 2013. Apply online at johnsoncitytn.org. EEO/AA

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NATIONAL BRIEFS



The U.S. job market finally seems to be picking up — but for a shrinking share of the population. The Labor Department reported that the nation's economy added 204,000 jobs in October, defying analysts' expectations of weak results even as the federal government shutdown bumped up the unemployment rate to 7.3 percent. Businesses in retail, hospitality, manufacturing and health care expanded their payrolls significantly. Estimates of hiring for the previous two months were revised upward. But the number of people in the labor force fell in October as many simply gave up hope of finding a job. The percentage of people in the workforce is now at its lowest level in 35 years. October's data underscored broader shifts in the American economy toward increasingly skilled labor. Nearly 11 percent of

workers without a high school diploma were unemployed last month, compared with just 4 percent of college graduates. For many of the nation's 11.3 million unemployed workers, about one-third have been out of a job for six months or more, while 815,000 were officially classified as so discouraged by their prospects that they had stopped looking. The report showed that 720,000 people left the labor force in October. There have been small signs of progress for those hardest-hit: the average length of unemployment has come down from its peak of nearly 41 weeks in 2011. But analysts worry that many of those workers have lost skills and connections that could help them land a new job. The national unemployment rate ticked up to 7.3 percent as a result of workers who were furloughed during the federal government shut-

down.

It's not just longstanding battles over taxes and curbing mandatory spending that are obstacles to a year-end pact on the budget. Another problem is a perception among some lawmakers that the automatic spending cuts known as sequestration haven't been as harsh as advertised. But the second round is going to be a lot worse, lawmakers and budget experts say. One reason is that federal agencies that have drained their reserves to ease the pain of sequestration have been so far able to make it through the automatic cuts relatively unscathed. Employee furloughs haven't been as extensive as feared and agencies were able to maintain most services. Most of that money, however, has been spent in the 2013 budget year that ended on Sept. 30.

COMING UP

Dec. 4-6: Tennessee Association of Chiefs of Police Meeting Held at the Millennium Maxwell House Hotel in Nashville. Reservations may be made by calling the Millennium Maxwell House at 866-866-8086 or 615-259-4343 or online at <http://www.millenniumhotels.com>. For more information, visit <http://www.tacp.org/>.

Dec. 10 - 11: Tennessee Advisory Commission on Intergovernmental Relations (TACIR) meeting. Dec. 10, at 1 p.m., and Dec. 11, at 8:30 a.m., at Legislative Plaza, Room 30, Nashville. For more information, visit <http://tn.gov/tacir/meeting.html>

Save the dates: Jan. 30-Feb. 1 2014: 2014 Tennessee Horticultural Expo and Agritourism Conference held at the Nashville Airport Marriott, 600 Marriott Drive Conference and registration information can be found at: <http://www.tnthe.com/THE/Home.html>.

Feb. 10-12: Tennessee Recycling Coalition's 25th Annual Conference and Exhibition. Held at the Marriott Cool Springs in Franklin. For more information, visit <http://www.tennessee recycling coalition.org/events?eventId=781084&EventViewMode=EventDetails>.

March 17-18: 2014 TML Legislative Conference at the Nashville DoubleTree Hotel, 315 4th Avenue North. Begins at Noon March 17 until March 18 at 10 am.

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UT MTAS December Classes

Procrastination: Defeating the Thief of Productivity

Do you often find yourself postponing tasks you know you should do now? Do you sometimes feel robbed of your time to complete the activities you really want to get done? If you find yourself in these situations, you are not alone. Everyone procrastinates to some extent. But, if procrastination is holding you back from attaining the goals you want to achieve, you may need a fresh start on defeating procrastination. This session will focus on underlying reasons for procrastination and discovering methods to avoid waiting until the last minute. Also, we will review time management techniques.

Cost: Municipal Employees- \$50/person/class. All other participants \$65/person/class
Schedule of Sessions
Dec. 5 - Jackson
Dec. 6 - Franklin
Dec.18 - Johnson City
Dec.19- Knoxville

THE UNIVERSITY of
TENNESSEE UT
MUNICIPAL TECHNICAL
ADVISORY SERVICE

Time: All classes begin at 8:30 am and end at 12:30pm.

*Held in partnership with CTAS Not eligible for CMFO CPE credits

To register for a course, go to www.mtas.tennessee.edu and click on "Register for a Class" under the training tab. You may pay with a credit card or request an invoice. If you need class registration assistance, call 865- 974-0411.

Locations:
Jackson, University of TN - West Tenn. Research & Education Center; 605 Airways Center
Franklin, Embassy Suites, Cool Springs
Johnson City, Carnegie Hotel; 1216 W State of Franklin Rd.
Knoxville, UT Conference Center; 600 Henley St.,4th Floor

UT MTAS December 5th Class

Administrative Hearing Officer Training

Presented in partnership with the TN Secretary of State's Administrative Procedures Division. The Administrative Hearing Officer training is a means for municipalities to acquire training for designated officials who are seeking to become administrative hearing officers. After this training, these officers will have jurisdiction to hear violations of certain locally-adopted codes, including building and property maintenance. Successful completion of this training authorizes participants to serve as municipal administrative hearing officers pursuant to Public Chapter No. 1128 of the 2010 Public Acts.

Pursuant to this law, a city can, via ordinance, create an administrative hearing office with jurisdiction to hear violations of cer-

tain locally-adopted codes, including building code and property maintenance ordinances. The law also allows a city, through its administrative hearing officer, to levy fines for such violations in excess of \$50. Topics include: The statutory authorization; Mechanics of Public Chapter No. 1128; and The Administrative Hearing Process.

Time: Class will be held from 8:30 am to 12:30 pm.

Cost: The cost to attend the training class is \$350 and does not include meals or hotel accommodations.

Schedule and location:
Dec. 5: Tennessee Municipal League Ground Level Conference Room, 226 Capitol Blvd. • Nashville

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For directions, visit http://d31hzhk6di2h5.cloudfront.net/20131022/5d/b5/34/57/46771e044a850ceac5bb807b/AHOT_Flyer1252013.pdf

No loan is too large or too small



The city of Morristown closed a \$20 million loan for sewer system upgrades.



The city of Ripley closed a \$1 million loan for a new fire hall and equipment.

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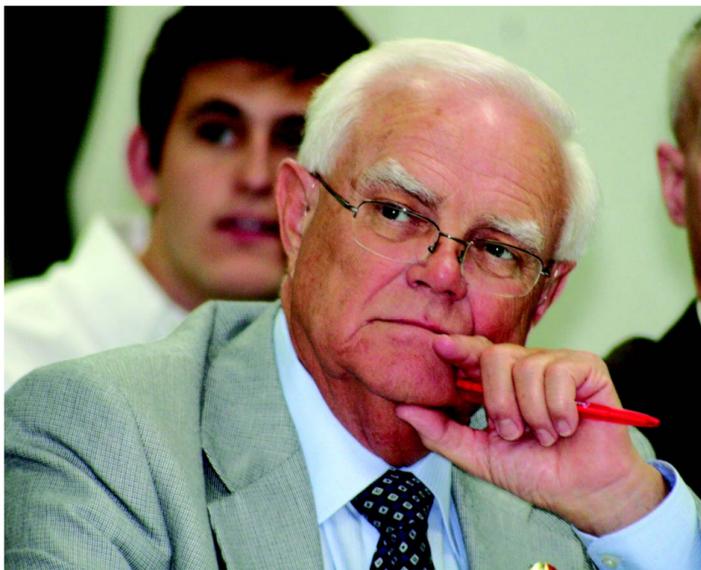
TML Board finalizes legislative priorities for 2014



Murfreesboro Mayor Tommy Bragg and Huntingdon Mayor Dale Kelley



Humboldt Mayor Allen Barker



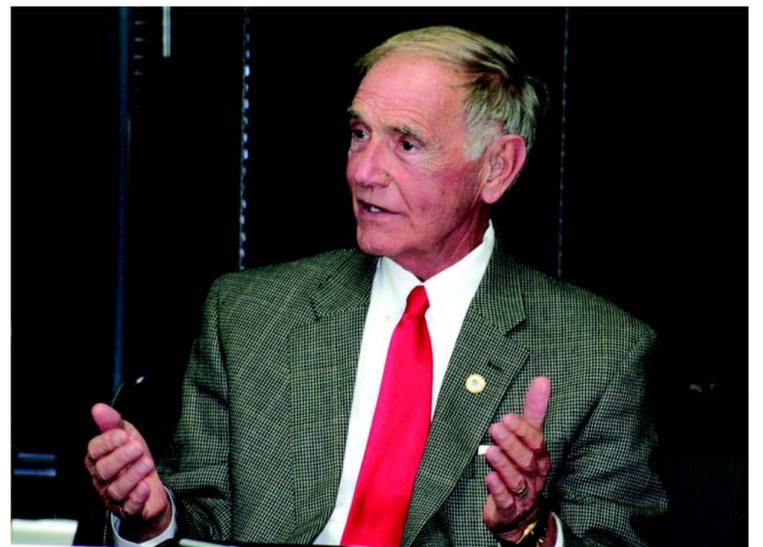
Sparta Alderman Hoyte Jones



McKenzie Mayor Jill Holland and Athens Vice Mayor Ann Scott Davis



Farragut Vice Mayor Dot LaMarche



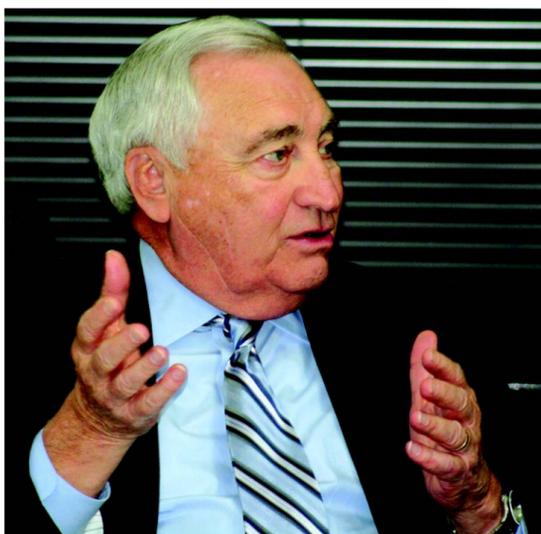
Jackson Mayor Jerry Gist

At Right : Dyersburg Alderman Bob Kirk

Far Right: Morristown Councilmember Kay Senter and Paris Mayor Sam Tharpe

Below: Bottom Right: Oak Hill City Manager Kevin Helms and Alcoa Asst. City Manager Bill Hammon

Left: TN Municipal Bond Fund President and CEO Charles "Bones" Seivers and Nashville Attorney George Barrett



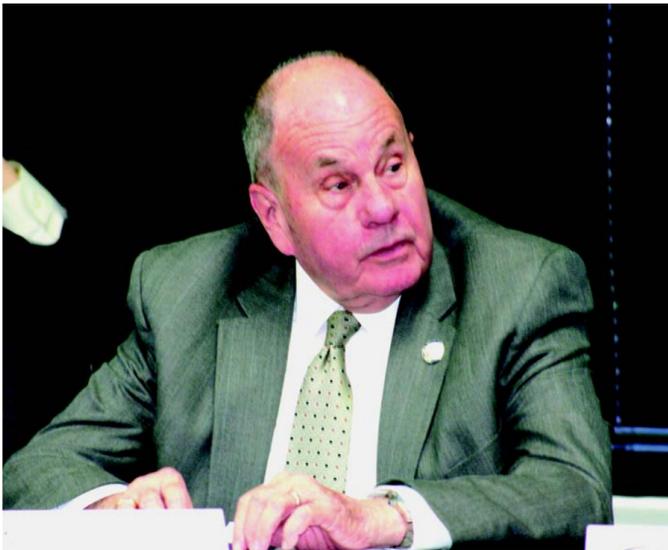
TML Board finalizes legislative priorities for 2014



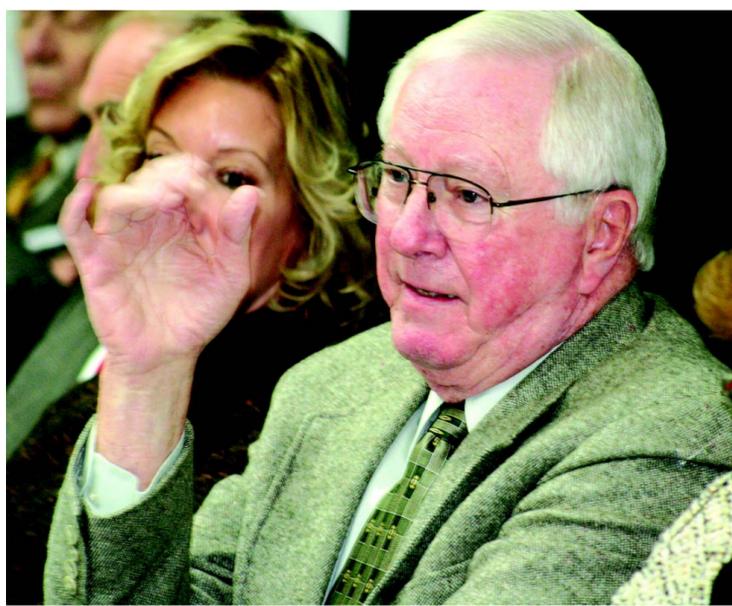
Portland Mayor Ken Wilber



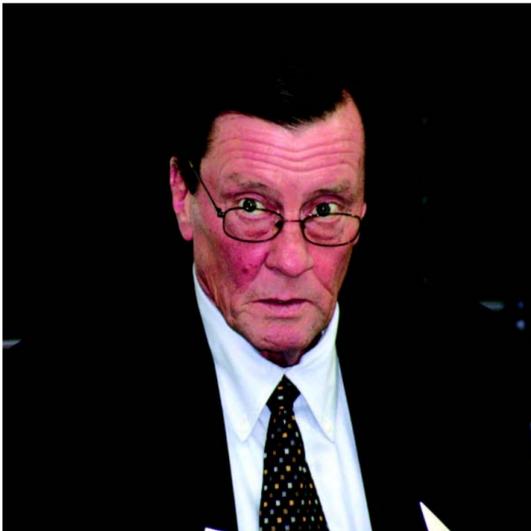
Medina Mayor Vance Coleman and Alamo Mayor Tommy Green



Cleveland Mayor Tom Rowland



Shelbyville Mayor Wallace Cartwright



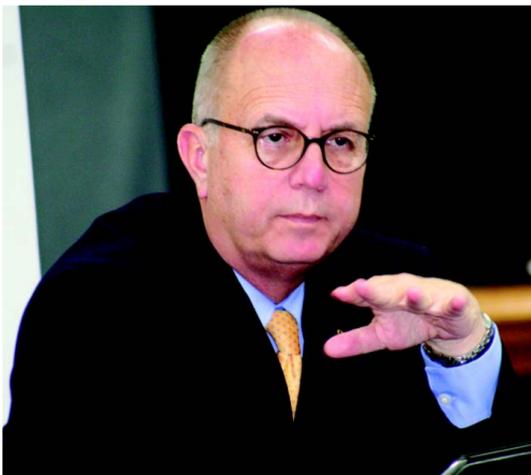
Sevierville Mayor Bryan Atchley



Waynesboro City Manager John Hickman



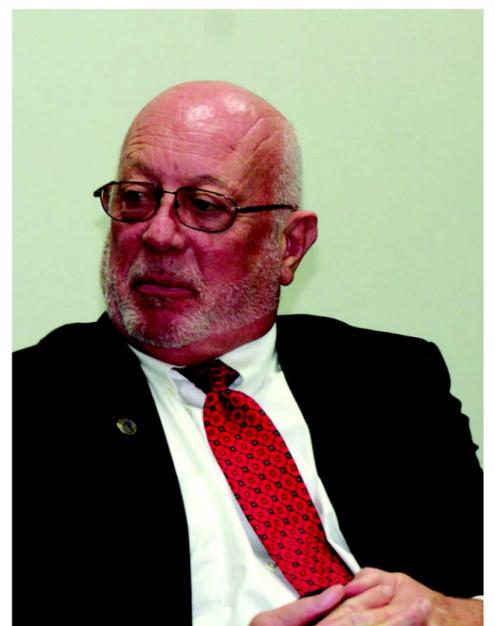
Brentwood Mayor Betsy Crossley



Bartlett Mayor Keith McDonald



TML Risk Management Pool President Dawn Crawford



Above: Covington Mayor David Gordon



Far Left: Murfreesboro Vice Mayor Ron Washington



At Left: Kingsport Assistant City Manager Chris McCart

Photos By Victoria South

TN Treasurer Lillard committed to teaching financial literacy to state's youth

BY LINDA BRYANT

As Tennessee State Treasurer, David Lillard is committed to making sure Tennessee is on rock solid ground financially.

But the Shelby County native has more than the state's complex budget on his mind. He's on a mission to see financial literacy taught in elementary schools throughout the state. He's also intently focused on educating Tennessee's families on saving for their children's college educations.

"I think one of the most important tasks for the treasurer is to act as a spokesman to articulate the financial condition of the state and to address financial matters of everyday concern to Tennesseans," Lillard said. "One thing I'm concerned about is young people starting out in life with a mountain of debt. It's going to require the parenting generation to plan ahead and do better in terms of college savings and financial literacy."

Lillard was elected Tennessee State Treasurer in 2009 during Gov. Phil Bredesen's last term and re-elected by the General Assembly in 2011, at the beginning of Gov. Bill Haslam's first term and again in 2013. Before assuming office, he was a longtime tax attorney at the Memphis-based law firm of Burch, Porter & Johnson. He has been involved in politics for most of his adult life, with positions that have included the chairmanship of the Shelby County Commission, assistant city attorney for Germantown and Collierville, and Shelby County Election Commissioner.

Lillard is also involved in church, community and family. He is married to Patricia Newton and has two children, Scott Lillard and Brooke Lillard, and a stepdaughter, Rachel Newton. He is a lifelong United Methodist and a member of Christ United Methodist Church in Memphis, where he has served as a Sunday school teacher.

Because of his background in grassroots politics, Lillard makes it a point to advocate for local county and city governments.

"I work hard to have relationships with local government entities," he said. "I know it's very hard to put the square peg of expenses in the round hole of revenue. I have a great appreciation for what city and county officials do. In many ways they are the key to our future."

TT&C: Can you tell us a little about your background?

DL: I grew up in Memphis and Shelby County. My father is a doctor of pharmacy. He had a small chain of drug stores in Memphis in the 1950s, 1960s and 1970s. I started working in the stores cleaning bottles when I was eight. I ultimately became his chief financial officer when I was in college and afterwards. It gave me a lot of small business experience. I practiced law with Burch Porter & Johnson, a large regional law firm in Memphis. I was a business lawyer there and practiced finance law. I'm not the kind of lawyer you see on TV that goes to court and tries cases. I have tried cases in the United States Tax Courts; [but] generally my work was putting together business transactions, complicated structures or bond transactions.

TT&C: What are some issues you are personally passionate about?

DL: I believe in using whatever job you're doing at the time to reach out and improve conditions around you. I've been active since I was in college at the Tennessee Intercollegiate State Legislature. It's the mock legislative assembly for colleges and universities across the state. Many of our young people in Tennessee have never set foot in the state Capitol and may not understand how the state government operates. We have an opportunity to give them a window to show them how government works.

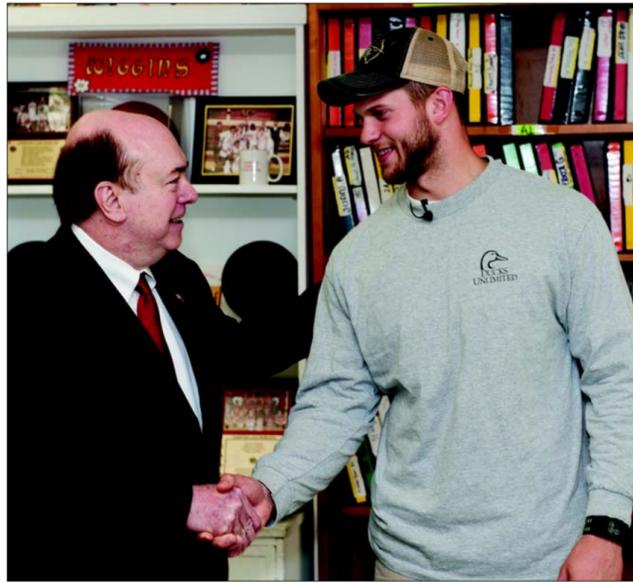
I've been very active in breast cancer causes. I'm a former finance chairman for the Susan G. Komen Breast Cancer foundation in Memphis. I am very committed to financial literacy and education.

TT&C: Can you speak more about your dedication to financial literacy? How are you using your position to promote it?

DL: As a financially trained person, I'm very big on people understanding the basics of finance. When I came here, we had no financial literacy program in the Treasurer's office. There was a requirement that a half-a-unit of financial literacy be



David Lillard
Tennessee State Treasurer



Treasurer Lillard with Tennessee Titans quarterback Jake Locker before they coached opposing teams of students in a game of "Financial Football" at Overton High School in Nashville.

taught in Tennessee high schools, but there was no requirement that it be taught in elementary school.

We went to the legislature and asked them to give us the authority to fund the Tennessee Financial Literacy Commission. It's a 501(c) 3 tax-exempt organization in which the Lt. Governor and the Speaker of the House appoint the members. It's made up of people who have some background in financial areas. Our mission is to get a financial literacy curriculum in as many elementary school classrooms in Tennessee as possible. Ultimately, we want to move back to high school to do more with the requirement for financial literacy.

We are taking it one bite at a time. We are going around the state holding training sessions called Financial Literacy Summits for teachers. We have contracted with the University of Memphis and the University of Tennessee to go into all regions of the state.

The teachers come in on a Saturday morning. The summit is free to them, and we give them a complementary copy of the curriculum — about a \$65 value. They get a \$50 Amazon gift card. Our instructors teach them how to best teach this material in their classroom and how to incorporate it into the common core curriculum.

TT&C: What are some examples of financial concepts you hope to get across?

DL: Even when it comes to teachers, many don't know a lot about financial literacy unless they happen to be a math or accounting teacher. Many people still don't understand how compound interest works and how it can help them. Very few people understand that the fee level you pay with an Individual Retirement Account is extremely important.

For example, we recently converted a town to the state 401K plan. They were paying well over a one percentage point per year as a fee to the provider of that plan. The fees for our state plan, which the Treasury Department sponsors, have fees of a maximum of 25 basis points. We are saving them 75-plus basis points right off the bat.

TT&C: Is it unusual for a state treasurer to be involved in financial literacy efforts to this extent?

DL: I think this is probably the biggest effort to date in terms of outreach in a new area for the Treasury Department. It's the first time we've ever had a state organized program on financial literacy. We are talking about changing the culture so there's an awareness of financial literacy.

TT&C: How is the response?

DL: We estimate that we've educated 824 teachers to date since we started in the spring of 2011. That number will be more than 1,000 by the end of this calendar year.

TT&C: You have identified college savings as a priority and have hosted events to help parents and students all over the state. How are you reaching out to this population? What are your goals?

DL: College savings is a subset of financial literacy. If you are a financially literate person and have children, you are making some provision for their future education. Tennessee has had various college savings programs through the years that have not worked very well for various reasons. One reason was that they had high fees. We have started

our program with a maximum fee paid of 35 basis points, or 35/100ths of one percent. That's a lot lower than other college savings programs in the state. It puts us in the top portion of other college savings programs in the United States in terms of fees.

There are a lot of things parents and students don't know—that you can use the money from a college provision fund at any post secondary education institution that accepts U.S. student loan funds. You can use these funds to go to a Tennessee technology school to learn to be a master welder. It's not limited to just a four-year college degree. We like to enhance people's ability to be part of the 21st century specialized workforce that Tennessee needs. That doesn't always mean a four-year college degree.

TT&C: Who are the people you are reaching out to with the college savings message?

DL: We are attempting to integrate college savings with our financial literacy program and approach it through elementary education. Starting early is the key thing. Right now, Tennessee has an abysmally low college savings rate, so we're going to have to really change the culture.

TT&C: You recently won the Jessie M. Unruh award from the National Association of State Treasurers. How does it feel to be recognized as the very best in your field by your peers?

DL: I've been very active in the National Association of State Treasurers, known as NAST. I'm currently the secretary/treasurer and I'll be senior vice president next year and I'm on track to be president in 2015. As a lawyer, I learned that it's important to keep up with a vast amount of knowledge to properly serve clients. You have to be engaged in continuing education to keep up. NAST operates under the same principles. We have conferences that give me an opportunity to talk to other state treasurers who may not have a deep financial background. Everyone learns from one another, and every state usually has an innovation they are trying to apply. Recently I attended a conference with the state treasurer of South Dakota and was inspired by one of his ideas. He uses a QR code to help citizens check for unclaimed property. All you do is shine your iPhone on it and it takes you to the website. It's a very good innovation, and he does it for almost nothing.

TT&C: Can you describe your office's basic functions and responsibilities? What do you consider the most important aspect of your job as state treasurer?

DL: We have multiple programs. The biggest program we have in terms of scope is the Tennessee Consolidated Retirement System. We have more than 350,000 active and retired state and local government employees in this system. We not only do the administration side of things, but we handle the investment side. We invest the proceeds in-house at the Tennessee Treasury Department. It's a \$40 billion fund, but has a \$6 billion component that we send to outside advisors. It's our international equity. You have to have a 24-hour stock trading desk in order to do that, so it's not cost effective for us to manage the fund. Unlike many states, we invest everything else ourselves. We save a lot of money by doing things this way. We

invest with a net cost of 10 to 12 basis points a year, as opposed to a cost of 30 to 40 basis points. On \$40 billion that's a lot of money.

We have an investment section that has 14 chartered financial analysts. Our unclaimed property division is a \$60 million program. In that program we are engaged in trying to find people and give them their money back. We also are the lead risk management agency for all state government. State government is self insured, which means we pay claims out of our own loss fund. However, we do have insurance on some things such as state aircraft. The biggest property we manage risk on is Neyland Stadium at UT Knoxville. We manage risk for every state building and function.

Another one of our functions is to handle any claims against the state. We have three different levels of adjudication. Our claims examiners can look at a claim on an investigative level. They are authorized to settle claims up to a certain amount.

TT&C: How sound is Tennessee financially speaking?

DL: About a year ago, *Barron's* Magazine identified Tennessee as one of three best financially managed states in the union. Tennesseans can be justifiably proud of the financial status of their state. You can compare it to states such as California, New Jersey or Illinois, and see the difference. They are great states in their own right, but they have serious financial problems that are going to impinge on the future of their citizens. In Tennessee, we don't have the same threat. It's a great blessing to our citizens.

The reason the state is in good shape is because of the good fiscal leadership we've had over a number of years from our governor and General Assembly. We are one of the few states in the nation required to have a balanced budget every year. We don't engage in deficit spending and we don't borrow money to spend on operating expenses. Our borrowed money, approximately \$2 million in general obligation debt, is used for capital expenditures. We also don't borrow money to build roads. We have had a pay-as-you-go road program since the early 1980s. Many states borrow money through bonds to build roads. When you do that, you end up paying a lot of interest and it becomes yet another aspect of debt that needs to be managed.

TT&C: Do you have any concerns about the state budget as it relates to what's going on in Washington? What happens to our state budget if Congress fails to adopt a budget by February?

DL: There are a lot of concerns. The process in Washington makes it more difficult to plan, budget and administer programs when you have changes that occur fairly suddenly. The sequester has cut money from our federally-funded programs, and there's another round of cuts that are going to take effect, unless the conferees now in Washington come up with some way to avoid it.

These are management challenges. But one of the reasons we've considered one of the three best financially managed states in the country is because we actively deal with this situation and proactively plan for it. We have an interagency team here at the state, and they are actively planning for various scenarios. Some states don't even have a plan. When funding is being scaled down incrementally, you have to look at how to continue to deliver the

best programs that you can to Tennessee citizens. Some programs depend a lot on federal funding, programs such as the Department of Children's Services or TennCare. We have to continually look for cost efficiencies.

No state in the union can make up federal government funding. If it were to dry up over night we wouldn't be able to supplant that with state funds. Federal government funding is 39 percent of the overall budget and the state budget is 61 percent. We have calculations and projections of reductions that will happen if the conferees in Washington are unable to reach a decision in February. For example, the K-12 Education budget would be cut by about 36 percent.

TT&C: What is your office's responsibility when it comes to the state's rainy day fund? How is that fund doing?

DL: The Governor and General Assembly are building it back up. In fiscal year 2011, it reached its low point at \$284 million. Our current fiscal year will end in June 2014. We expect to end up with a least \$456 million, probably closer to \$500 million in reserves.

TT&C: You are part of the team that goes to New York for our state's bond rating process. Can you describe that process and tell us a little about how Tennessee is faring in it these days?

DL: Tennessee has a very good bond rating. We are rated AAA by two of the three major rating agencies, and we are rated AA-plus with a positive outlook by a third. We have a better bond rating than the United States. We were identified last year in a study by Fitch as having the lowest per capita debt of general obligation debt and pension debt of any state in the union. It's great for Tennessee, because we have more opportunity for growth economically rather than us taking more money from citizens to pay debt service costs.

Different states take different approaches to their relationships with the bond rating agencies. Some states take a laissez-faire attitude about it. They aren't proactive about trying to communicate. Our approach is totally different. For example, in the spring of 2011 one of the rating agencies identified 10 or 11 states for possible downgrading, because of their perception of the impact of potential federal cuts. We became very proactive and made a special trip to New York. We sat down with Moody's, the bond rating agency. We put the full court press on and explained to them that the Tennessee economy is not as big as states like Illinois or Virginia, but it is a good baseline economy. We showed them that we are going to manage whatever is coming our way.

We see our annual bond rating trip as an opportunity to put Tennessee's special status and policies out there in front of the agency. All senior state officials involved in finance, including Gov. Haslam, give a joint presentation on the state's financial health. With those people in the room, we can answer virtually any question they want answered about our state.

TT&C: Tennessee is one of the states that decided not to take Medicare expansion money from Washington. What's your take on this issue?

DL: I'm not involved in the ideological conversation on this issue. Sure it would be better to have more people covered, but as state treasurer you have to ask the question, "How are we going to pay for it? Would it involve a tax increase?" At this point, it would.

Here's how the Medicare expansion was proposed: The federal agreement agrees to pay for 100 percent of expansion costs for a number of years, but they eventually ratchet it down and the state program becomes 90 percent federally funded and 10 percent state funded. The 10 percent is a huge number in Tennessee. Under current projections, it would be about \$200 million a year. Remember one of the reasons we are in such good financial shape is because we are aggressively managing our expenditures.

I think Gov. Haslam is doing the right thing in this regard. He's continuing to talk to Secretary Sibelius about Tennessee utilizing the funds to buy private insurance for participants. This is a solution that would give us more opportunity to mold what's in those policies.