

81ST ANNUAL CONFERENCE & EXPO CHATTANOOGA, TN SEPT. 18-21

TML to follow safety protocols during Annual Conference

We're excited about meeting in person again. But with the recent uptick in Covid-19 cases and the concern of the Delta variant, TML and the Chattanooga Convention Center will be implementing certain safety protocols. The health and safety of our municipal delegates and exhibitors are a top priority.

We have reserved extra large meeting rooms so that attendees can spread out. Meeting rooms will be wiped down and sanitized between workshop sessions. Masks and hand sanitizer will be available at registration. Wearing facial masks is strongly encouraged but not mandatory.

Slated for Sept. 18-20 in Chat-

tanooga, the four-day conference will feature top-notch speakers, special events, a bustling exhibit hall, and an awards ceremony.

TML's annual conferences have traditionally featured a strong educational component. A total of 17 concurrent sessions covering a broad range of topics important to cities and towns will be offered as part of our conference lineup. Many workshops qualify for CMFO and Utility Board Training continuing education hours.

For a complete list of workshops and a conference schedule, go to www.TML1.org. To register, go to www.tml1.org/81st-annual-conference-and-expo

Six cities hold elections

By KATE COIL

Six Tennessee municipalities held elections on Aug. 5, 2021, with many new faces joining familiar ones on boards and councils across the state.

COWAN

Incumbent mayor Mark Ledbetter defeated challenger Brenda K. Johnson 140-116 to retain his mayoral seat in Cowan.

Newcomers Josephine Holman and Brandi Speck will join incumbents Richard Hunt, Anthony Ingle, and Kim Shelton on the Cowan City Council. Incumbents Johnny Hunter and Adam Nelson decided not to seek re-election.

Hunt led the vote total with 169 followed by Shelton with 150, Speck with 148, Ingle with 137, and Holman with 124.

DECHERD

Newcomers Mary Nell Hess and Justin Stubblefield won the two open seats on the Decherd Board of Mayor and Aldermen in the city's Aug. 5 election. Hess and Stubblefield defeated incumbent Pam Arnold and fellow challenger Kenneth Hughes for the seats.

Hess led the vote total with 109 votes followed by Stubblefield with 93, Arnold with 91, and Hughes with 86.

ESTILL SPRINGS

Incumbent aldermen J.D. Sons and Derek Tucker ran unopposed and retained their seats in the Estill Springs Board of Mayor and Aldermen race. Sons garnered 32 votes while Tucker earned 25.

GREENEVILLE

Incumbent C. Calvin "Cal" Doty will be joined by newcomer Kristin Girton in the two Ward 1 seats on the Greeneville Board of Mayor and Alderman. Doty and Girton defeated incumbent Buddy Hawk for the two open seats.



Doty received 318 votes while Girton received 228 and Hawk 227 in a close race.

Water Commissioner Joe D. Waggoner ran unopposed and was re-elected to his seat. Waggoner earned 492 votes.

HUNTLAND

Incumbent Dolton Steele ran unopposed and retained his mayoral seat in Huntland. Steele earned 26 votes.

Incumbent alderman Danny Benson will be joined by newcomers Troy Gamble and Joseph C. Johnson on the Huntland Board of Mayor and Alderman. The three ran unopposed for the three vacant seats on the board.

Benson led the vote total with 26, Johnson with 25, and Gamble with 24.

WINCHESTER

Incumbent Willie Womack will be joined by newcomers Lydia Curtis Johnson, Michael Sisk, and Barbara A. Lucas on the Winchester City Council.

Newcomer Jamie Ocheltree and sitting Councilman L.Z. Johnson failed to garner enough votes to earn seats on the council, though Johnson had previously announced his withdrawal from the race after moving out of the city limits.

Womack led the vote total with 207 followed by Johnson with 200, Sisk with 179, Lucas with 138, Ocheltree with 118, and Johnson with 101 votes.

Jackson, Madison County kick off bicentennial celebrations

By KATE COIL

The city of Jackson and Madison County have kicked off a year's worth of bicentennial festivities as they celebrate 200 years of history and community.

Celebrations have begun this month and will last until August 2022, honoring the establishment of Madison County in 1821 and then the city of Jackson in 1822. Each month on the year-long celebration will have a different theme related to local culture and history with a series of events planned to mark important milestones and highlight local heritage.

"Jackson has a rich history and the bicentennial offers us the opportunity to honor our roots while

committing ourselves to make a positive impact for future generations," said Jackson Mayor Scott Conger.

Long occupied by the Chickasaw, European settlers began arriving in what would become Jackson by the 1820s. Originally known as Alexandria, the city was incorporated as Jackson on Aug. 17, 1822, in honor of then Gen. Andrew Jackson for his heroism in the War of 1812. Madison County had been established by the Tennessee Legislature in November of the previous year and Jackson was declared the county seat.

Until the establishment of Memphis, Jackson was the economic and political center of West Tennessee and was a major railroad junction. Today, the city remains an

Flooding kills 20 in Middle Tennessee

Waverly reports deadliest single-event in city history; McEwen sets new state rainfall record

By KATE COIL
TML Communications Specialist

Officials have confirmed that 20 people are dead following flooding that devastated two Middle Tennessee cities.

The majority of deaths were citizens of Waverly, the hardest hit community by the flooding. The flood is now the deadliest event in the city's history, exceeding the 1978 train tank car explosion that killed 16. Nearby, the city of McEwen also suffered great losses as flooding hit Dickson, Hickman, Houston, and Humphreys counties.

Between 9 and 17 inches of rain fell within a six-hour period on Saturday, Aug. 21, followed by a second round of severe weather that night. The National Weather Service reported the 17 inches of rain in McEwen broke the state's previous record rainfall record by nearly four inches. The previous record was set in 1982 in Milan.

The record-breaking rainfall caused flash floods that covered roads, damaged residential areas, and required rescue operations, according to the Tennessee Emergency Management Agency (TEMA).

Storms left more than 10,000 without power throughout the



A rescue worker surveys damage in Waverly following a flash flooding event on Saturday, Aug. 21, 2021. A new state-record amount of rainfall was set, causing flash flooding and severe damage and loss of life in the cities of Waverly and McEwen.

three-county region and cell phone service down or coverage spotty in many areas of Humphreys County. The city of Waverly also reported disruption to their water treatment facilities prompting a boil water advisory at first to include all of Humphreys County and later, the city itself.

Multiple bridges and road-

ways were closed including three state routes in the area. Search and rescue teams performed more than 20 evacuations on Sunday alone. Local officials estimated hundreds of houses and at least three schools in Humphreys County were left uninhabitable by the flooding.

With several families and See FLOODING on Page 3

Census Bureau releases 2020 population

Middle TN remains the fastest growing region in state

BY KEVIN KRUSHENSKI
TML Research Analyst

The U.S. Census Bureau released detailed state level data today for redistricting. While the summary files require additional software to analyze and detailed "Place" (city and town) level data is not readily accessible, the Census Bureau released a variety of statistical stories at a more localized level that help paint a picture of the population of the United States and Tennessee.

The U.S. 7.4% population growth was the slowest decennial pace since the 1930s. As previously released, Tennessee's population increased by 8.9% to 6,910,840 which placed Tennessee slightly behind the South as a region but ahead of the growth of the U.S. in aggregate. However, as the map below shows, the population declined in 30 counties ranging from a 0.2% decline in Jackson County to a 10.6% fall in Lake County. Nationwide, more than one-half of all U.S. counties lost population

between 2010 and 2020.

The growth in the number housing units from 2010 to 2020 was approximately one-half of the growth between 2000 and 2010. The Census Bureau noted that the decline was not unexpected since the housing boom of the mid-2000's and subsequent crash toward the end of the decade resulted in a large number of vacant units which reduced demand during most of the decade. Not surprisingly, the growth in housing units at a county level largely followed the growth in population.

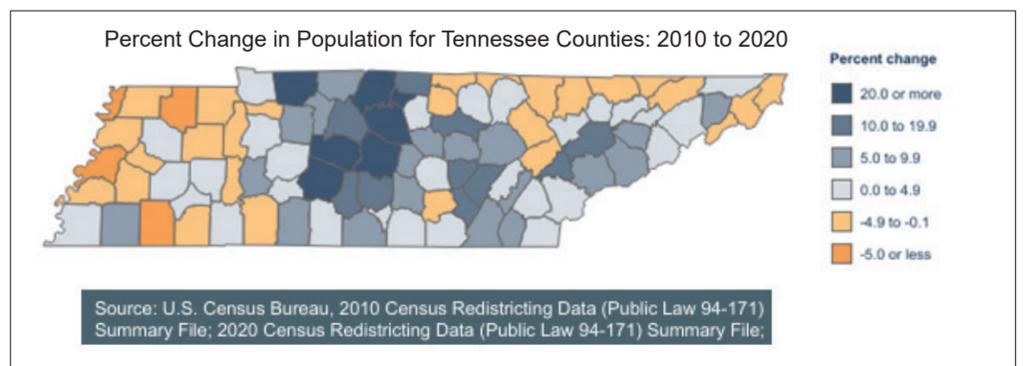
In general, the population in Tennessee has aged. The percentage of the total population over the age of 18 increased from 76.4% to 77.9% between 2010 to 2020. This aging is slightly slower than the U.S. in the aggregate which increased from 76.0% to the same 77.9%. In Tennessee, only 14 counties currently have an adult population below 2010's 76.4% level. However, it should be noted that Tennessee's under 18 population actually increased by 2% from 2010 to 2020

while the U.S. in aggregate lost 1.4% of those under 18 population.

Additionally, 12 Tennessee counties lost total population but not their adult population. This would suggest a more rapid aging of the local area over the prior decade. The chart below shows the counties with the lowest percentage of population aged 18 and over scattered throughout the state; however, a large cluster occurs in the Nashville Metropolitan region.

The U.S. in general, including Tennessee, became more diverse in race and ethnicity. However, the Census Bureau stated that direct comparison to prior Census population data should be made with caution due to changes in Census design.

The TN Data Center released their calculation of 2020 Census by place. Go to: https://tnsdc.utk.edu/2021/08/12/2020-population-of-tennessee-counties-and-incorporated-areas/?fbclid=IwAR0TnB4rZRI_5E2OyY-9q399tCjmRCZc51R-sfnSNKIt-kvYzQ8cIbMQ9FjCU



Mayor Scott Conger, Bicentennial organizers, and others open the official year-long celebrations of the Jackson and Madison County Bicentennial. The joint celebration will run from August 2021 to August 2020 commemorating 200 years since the founding of both the county and city.

Events began See JACKSON on Page 3

NEWS ACROSS TENNESSEE



ALCOA

Arconic officials have announced the company is expanding its operations in Alcoa, investing more than \$100 million and bringing more than 200 new jobs. The aluminum manufacturer has been located in Alcoa for more than 100 years and will be expanding its capacity for manufacturing industrial and can sheet. Arconic is a leading provider of aluminum sheet, plate and extruded products for the ground transportation, aerospace, packaging and industrial markets. The company is also a key supplier to the building and construction market, providing architects and builders with innovative products and systems to create high-performing buildings. Originally founded as Alcoa, the company has origins going back more than 120 years. Alcoa supplied aluminum for many notable moments in American history, including providing aluminum parts for the Wright Brothers' airplane in Kitty Hawk, N.C., paving the way for modern aerospace.

CLARKSVILLE

Oldcastle APG announced that the company will expand operations in Clarksville, creating 45 new jobs and investing \$10.2 million. As part of the expansion, Oldcastle APG will retrofit and expand its existing facilities to increase production of concrete paver products, which are used in applications such as home renovations, commercial projects and roadways. With more than 180 locations across the U.S., including 36 in Tennessee, Oldcastle APG is North America's leading manufacturer of concrete building and hardscape products. The company's products range from the structural masonry used in urban construction projects to the finishing touches in backyards. Oldcastle APG is a subsidiary of CRH plc, a leading global diversified building materials group.

CLARKSVILLE

Amazon officials will establish a new, state-of-the-art fulfillment center in Clarksville, creating 500 full-time jobs with comprehensive benefits. The new facility will feature 1 million square feet of space where employees will pick, pack and ship larger customer items, such as bulk paper goods, sports equipment, patio furniture and larger home goods and electronics. The facility, which will house innovative Amazon technologies and energy efficient, zero-emission

power industrialized truck (PIT) equipment, is expected to launch in 2022. The Clarksville facility will be Amazon's tenth fulfillment and sortation center in Tennessee and the fourth to be announced in the past 19 months. In 2020, Amazon committed to creating 1,000 jobs at new facilities in both Memphis and Mt. Juliet and most recently in February 2021, the company announced a new fulfillment center project in Alcoa, tacking on an additional 800 new jobs. Amazon currently operates fulfillment and sortation centers in Charleston, Chattanooga, Lebanon, Memphis, Murfreesboro, and Nashville. The company is in the midst of building Amazon Nashville, a new downtown office that will bring more than 5,000 tech and corporate jobs to Nashville.

COLUMBIA

The 35-acre Columbia Mall site is being redeveloped as demolition continues on parts of the facility. With few shops remaining at the retail center as well as a section for the Maury Regional Medical Center's Outpatient Imaging Center, owners Hull Property Group began discussing a multi-million-dollar revitalization project with city leaders, including redeveloping the structure into an outward-facing retail center and allowing the expansion of the Maury Regional property onto the mall site. Plans for the new development include attracting large retailers and even grocery stores to the site. The multi-phase project will include the demolition of much of the current structure, construction of new storefronts, multiple roadway improvements and realignments, and upgrades to the parking lot. When finished, the project is projected to generate approximately \$49.5 million in new sales tax annually.

CROSSVILLE

Whisper Aero will establish new operations and locate its headquarters in Crossville, creating 47 new jobs in the next five years. Whisper Aero have raised \$7.5 million from notable Silicon Valley venture capital firms. The technology startup is focused on developing the next generation of quiet, electric thrusters for drones, aircraft, and eVTOLs (electric vertical takeoff and landing). Whisper Aero's ultra-quiet electric fans can be used in aerospace, industrial and consumer applications. Reducing noise pollution within cities and suburbs is a key focus of Whisper Aero as the company applies its technology to consumer markets and develops electric propulsors. The company recently completed two contracts with the U.S. Air Force to develop and mature Whisper Aero's proprietary hardware and software technologies.

HUMBOLDT

The city of Humboldt recently opened its new 5-million-gallon-a-day wastewater treatment plant. The \$2.5 million, state-of-the-art facility was financed through a \$4.8 million loan from the state's Clean Water State Revolving Fund Loan program as well as a \$510,000 from the Drinking Water State Revolving Fund Loan Program. The

Brentwood officials donate more than \$344,000 to schools, service providers



Over the past 35 years, the city of Brentwood has awarded more than \$6 million dollars to Williamson County Schools that serve Brentwood students. Schools use the money for non-recurring costs such as books, technology, and special projects like the Computers on Wheels program. Over the past three and a half decades, the city has also provided more than \$2.1 million to local recreation and community service providers. At its regular city commission meeting on Aug. 23, the city presented representatives from the 12 Williamson County Schools within the Brentwood area with checks for \$238,785. In attendance at the Monday night regular city commission meeting were several Williamson County school principals and school board representatives. "We very much appreciate the ongoing support of the Brentwood City Commission, both financially and in so many other ways," said Superintendent Jason Golden. "This financial support supplements academics, the arts, and athletics for these schools and their students."

revamped wastewater treatment plant was designed and constructed by J.R. Wauford and has more than doubled the amount of wastewater the plant can treat in a day. The revamped wastewater treatment plant is part of \$44 million in investments and upgrades Humboldt is making to handle the demand of the new Tyson plant in the community as well as to expand capacity for future industry located in the area. Humboldt Utilities recently completed a 1.5-million gallon water tower at the Gibson County Industrial Park that will also accommodate growing local industry.

LEBANON

The city of Lebanon has begun the first phase of a new flood warning system following a series of high-water situations in the past two years. The new system will alert emergency officials of possible flood conditions and provide earlier warnings to residents and business owners in high-risk areas. The new warning system cost \$10,000 and is comprised of sensors that will communicate with a software program that alerts officials to potential flooding. City officials will test the system to help calibrate the sensors. Additional sites for sensors may come as the project develops. City officials also discussed other flood prevention and mitigation options during a recent work session.

MARYVILLE

The city of Maryville is erecting a memorial to honor the sacrifice of first responders in the community and elsewhere. Constructed of brick, limestone, and bronze the memorial will be officially unveiled in late fall of this year. Originally contracted out in 2019, city officials had planned for the memorial to be opened in 2020 before the pandemic put a halt on plans. Four names will

Lenoir City opens splash pad



Lenoir City recently opened a new splash pad at the city's Central Park. City officials, members of the GFWC Suburbia Women's Club, and community members formally opened the new splash pad and pavilion, which were part of the second phase of development for the park. The splash pad was financed through a \$500,000 Tennessee Department of Environment and Conservation (TDEC) Local Parks and Recreation Fund matching grant, which also financed the accessible playground built in the first phase of the park.

be added to the memorial to honor four fallen officers in the city's history. Kenny Ray Moats was killed in 2016 when he was shot during a domestic violence call. Barton Coker was killed during a shootout when apprehending a suspect while John Michael Callahan II was killed in 1981 when a drunk driver collided with his police motorcycle. The oldest name on the memorial will be that of J.H. Clemens who was killed in the line of duty in 1911.

MEMPHIS

Memphis Recording Pressing is planning a \$7.5 million expansion in the city of Memphis that could

add hundreds of employees. The company says the expansion would make it the largest manufacturer of vinyl records in North America and one of the largest in the world. Founded in Memphis in 1914, the company said its output has quadrupled in the past five years and it presently employs 137 in Bartlett. The new expansion would add a logistics facility in Memphis to help with the shipping and delivery of product. Vinyl records have surged in popularity again in recently years and particularly during the pandemic with many well-known artists making vinyl editions of their albums as collectors' items.

TENNESSEE TOWN & CITY

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Flooding kills 20 in Middle Tennessee; Waverly, McEwen hardest hit

FLOODING from Page 1

loved ones separated as a result of the flooding, the Tennessee departments of Education and Health and Human Services established a reunification center at McEwen High School. Emergency shelters were also opened to those who had lost homes including two in Waverly, one in Centerville, and another in Dickson.

Several agencies from surrounding counties and communities came to help with rescue and recovery efforts. Ray Brown, chief of the Sparta-White County Rescue Squad, described the scene in Waverly.

“On the ride down, we kept getting pictures from folks and seeing on social media of pictures and videos, in Waverly, but none of that could prepare you for what

it actually looked like on-scene,” Brown said. “I did take some pictures while we traveled to and from the calls we ran, and these pictures don’t capture the slightest fraction of the destruction. Houses were washed from their foundations, cars stacked on top of each other or piled up against bridges. But the worst part of it was knowing many families lost loved ones during these floods. Please keep this community in your prayers. There are lots of families still missing members, and, for the next several days, they will still be in recovery mode and then begin the rebuilding of their community.”

For information on how to help flooding victims and recovery efforts, visit <https://www.tn.gov/tema/get-involved/middle-tennessee-flooding-recovery.html>.



An aerial image of Waverly during the flooding. At least 20 of those who died in the flood were Waverly residents, making the incident the deadliest event in city history. Hundreds of homes and businesses were also destroyed.



Waters rise in Waverly, dislodging homes and vehicles. Many roadways were rendered inaccessible because of flood waters and debris while the Waverly water sanitation plant had to be closed down.



Flood waters reached as high as the windows of a McEwen home. McEwen set a new rainfall record for the state of Tennessee on Aug. 21, 2021, with more than 17 inches of rain recorded in a six-hour period. The previous record was set in Milan in 1982.

Jackson kicks off year-long bicentennial celebrations

JACKSON from Page 1

with a birthday bash on Aug. 14, 2021, that celebrated the start of the bicentennial year at the Jackson Amphitheater, known locally as the Amp, with a series of performances dedicated to the area’s music history and reputation as a home of music legends including Carl Perkins, Luther Ingram, Big Maybelle, Denise LaSalle, and others.

“Our monthly theme for August is music heritage,” Christian said. “Jackson, Madison County, along with the rest of Tennessee, has such a strong musical heritage. We wanted to start out by celebrating that first. We had two stages of live music. The first stage is the Sounds of Jackson Stage and all the performers were from Jackson. We flip over to the Amp, where we had a grand opening ceremony to kick off the year and five more acts. The genres of music were diverse from gospel to country, hip hop to jazz, country, blues, and something for everyone.”

On Nov. 13, guests will gather at Jackson’s Ned McWherter Cultural Arts Center, known as the Ned, to celebrate the 200th anniversary of Madison County being created out of land purchased by the state of Tennessee from the Chickasaw. Christian said the event will be marked with historical re-enactments, presentations, music, and more.

“We are also working on a legacy project which is a bicentennial park,” Christian said. “We hope to break ground on the bicentennial park in November. It is a joint city-county project, and the whole bicentennial is a joint project.”

On June 1, 2022, the city of Jackson will unveil a time capsule placed by city leaders 50 years ago when the city celebrated its sesquicentennial in 1972. At that time, the mayor of Jackson was Robert D. Conger, the grandfather of current Jackson Mayor Scott Conger.

“We will dig up that time capsule in June, and we will have a display at city hall of what contents were in the time capsule,” Christian said. “We are also creating a new time capsule that will be interred as part of the city’s birthday on Aug. 13. We have a committee for the time capsule, and items will be

secret except for the items collected by our educational committee. They are conducting a contest with local schools – public, private, and homeschools – in three grade levels and with three types of contest. The older children will do an essay, the middle group will do poetry, and the younger group will do an art project. The winners of those contests will be included in the time capsule. Everything else about the time capsule has to be an item that reflects life in Jackson today. We have decided to not include something digital because we aren’t sure if it could be played in 50 years.”

Events will culminate with a Bicentennial Parade and Concert at the city’s ballpark on Aug. 13, 2022. “The finale is going to be the highlight of the whole year,” she said. “The night before we will have the 200-voice choir and the Jackson Chorale Center is partnering with us at the Carl Perkins Civic Center. The following day, we will bury the time capsule, have a parade, and a concert followed by fireworks. Our committee is really dedicated and has been working hard on this for 10 months.”

Throughout the year, there will also be other smaller events to coincide with the monthly themes. Christian said the month of August will include a historical presentation on Jackson’s music heritage by a local professor, a songwriting workshop, and other events tied into the theme of the area’s music.

Community partners have also partnered with the committee to create themed events. The University of Tennessee Research Station has helped organize an antique tractor show, quilt display, and local artisan demonstrations as part of the celebration of the area’s agriculture and industry in September.

Organizers expect the celebrations to draw visitors from Jackson, Madison County, and surrounding communities to participate.

“I think this is the largest civic pride demonstration our community has ever undertaken,” Christian said. “We want to demonstrate our civic pride, have the opportunity to recognize a special time of significance in our past, and bring a unity of

celebration that will hopefully move us into the next 200 years. I think the leadership of this project is just so fantastic. People have stepped up, people are excited, are talented, and are willing to give their time. There has been great collaboration with the various leaders in the community. That is something I have been so excited about.”

Christian said the bicentennial is as much about remembering the past as it is ensuring residents are engaged to make the best of the future.

“It’s a once in a lifetime celebration of the dreams and progress of those that have lived in our community,” she said. “We see this as an opportunity to do that. As a grandmother it is important to me and our committee that children have a better understanding of the roots of their community, where we came from, and how we’ve spread. I think the most important aspect is to leave a legacy for the future. We want our citizens to be proud of our community and also see a way forward to how it could be better in the future.”



An illustrated aerial view of the city of Jackson in the 1870s, about 50 years after the city was established. Originally known as a settlement called Alexandria, the city was renamed Jackson after future President Andrew Jackson when it was officially incorporated as the county seat in 1822. At that time, Jackson was known as a hero of the War of 1812 and the following year would be elected to the U.S. Senate. He would go on a decade later to be elected president. The city of Jackson would gain a reputation as an economic and railroad hub.



A picture of downtown Jackson in the 1970s, when the city celebrated its sesquicentennial. Current Mayor Scott Conger’s grandfather Bob Conger was mayor of Jackson during those celebrations. As part of the city’s bicentennial celebrations, Mayor Scott Conger will also open a city time capsule placed in 1974 by his grandfather during the previous sesquicentennial celebrations. A replacement time capsule will also be created for future Jackson residents to open in 50 years’ time.



PEOPLE

Russ Blair has been selected as the new city manager for Etowah after the resignation of City Manager Tina Tuggle in June. A lifelong resident of Etowah and graduate of McMinn Central High School, Blair holds a degree in history from Tennessee Wesleyan College and a Law degree from the University of Tennessee College of Law. He interned with the Tennessee State Legislature, serving as a clerk for the House Education Committee and assistant clerk of the House State and Local Government Committee. He has been in law practice in Etowah since 2008 and is a partner in the firm Walden Blair & Associates, PLLC. Blair has served on several city boards and as a city attorney for Etowah.



Russ Blair

Larry Goodwin, former chief of the Collierville Police Department, died Aug. 18, 2021. Goodwin was a 48-year veteran of law enforcement and served as Collierville's police chief from 1999 until his retirement in 2018. He started the city's school resource officer (SRO) unit and was instrumental in the construction of a new courthouse, patrol building, communications center, and the establishment of the CPD annual classic car show. Before coming to the city of Collierville, Goodwin served with the U.S. Marine Corp in the Vietnam War and as commander of the West Precinct Uniform Patrol Division with the Memphis Police Department.



Larry Goodwin

James "Eddie" House, deputy fire chief of the Spring Hill Fire Department, died Aug. 7, 2021, after a brief illness at the age of 54. Before coming to the city of Spring Hill as a deputy chief, House worked at the Franklin Fire Department for 34 years and retired as a battalion chief in 2019. In addition to working as a career firefighter, House also served as a volunteer firefighter with the Williamson County Rescue Squad for 36 years, beginning at the age of 18. He was eventually promoted to assistant chief of the Williamson County Rescue Squad in 1999.



Eddie House

Jake Hubbell has been selected as the interim city judge for the city of Columbia until a new judge can be selected at the end of the year. Hubbell takes over the role from former longtime city judge and state lawmaker Tom DuBois, who recently retired from the part-time judge position. Hubbell is a Columbia-based lawyer and previously served as judge pro tempore in Maury County General Sessions Court. Hubbell holds a bachelor's degree in business administration from Middle Tennessee State University and earned his law degree from the University of Memphis Cecil C. Humphreys School of Law in 2011. He is a member of the Tennessee Trial Lawyers Association, the Tennessee Association for Criminal Defense Lawyers, the Maury County Bar Association, the Tennessee Bar Association and the American Bar Association and is a past president of the Maury County Young Lawyers Division.



Jake Hubbell

Eboni Eaton has been selected as the new human resources director for the city of Covington. Eaton comes to the city from the private sector where she most recently served as a practice manager of operations for Heartland Dental. Eaton also served for more than four years as an instructor with the Tipton County School system and with the Arlington Community School system. Eaton holds a bachelor's degree in biology from Middle Tennessee University, a master of arts in education from Union University, and an education specialist certification from Arkansas State University.



Eboni Eaton

Jerry Garrett, former Goodlettsville mayor, died Saturday, July 31, 2021. Garrett served as a city commissioner for Goodlettsville from May 1982 until October 2010, also serving two terms as the city's mayor and three terms as its vice mayor. Involved in numerous local charities, Garrett was most known as the founding director of the Nashville Ronald McDonald House and the first chairman of the Goodlettsville Help Center. He also served on numerous city boards and committees. Garrett earned an accounting degree from the University of Tennessee and had a long career in banking and financial services.



Jerry Garrett

Bobby Gaylor has been selected as the new fire chief for the Cleveland Fire Department. Gaylor is a 28-year veteran of the Cleveland Fire Department and has held several positions within the department. He is presently serving as a battalion chief for CFD. Gaylor began his new role as fire chief on Aug. 16, 2021.



Bobby Gaylor

Kenny Lane, former fire chief for the city of Brentwood, died Aug. 7, 2021, following complications from heart surgery. Lane began his career with the city of Brentwood in 1986 as a fire captain and was promoted to fire marshal in 1992 before being selected as the chief of the Brentwood Fire Department in 1993. He then served as the chief until his retirement in 2011. Before coming to the city of Brentwood, Lane served as a firefighter with the Savannah, Ga., Fire Department for nearly three years and spent 17 years working in the auto body repair and painting industry in Memphis and Lexington. A graduate of Bartlett High School, Lane held an associate's degree in fire science from Volunteer State Community College.



Kenny Lane

Molly Glass has been selected as the new director of Parks and Recreation for the city of Covington. Glass comes to the city from the Tipton County Schools system where she served as a teacher and volleyball coach for Covington High School. Glass was named Coach of the Year in 2018. A graduate of Covington High School herself, Glass holds a bachelor's degree from the University of Memphis.



Molly Glass

TML, TMBF on the road again!



TML Executive Director Anthony Haynes and TMBF President and CEO Wade Morrell continued with their city visits, this time staying closer to home. They stopped in Ashland City, White Bluff, and Kingston Springs. They finished out their day in Belle Meade and met with the mayor and members of the city council. Pictured above is Ashland City Mayor Steve Allen, Haynes, Morrell, and Kevin Krushenski, TMBF Marketing Representative. Below are Haynes, Morrell, and Krushenski with White Bluff City Recorder Melonie Lewis and White Bluff Mayor Linda Hayes.



City officials complete UT Leadership Program



City officials from across the state recently completed the Local Government Leadership Program (LGLP) hosted by the Naifeh Center for Effective Leadership, an agency of The University of Tennessee Institute for Public Service. Halie Gallik, Nolensville Commissioner; Hollie Berry, Red Bank Mayor; Virginia Rivers, Mason Vice Mayor; Kay Senter, Morristown Councilmember; and Roland Dykes, Newport Mayor, all completed the coursework.

Each year, LGLP provides local government leaders with opportunities to connect with each other, expand their leadership capacity, and learn about new and innovative leadership practices and approaches.

Participants were invited by UT County Technical Assistance Service (CTAS) and UT Municipal Technical Advisory Service (MTAS), sister agencies of the Naifeh Center for Effective Leadership. Each attendee received a leadership assessment profile offering insight into their individual leadership styles and approaches. The program also consisted of teambuilding activities and multiple small-group sessions to explore and discuss leadership strategies, best practices, and innovative approaches. Additionally, the program included sessions on ways to build an ethical culture, applying Lean practices in the public sector, and sharing a personal leadership philosophy.

LGLP began more than two decades ago with the goal of cultivating proactive government leaders, and is designed to provide these leaders with knowledge and tools to help guide their cities and counties into the future.

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STATE BRIEFS

Tourism brought in \$16.8 billion in domestic and international spending to the state of Tennessee in 2020, according to numbers recently released by the U.S. Travel Association. As a result of the pandemic, the state saw a \$7.7 billion decline in tourism over 2019 for a 31.6% decline in tourism spending, still better than the national average of 42%. The report found that travel in the state shifted from business-oriented to longer, family stays as a result of the pandemic. Revenue generated by tourism in the state saved each Tennessee household and estimated \$550 in state and local taxes for the year. The decline in state sales and use tax revenue created by the pandemic represents a \$303 million economic loss to the state budget between March and December 2020.

Tennessee had the fifth-highest rate of overdose deaths of any state in the U.S., according to information collected by financial planning website 24/7 Wall Street. The state reported a total of 3,091 deaths in 2020 – roughly 45 deaths for every 100,000 people – putting it only below Maryland, Delaware, Kentucky, and West Virginia in its overdose rate. The state also saw the sixth largest increase in overdose deaths of any state between 2019 and 2020 with a 44.6% increase in its overdose death rate. The state reported the sixth largest increase in its overdose death rate since 2015 with overdose deaths climbing 112.4% since then. Tennessee ranked twelfth in the average number of overdose deaths per year between 2015 and 2019, averaging 1,771 deaths per year in that time frame.

The Tennessee Department of Agriculture's Business Development Division has won the 2021 Agricultural Marketing Excellence Award from the North American Agricultural Marketing Officials (NAAMO) organization. The award was given this month during NAAMO's annual meeting in Starkville, Miss. Tennessee's Business Development Division was recognized for their social media strategy to promote Tennessee products during the COVID-19 pandemic. Pick Tennessee Products' social media posts reached more than 2 million people in 2020 through a Do Your Part With Pick TN campaign. This effort was coordinated by TDA Business Consultant Will Freeman.

Tennesseans pay the sixth highest utility bills in the country with residents of the Southeast paying the highest electric bills in the nation, according to a new survey conducted by the U.S. Census Bureau's American Community Survey. Electricity costs about 70% of total utility costs for Tennesseans with high electricity bills contributing to the state's overall ranking as the sixth most expensive for utilities. An increase in the number of people working from home combined with strain on utility systems created by an increase in inclement weather events like heat waves, wildfires, and other natural disasters contribute to the high cost of electricity in the state. The average Tennessean spends \$160 on electricity bills, \$227 on total utility costs, and \$854 on total housing costs. Electricity makes up an 18.7% share of total housing costs in the state.

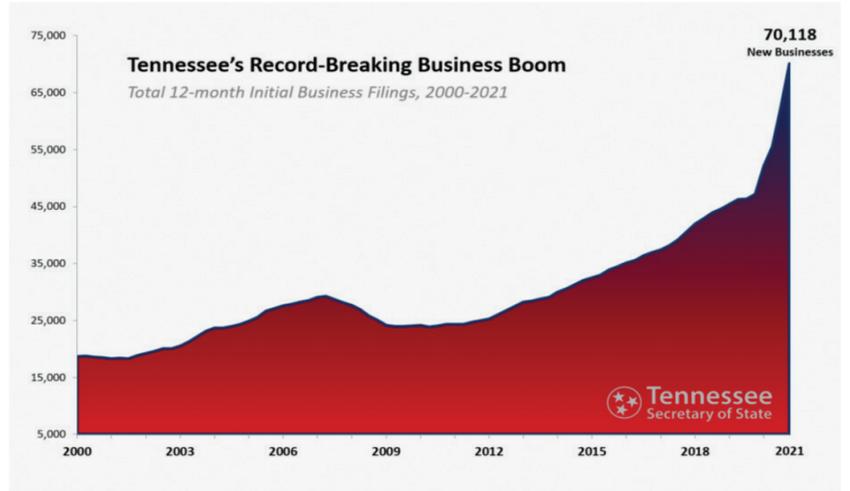
State's new business filings shatter records

New business filings in the second quarter of 2021 grew a remarkable 61.6% from second quarter filings in 2020. This marks the second quarter in a row where Tennessee broke the previous record of year-over-year gain in the 28-year history of the data being collected.

The Tennessee Quarterly Business and Economic Indicators report issued by Secretary of State Tre Hargett's office shows that 70,118 businesses filed over the past year and 19,983 entities filed in the second quarter of 2021, the highest quarterly total ever recorded.

"The entrepreneurial spirit is alive and well in Tennessee. Our business-friendly environment encourages investment and jobs," said Secretary Hargett. "The record number of firms choosing to establish in Tennessee is a testament to the stewardship of our state leaders and an encouraging sign for the future."

The second quarter of 2021 is the fourth straight quarter where new establishments grew by over 30% from the prior-year quarter. This level of growth is roughly two to four times larger than strong quarters in the past. Tennessee has seen positive year-over-year growth in initial filings for 38 consecutive quarters.



More than 70,000 new business filings have been made in the past year with nearly 20,000 of those coming in the first quarter of 2021, the highest quarterly total the state has ever recorded in the 28-year history of such data being collected. The second quarter of 2021 reports a 61.6% increase in filings over the same time last year and is the fourth consecutive quarter to see a growth of new filings.

Typically, growth in business filings leads to growth in jobs, personal income and state revenue. The largest number of filings were in Shelby County, followed by Davidson, Knox and Hamilton counties. These four most populous counties accounted for 48.9 percent of new filings state-wide.

Tennessee's June unemployment rate (4.9%) continued to decline from its pandemic high of 15.8% and remains below the national rate of 5.4%. In June, employment in Tennessee grew by 22,100 jobs, but total employment remained below the pre-pandemic peak in February 2020.

"To see more than 60% growth in new entity filings over the past year is just staggering," Boyd Center director Bill Fox said. "Though the COVID-19 pandemic surely played a role in this huge increase, almost 20,000 new busi-

ness filings really show just how business-friendly Tennessee is. The state is recovering from the pandemic-induced recession and should see strong economic growth in the quarters to come."

This report provides a snapshot of the state's economy based on key indicators, including new business data from the Secretary of State's Division of Business Services. It is published through a partnership with the University of Tennessee Knoxville's Boyd Center for Business and Economic Research and the Secretary of State.

To review the complete Q2 2021 Tennessee Quarterly Business and Economic Indicators report, past reports and a teleconference recording about the report with Secretary Hargett and Dr. Fox visit, sos.tn.gov.

State's July revenues more than \$286 million above initial estimates

Tennessee Department of Finance and Administration Commissioner Butch Eley announced that Tennessee July revenues were \$1.5 billion, which is \$389.4 million less than the state received in July 2020 and \$286.6 million more than the budgeted estimate. The growth rate for July was negative 20.97%.

"July monthly revenue receipts exceeded budget estimates with significant sales tax growth contributing to most of the month's overage," Eley said. "However, there is a notable decline when comparing July to the same month last year, largely due to several extraordinary shifts in tax filing dates made last year that delayed filing deadlines from April to July in consideration of business impact in the first few months of the pandemic. Comparing July 2021 tax growth to July 2019, the monthly growth is 25.7%, which is more reflective of the economic activity.

"Overall, the state will finish

the 2020-21 fiscal year with a remarkable growth rate of 13.93% more than last year and exceeding the budgeted estimate by 20.85% before final accruals or adjustments. It's important to note that total tax receipts for fiscal year 2020-21 are \$2.1 billion more than the budgeted estimate and general fund revenues are \$1.9 billion more than the budgeted estimate, when adjusting for the revised revenue estimate recommended by the November 2020 funding board and passed by the General Assembly.

"Even as the state finishes the year with a sizable balance, future growth remains a concern. Thus, we will continue to monitor national and global economic indicators to manage our spending and revenue collections appropriately."

On an accrual basis, July is the final month in the 2020-21 fiscal year and reported revenues will be subject to final accrual adjustments that may increase or decrease the recorded cash amounts on an au-

ditioned basis.

General fund revenues were more than the budgeted estimates in the amount of \$260.9 million and the four other funds that share in state tax revenues were \$25.7 million more than the estimates.

Sales tax revenues were \$246.5 million more than the estimate for July and were 20.75% more than July 2020. For the year, revenues are \$1,903.4 million higher than estimated and the annual growth rate is 15.39%.

Franchise and excise tax revenues combined were \$12.3 million greater than the budgeted estimate in July. The growth rate compared to July 2020 was negative 83.06%, due to an extension of tax deadlines in 2020 that allowed payments normally received in April of 2020 to be paid in July of that year. The Department of Revenue announced the extension at the onset of the pandemic, as reflected in their announcement from March 2020. For the year, revenues are \$1,056.7

million more than the estimate and the annual growth rate is 21.18%.

Gasoline and motor fuel revenues for July increased by 8.66% compared to July 2020, and they were \$8.2 million more than the budgeted estimate of \$106.2 million. For the year, revenues exceeded estimates by \$2.1 million.

Motor vehicle registration revenues were \$2.4 million more than the July estimate, and on a year-to-date basis, revenues are \$18.8 million more than the estimate.

Tobacco tax revenues were \$1.1 million more than the July budgeted estimate of \$19.7 million. For the year, they are \$16.8 million more than the budgeted estimate.

Hall income tax revenues for July were \$200,000 less than the budgeted estimate. August through July, revenues are \$22.4 million less than the budgeted estimate.

Privilege tax revenues were \$14.9 million more than the July estimate, and on a year-to-date basis, August through July, revenues

are \$114 million more than the estimate.

Business tax revenues were \$100,000 less than the July estimate of \$10.5 million. For the year, revenues are \$44.1 million more than the budgeted estimate.

Mixed drink, or Liquor-by-the-drink, taxes were \$2 million more than the July estimate. For the year, revenues are \$19.7 million less than the budgeted estimate.

All other tax revenues were less than estimates by a net of \$0.5 million.

For fiscal year 2021, revenues were \$3,103.5 million more than the budgeted estimate. The general fund recorded \$2,957.2 million more than the budgeted estimate and the four other funds were \$146.3 million more than estimated.

These estimates are available on the state's website at <https://www.tn.gov/content/tn/finance/fa-fa-budget-information/fa-budget-rev.html>.

No loan is too large or too small



The Town of Cumberland Gap has used TMBF programs six times mostly for note issues. The last issue was a \$288,000 Sewer System Refunding bond in May. The Town was able to lower the rate of interest and shorten the term of an existing USDA bond issue. Seated left to right: Cumberland Gap Mayor Neal Pucciarelli and City Recorder Linda Moyers. Standing: Steve Queener, TMBF Marketing Representative.



The Town of Jonesborough first used the TMBF loan program in late 2020 in the amount of \$1 million issued for various public works projects. Earlier this year, they closed a loan for \$164,695 to finance some recreational projects. Seated left to right: Town Administrator Glenn Rosenoff and Jonesborough Mayor Chuck Vest. Standing: Steve Queener, TMBF Marketing Representative.

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ACCOUNTING SUPERVISOR

SPRINGFIELD. The city of Springfield is accepting applications for an accounting supervisor with Springfield Finance Department. Deadline to apply is Aug. 27. Essential responsibilities include coordination and supervision of accounting staff to ensure the timely production of accurate monthly and annual financial reports as well as timely billing and collection for utility bills, property taxes, and other sources of city funding. Perform difficult professional work in the maintenance and preparation of complex financial records for all funds, general and proprietary. Graduation from a four-year college or university with a degree in accounting or related field and a minimum of three to five years of accounting and supervisory experience; experience in municipal and utilities accounting preferred; or a combination of education and experience and training equivalent to the required knowledge and abilities. Must possess Certified Municipal Finance Officer (CMFO) designation or obtain within 24 months of hire date. Applications can be submitted online at the following website: www.springfieldtn.gov. Salary: \$58,585 - \$80,608/YR. City of Springfield personnel department, 405 North Main Street, P.O. Box 788, Springfield, TN 37172. EOE.

AQUATICS COORDINATOR

SHELBYVILLE. The city of Shelbyville is accepting applications for the position of full-time Aquatics Coordinator for the Recreation Center. Applicants must have Lifeguard Training, First Aid, CPR/AED for Professional Rescuer certifications. Water Safety Instructor (WSI) and Lifeguard Training Instructor certification preferred. Experience in aquatics programs with responsibility in supervisory, maintenance and pool chemistry capacity. Must possess a valid Tennessee operator's license, high school diploma or GED equivalent. This is a full-time position with an hourly rate of \$18.15. The city provides a comprehensive benefits package. Applications and a copy of job description may be picked up at city hall during normal business hours or download from the city website: www.shelbyvilletn.org. Applications must be returned to City Hall Administration Office, 201 N. Spring Street or emailed to stacey.claxton@shelbyvilletn.org and will be accepted until position is filled. EOE/drug free workplace. Successful applicants required to pass background check, physical and drug screen.

BUILDING INSPECTOR I, II, III

HENDERSONVILLE The city of Hendersonville is accepting application materials for Building Inspector I, II, III in our Building and Codes Department. **MINIMUM CERTIFICATION REQUIREMENTS:** Building Inspector I: 1-3 certifications, Building Inspector II: 4-7 certifications, Building Inspector III: 8 or more. Although pay rates may be negotiated depending on qualifications and work experience, below is the annual salary range for each position: • Building Inspector I (pay grade 16): \$47,060 - \$71,604 • Building Inspector II (pay grade 17): \$49,435 - \$75,232 • Building Inspector III (pay grade 18): \$51,940 - \$79,040. Complete the City of Hendersonville Job Application and submit along with other required information to the Human Resources Department at Hendersonville City Hall. You can find the application at <http://www.hvilletn.org> and view the Human Resources page or come by City Hall and pick them up. Other required information includes a Resume, a Cover Letter highlighted your work experience relevant to this position, a copy of your college transcript(s) and any relevant certifications you currently obtain in your application packet. Return or email your completed application packet to the Personnel Department at personnel@hvilletn.org or at the following address: Hendersonville City Hall Attn: Personnel Department 101 Maple Drive North Hendersonville, TN 3707. This recruitment is open until position is filled.

CITY ENGINEER

SPRING HILL. The city of Spring Hill is seeking to fill the full time, exempt position of city engineer. This employee performs administrative/technical functions to ensure that infrastructure proposed through development plans meets city regulations and to provide general engineering support to the Public Works Department, and other departments. Duties and responsibilities include providing technical expertise in areas of construction problems, floodplain and drainage issues; overseeing new development work; reviewing sewer and water system capacity in conjunction with the system managers; setting bond amounts to ensure city protection from developers' defaults; performing site inspections and estimating project costs; project management; and providing information to the public. This employee also supervises and directs the work of the associate engineer and utility inspectors. Bachelor's degree in civil engineering or related field required, with five to seven years of experience as a professional engineer knowledgeable in general construction, water and sewer system construction, stormwater drainage, roadway construction, estimating, and development plans review; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Valid Tennessee licensure

as a Professional Engineer required. The city of Spring Hill offers an extensive and generous employee benefit package, which includes an 100% Employer paid medical coverage option for the entire family, optional vision insurance, employer paid dental insurance for the employee with the option to purchase family coverage, Flexible Spending Account, Employer paid Life, AD&D and LTD Insurance, as well as voluntary life and STD. TCRS Pension. Submit applications/resumes online at: www.springhilltn.org/Jobs.aspx Questions to staylor@springhilltn.org No phone calls please. Applications will be considered on basis of qualifications, experience, and suitability for position without regards to race, color, religion, sex or national origin. EEO/AA/Title VI Employer. Minorities and women are encouraged to apply.

CITY MANAGER

DAYTON. The city of Dayton is seeking applicants for the position of city manager. The city manager is the chief administrative officer for the city in charge of the day to day operations and works under the general direction of the city council. The city manager oversees city operations with approximately \$61 million budget, 140 full time employees and several part time employees in administration, police, fire, public works, airport, water, sewer, electric, parks and recreation, library and finance. The city manager oversees a water utility, sewer utility, electric utility and airport. The city manager is responsible for planning, directing, managing, and reviewing all activities and operations of the city among other duties. The city of Dayton is a growing, scenic community located in East Tennessee and on the Tennessee River. Dayton has beautiful hiking trails, water activities and a growing economy. Dayton is the perfect location for those interested in living in a smaller community but close to attractions offered by larger cities. The minimum requirements for this position include a bachelor's degree, with a preferred focus in public administration, management, business administration, finance, or closely related field (or equivalent experience). A minimum of five years' experience as a city manager or manager of a public agency or department with related duties is preferred. Residency within Rhea County, TN will be a requirement. The city offers a comprehensive benefits package including participation in the Tennessee Consolidated Retirement System (TCRS). Interested applicants must submit an application, resume, cover letter and at least three professional references via email: tvicry@daytontn.net. Application will be received until 4:30 P.M., Sept. 17. The city will hire from the applications filed or according to the Personnel Policy of the city of Dayton. Applications, job qualifications and the Personnel Policy may be obtained at the city's website: www.daytontn.net.

CITY MANAGER

JOHNSON CITY. Johnson City, with a population of approximately 65,000 and a metro population of over 128,000, seeks a confident and dynamic city manager. Applicants should possess a high level of emotional intelligence, advanced interpersonal skills, and a proactive, transparent, collaborative, and "no surprises" management style. Johnson City covers 43-square miles and is the eighth-largest city in Tennessee. Nestled in the foothills of the scenic Appalachian Mountains in Washington County, this thriving urban community has consistently ranked as one of the nation's best and most popular small metro areas boasting an affordable cost of living, no state income tax, and outstanding schools, parks, sports, and fitness facilities. The city is accessible from I-26 and I-81 and is a short drive to access commercial air service at the Tri-Cities Airport. The City of Johnson City operates under a Commission-Manager form of government with a mayor and four city commissioners. The city manager is appointed by the vote of 2/3rds of the city commission, to be selected based on executive and administrative merit. The city manager is the chief executive and administrative officer of the organization and oversees government operations within the guidelines of the city charter; implements policies established by the city commission by enforcing all adopted resolutions and ordinances; and is generally responsible for the day-to-day management of all municipal departments. A master's degree in public administration, or related field, from an accredited college or university augmented by course work in municipal planning, civil engineering, public finance, community development, personnel/labor relations, or other related fields is required. The city seeks candidates with a minimum of 10 years of professional experience as a city or county manager or 10 years of increasingly responsible related municipal experience in a full-service city of similar or larger size and complexity to Johnson City. ICMA-CM and advanced executive leadership training/credentials are strongly desired. Please apply online at <http://bit.ly/SGROpenRecruitments> For more information on this position contact: Doug Thomas, Senior Vice President, SGR, DouglasThomas@GovernmentResource.com, 863-860-9314

DEPUTY TOWN ENGINEER

COLLIERVILLE. This is complex and professional engineering work involving land development projects, capital improvement projects, water, sewer, street, drainage, and public works projects and programs and ensures technical competence and compliance with all current codes and criteria. This position directly reports

to the town engineer and works under his general guidance and direction. The incumbent may also perform the duties of the division director in the absence of the town engineer. Requires a bachelor's degree in civil engineering or closely related field; previous experience and/or training that includes civil engineering, environmental/utility engineering, computerized mapping, drafting, project management, research, and data analysis is preferred; and five years of previous professional civil engineering experience; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Must be registered as a Professional Engineer (PE) in the state of Tennessee or possess the ability to obtain license within six months of employment and maintain license throughout employment. Salary DOQ with excellent benefits package. To apply, submit an original Town of Collierville application. Applications are available to download at www.collierville.com under the Employment Opportunities tab, or obtain one from our Human Resources Office located at 500 Poplar View Parkway, Collierville, TN, 38017, Monday - Friday, 8 a.m. - 5 p.m. Position will remain open until filled. EOE.

FINANCE DIRECTOR

SPRING HILL. The city of Spring Hill is seeking to hire a new finance director under the general supervision of the city administrator and assistant city administrator. This employee plans and directs the disbursement and accounting of revenues and expenditures for the city. Work involves supervision of the budget, purchasing, accounting, general revenue collections, and payroll operations. This employee must exercise considerable independent judgment and initiative in planning and directing the fiscal control system. Work is performed in accordance with Generally Accepted Accounting Principles, established municipal finance procedures, local ordinances and state and federal statutes governing the responsibilities of local government accountants. Work is evaluated through conferences, reports, and by an independent audit of financial records. Bachelor's degree in Accounting, Public Finance or a closely related field; 10+ years of professional finance experience, including 4-6 years of extensive, progressively responsible experience in municipal finance for a similarly sized agency; Certified Public Accountant (CPA) and/or Certified Government Financial Manager (CGFM) preferred. CMFO designation strongly preferred, or the ability to obtain within 1 year. The city of Spring Hill is an EEO/AA/Title VI Employer. Minorities and Women are encouraged to apply.

FIRE CHIEF

TRENTON. The city of Trenton is seeking an experienced, energetic, team-builder with exceptional leadership skills to serve as their fire chief. This is an extraordinary opportunity, for the right person, to serve in a progressive organization with a superb staff. The fire chief's position requires an individual that has demonstrated sound judgment, human resources skills, organizational development expertise, and a can-do work ethic. The fire chief is a highly visible municipal department head that is expected to project a professional image of self, the department, and the city in all situations. The city of Trenton will offer a competitive salary and benefits package to the successful candidate. Email cover letter, resumé, and copies of certificates for formal education, certifications, and professional designations for evaluation to Dana Deem, UT MTAS Management Consultant, Dana.Deem@tennessee.edu. Subject Line: Name-Fire Chief Candidate Résumé Packet. Résumé, packet emails must arrive no later than noon CST on Sept. 15, 2021.

FIREFIGHTER-AEMT/PARAMEDIC

COLLIERVILLE. The town of Collierville has 23 immediate openings for the following positions: 11 firefighter-AEMT, and 12 firefighter paramedics. Collierville Fire & Rescue currently has five stations located in Town, and we are looking to expand and better provide for our citizens. Working in the fire service, no two days will ever be the same. We provide amazing benefits including medical, dental, and vision insurance, Town provided life and long-term disability insurance, paid time off, pension, and more. Minimum Requirements: High School Diploma or GED; Firefighter I Certificate (Firefighter II preferred but not required); Advanced EMT License or Paramedic License; Valid Driver's License; Maintain permanent residence east of the Mississippi River no greater than 30 miles from the Town's corporate limits; If a veteran, must possess an "Honorable" discharge from any military service; Must not have been convicted of a felony; Must not have been convicted of a Class A or Class B misdemeanor within 36 months of hire; Must be at least 21 years of age. If this sounds like the perfect job for you, please visit www.colliervilletn.gov and download our Fire Department application, or you can also visit Town Hall and submit a physical application in the Human Resources Department. EOE.

GENERAL FIELD TECHNICIAN

CHAPEL HILL. The general field technician is responsible for performing maintenance tasks of an unskilled to skilled nature. Duties are wide ranging, widely inclusive support services to town divisions/departments under the supervision of the town administrator or their designee. Must have a high school diploma or GED. Must possess a valid Tennessee driver's license. CDL highly desired but not required. The employee may operate light duty vehicle up to 2 1/2 ton truck, tractors, riding, push, or pull mowers, weed-eater, chain saws, rakes, shovels, etc. The employee may operate backhoes, bulldozers, and other

types of heavy equipment. Work is generally performed outdoors; some tasks will be performed regardless of weather conditions. The employee may be working at any location within the town's corporate boundaries or where there are town utilities. Example Job Functions (May include, but not limited to): cuts grass and maintains landscaping, utilizing common and necessary equipment; removes debris from street rights-of-way and other town property; loads and unloads dirt, gravel, trash, garbage, and other debris; may be asked to do a number of tasks regarding town utility servicing including but not limited to install, repair or locate water lines; install, read or locate water meters; handle work orders, lay sewer lines, clean out sewers, install or repair street signs, etc. Works as part of construction crew in road repair, gravel spreading, or ditch digging. Cleans, maintains and services equipment and tools. Must perform heavy manual labor for extended periods under some unfavorable climatic conditions, frequently lifting objects over 25lbs. Compensation DOQ; competitive benefits package. Contact Amanda Harrington to apply: cityofch@united.net.

PLANNING & COMMUNITY DEVELOPMENT DIRECTOR

CLEVELAND. The city of Cleveland TN (pop. approximately approx. 50,000), a fast-growing city near Chattanooga, seeks an experienced Planning Director to coordinate its overall land use and development programs for both current and long-range planning activities. Home to a mid-sized university, strong industrial footprint, substantial residential and commercial development pressure, and redevelopment opportunities. Duties include reviews and coordination of small area plans, site plans, subdivisions, rezoning requests; preparing and presenting reports to the City Council, Planning Commission, Board of Zoning Appeals and other community groups; assisting in ordinance and policy creation and amendments; and issuing commercial and residential permits. Graduation from an accredited university with 6 years community planning, or comparable work, and possession of AICP certification is required. Masters' degree preferred. Salary DOE plus strong benefits and retirement package. Submit resume and cover letter to Kim Miller (Human Resources) at kimmiller@clevelandtn.gov. Position will be open until filled. First review of applications will begin on Oct. 15. The City of Cleveland is an EOE.

POLICE CHIEF

UNION CITY is accepting applications for Police Chief now through the close of business on Sept. 24, 2021. Applications will not be accepted after Sept. 24, 2021. Testing and interviews will be conducted Oct. 27-28, 2021 in Union City. Details will be sent to applicants selected to interview. Minimum requirements include: bachelor's degree from accredited college or university preferably with major in criminal justice, police science or related field and certification of training for police administration or ability to obtain in the first year required. At least 10 years of progressive law enforcement experience with at least 5 years of experience in police administration and/or experience as a commanding officer i.e., Lieutenant, Captain. Must pass extensive background check. Must possess Tennessee P.O.S.T. certification or be eligible for transition as described in Tennessee P.O.S.T. rules. Must possess a valid Tennessee driver's license or obtain within 30 days of hire. All interested applicants should apply here: www.unioncitytn.gov.

UTILITY DIRECTOR

SPRING HILL. The city of Spring Hill is accepting applications and resumes for a full-time, exempt utility director. He or she will perform administrative and managerial work in the planning, organizing, and directing of overall operations amongst the water and wastewater treatment plants; and, the water distribution, and sewer collection. This employee must possess the ability to make prudent and independent decisions as they apply to daily activities. The incumbent in this position will supervise assigned employees; coordinate activities between departments, and maintain records and budgets for various projects. The utility director provides substantive and highly complex staff assistance to the city administrator and operates under his or her direct supervision. The employee will perform other related and/or non-specific work as required, some of which will be mechanical. Must possess a bachelor's degree in engineering; Must possess Professional Engineer (P.E.) licensure from the state of Tennessee; Must possess a valid driver's license; 10 years' experience in water or wastewater system maintenance or construction, hydraulic engineering, or civil engineering of which some experience having been in an increasingly responsible administrative or supervisory capacity. The city of Spring Hill offers an extensive and generous employee benefit package, which includes an 100% Employer paid Medical coverage option for the entire family, optional vision insurance, employer paid dental insurance for the employee with the option to purchase family coverage, Flexible Spending Account, Employer paid Life, AD&D and LTD Insurance, as well as voluntary life and STD. TCRS Pension. Submit applications/resumes online at: www.springhilltn.org/Jobs.aspx Questions to staylor@springhilltn.org No phone calls please. EEO/AA/Title VI Employer. Minorities and women are encouraged to apply.

WASTEWATER COLLECTION OPERATOR

CHAPEL HILL. The Wastewater Collection Operator is responsible for the supervision and direction of the operation and maintenance sewer collection systems. The employee also engages in general labor

activities related to the utility. Instructions to the employee are general, but established policies, procedures and regulations provide guidance. The employee must occasionally use independent judgment when performing tasks. This employee is under the direct supervision of the Utilities Superintendent or their designee. Must possess a valid Tennessee Wastewater Collection License and 2 years of work experience as a Licensed Collections Operator. Must be available for rotated on-call work. Work is generally performed outdoors and some tasks will be performed regardless of weather conditions. Essential job functions include: operating, maintaining and repairing the facilities of the wastewater collection system and pump stations using a variety of hand and power tools; performs work in accordance with all federal, state and local laws, rules and regulations and within mandated and appropriate safety standards; maintains rights of way, buildings and properties used for the supply, collection and conveyance of water and wastewater. Knowledge of all state, federal and local standards and regulations regarding the distribution and collection systems, including know of chemical analysis and laboratory tests as evidenced by possession of a valid Tennessee Wastewater Collection Operators' License. Compensation DOQ. Contact Town Administrator Amanda Harrington at Cityofch@united.net to apply.

WASTEWATER TREATMENT PLANT OPERATOR

CHAPEL HILL. The Wastewater Treatment Plant Operator is responsible for the supervision and direction of the operation and maintenance of the wastewater treatment facility. This employee may be asked to perform some functions of a utility worker. The employee will operate a wastewater treatment facility requiring the use of mechanical tools, laboratory and testing equipment, and specialized pumps, etc. This employee is under the direct supervision of the Utilities Superintendent or their designee. At least 3 years' experience in the operation of wastewater treatment facilities; must possess a valid Biological/Natural Systems Treatment Plant Operator License or greater; ability to respond to emergencies within two hours of notification, outside normal working hours, including weekends, holidays and during inclement weather to correct conditions that affect the safe and efficient operation of the water and wastewater systems. Assures that the operations of the wastewater treatment facility comply with local, state, federal occupational health and safety, and wastewater regulations; conducts bacteriological and chemical tests required by state and federal regulations; maintains/administers proper chemical dosages to treat, disinfect, deodorize, and clarify wastewater. Responsible for the accurate completion of a variety of reports as required by local, state, and federal regulations; Maintains inventory control, departmental purchasing approvals and various other records and reports incidental to the operation of the wastewater treatment facility. May assist with maintenance on water/sewer lines or pumps and other equipment as needed. Knowledge of chemical analysis and laboratory tests needed and required for wastewater treatment and the use of modern laboratory equipment to perform these tests and analysis; Knowledge of the principles, practices and procedures of operating wastewater treatment plants and facilities. Compensation DOQ. Interested candidates should contact Amanda Harrington, Town Administrator, via email at Cityofch@united.net.

WATER TREATMENT PLANT OPERATOR

CHAPEL HILL. The Water Treatment Plant Operator is responsible for the supervision and direction of the operation and maintenance of the water treatment plant. This employee may perform the some functions of a utility worker. Instructions to the employee are general, but established policies, procedures and regulations provide guidance. The employee must occasionally use independent judgment when performing tasks. This employee is under the direct supervision of the Utilities Superintendent or their designee. Must possess Tennessee Grade III Water Treatment or above and have at least 3 years' experience in the operation of water treatment facilities. Ability to respond to emergencies within two hours of notification of rotating on-call system. Work may be performed outdoors regardless of the weather. Inspects the water plant to ensure the proper operation, maintenance, repair of equipment; checks/reviews plant log records, gauges, meters, computer data tabulations, lab reports and other plant measuring and testing devices to see that all equipment, including laboratory equipment, is functioning and properly used; establishes, directs, and supervises the procedures for the operation of centrifugal pumps, control panels, chlorinators, electric motors, meters, and other plant equipment; supervises adjustments and repairs of chlorinators and chemical feeders, pumps and all other equipment to obtain optimum results. Assures that operations and procedures of the water plant comply with federal and state occupational health and safety regulations and compliance with state/federal water quality regulations. May assist with maintenance on water/sewer lines or pumps and other equipment. Knowledge of chemical analysis and laboratory tests needed and required for water treatment and the use of modern laboratory equipment to perform these tests and analysis. Knowledge of the principles, practices and procedures of operating water treatment plants and facilities. Ability to conduct and supervise chemical, physical and bacteriological analysis. Compensation DOQ. To apply contact Amanda Harrington, at Cityofch@united.net

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How COVID's impact on the public sector workforce has evolved

By Rivka Liss-Levinson
MissionSquare Research

When the Greek philosopher Heraclitus observed that "change is the only constant in life," it's unlikely he was envisioning anything like the pace of change we are watching unfold as the COVID-19 pandemic continues to wreak havoc around the world.

As of June 30, Centers for Disease Control and Prevention (CDC) data showed a seven-day moving average of 13,434 new cases of COVID-19 across the U.S. Just one month later, the seven-day moving average had jumped to 72,493 new COVID-19 cases nationwide.

In contrast, over that same time period, the CDC reports that the seven-day moving average number of COVID-19 vaccination doses delivered across the U.S. decreased from 559,242 to 509,305. While vaccination rates have started to increase again in recent days, daily doses delivered are still well below averages from earlier this spring.

As CDC guidelines on masking have shifted in response to the highly contagious delta variant, a growing list of states, localities, school systems, businesses, and the federal government are re-instituting indoor mask requirements and considering vaccine mandates and/or more rigorous testing for the unvaccinated as a condition of employment or attendance.

Many of the nearly 19 million Americans who are employed by state and local governments have been on the front lines throughout the pandemic, ensuring that residents of their communities continue to receive essential services.

From K-12 educators to emergency medical technicians, public works, public safety and public health professionals, these men and women have played a critical role in ensuring that the country continues to run and have provided needed programs and activities despite considerable challenges.

The adaptability and dedication that these individuals have shown over the past 16 months has been commendable. It has also taken a significant toll on their morale and well-being.

Since May of 2020, Mission-Square Research Institute (formerly the Center for State and Local Government Excellence) has conducted a series of national surveys to better understand the impacts of the COVID-19 pandemic on state and local government workers' finances, morale, health and safety concerns, and employment outlook.

The most recent results, from a May 2021 survey of more than 1,200 state and local workers, are contained in the new report, "2021 Updated Survey Results: Public sector employee views on finances and employment outlook due to COVID-19."

Among the key findings, 70% of state and local government workers were fully vaccinated as of May 2020, and another 6% were partially vaccinated. The most influential factors in the decision to get vaccinated were ensuring their own personal health (63%), ensuring the health of friends and family (58%), and having the freedom to travel without worry (26%).

Positive morale regarding work among state and local government employees increased during the past six months, from 41% in October 2020 to 56% in May 2021. Thinking about their job going forward, survey respondents were most concerned about keeping their family safe from contracting COVID-19 (81%)—this percentage has remained above 80% since May 2020.

While 60% report that they value serving their community during this difficult time, 31% say that working during the pandemic has made them consider changing jobs. One in four considering changing jobs would like to leave the government sector entirely.

With regard to the financial impact of the pandemic, 41% of state and local government employees say they and their families have been negatively impacted financially by the COVID-19 pandemic. Nearly one in three (31%) have had to take on more debt since the start of the pandemic, and 38% of those with an emergency fund have had to spend money from it during the pandemic to make ends meet.

When it comes to employment outlook, 76% of respondents reported that the COVID-19 pandemic has impacted the nature of their job (i.e., what they do, where they work, how they go about the tasks required). Of those, 31% say that it has been extremely or very difficult to adjust to those changes.

One main change has been the percentage of state and local employees who are working in person, which has more than doubled over the past year (from 26% in May 2020 to 58% in May 2021). Of those engaged in any in-person work, 74% consider it at least somewhat risky in terms of their potential exposure to people who may have COVID-19.

So, what can public sector leaders do to help their workers going forward?

One idea can be found in the recommendations coming straight from state and local government workers themselves. When asked to describe in their own words one or two realistic actions their employer could take to make their organization a better place to work, the top three responses were:

1. Issue bonuses or raises (21%)
2. Allow work from home/remote work and flexible hours (20%)
3. Promote safety by following Centers for Disease Control and Prevention (CDC) guidelines and providing/enforcing the use of personal protective equipment (17%).

While it certainly may not be feasible for all employers to implement all of these recommendations (for example, making budget adjustments in the middle of the year can be difficult—although recent Federal support enables this; preemption laws can preclude the adoption of certain safety measures), the suggestions are telling in terms of employees' priorities: their financial security, flexibility, and their personal health and the health of their families.

As employers think about what actions they can take, those who keep these priorities in mind and work towards addressing these goals are likely to have a competitive advantage when it comes to recruitment and retention of talented workers, issues that were already challenges for the public sector prior to the onset of the pandemic.

NATIONAL BRIEFS



The Pfizer-BioNTech COVID-19 vaccine, marketed as Comirnaty, has become the first coronavirus vaccine to receive full approval by the U.S. Food and Drug Administration (FDA). The vaccine is fully available to those age 16 and over and available under emergency use authorization (EUA) for those age 12 to 15. A third booster dose has also been approved for use by certain immunocompromised individuals. The vaccine had already been available under EUA authorization since December 2020 and the authorization was expanded to include wider access in May

2021 as part of the public health emergency.

Housing starts fell more than expected in July with a 7% decline in the seasonally-adjusted annual rate, according to the U.S. Commerce Department. Surging costs and home prices continue to constrain the housing market. Permits for future homebuilding rose by 2.6% in July. The new rates come on the heels of a recent survey from the National Association of Home Builders that found that confidence among single-family home builders fell to a 13-month low.

With average tuition fees rising, many American families are finding they have not saved enough

money to pay for their children's college. A new survey conducted by Junio Achievement and Citizens found that one-quarter of last year's high school graduates delayed college plans because their parents or guardians were unable to provide more financial support. Four in 10 students rank cost as the most important factor when choosing a school. Average tuition, fees, and room and board for the 2020-21 academic year has increased to \$22,180 for in-state students at four-year public colleges. The same expenses for a four-year private institution average out at 50,770. U.S. student loan debt has hit a record \$1.7 trillion as many families find that savings and financial aid cannot cover costs alone.



Sept. 4: Rugby

Rugby Rumble
The Rugby Rumble Car Show will feature live entertainment, great food, and fun around the historic Brooks Store in Rugby. For more info, visit <https://www.rmbrooks-store.com/>

Sept. 9-12: Clarksville

Riverfest
Thousands of visitors come to the banks of the Cumberland River to celebrate arts and recreation. Music, art, and family events will fill Clarksville's McGregor Park. For more info, visit <https://www.city-ofclarksville.com/442/Riverfest>

Sept. 10-12: Bristol

20th Annual Bristol Rhythm and Roots Reunion
Come celebrate the 20th anniversary of the Bristol Rhythm and Roots Reunion Festival and the birthplace of Country Music. For more info, visit <https://birthplaceofcountrymusic.org/festival/>

Sept. 11: Somerville

2021 Cotton Festival
This free event in downtown Somerville draws hundreds of vendors and thousands of visitors to celebrate local agricultural history. Come for food trucks, arts and crafts, and a special 9/11 presentation. For more info, visit <http://fayettecounty-chamber.com/>

Sept. 11: Goodlettsville

Salty Dog Festival
The annual Salty Dog Festival includes local artisans, craft vendors, live entertainment, music, local business vendors, food trucks, and a dog costume contest. The kid-friendly event also features a petting zoo and kiddie train. For more info, visit <https://saltydogfestival.com/>

Sept. 13-18: Shelbyville

American Mule and Bluegrass Festival
Come for five days and nights of mule shows, bluegrass bands, and handcrafted goods all made in the U.S. For more info, visit <https://www.americamuleandbluegrass-festival.com/>



Sept. 1-3, 2021

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Sept. 15-17, 2021

TAMCAR Fall Conference
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Sept. 18-21, 2021

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Ed Stewart, ChFC, CLU, CFP
Financial Advisor

Emerging technology changing the face of public transit post-pandemic

By KATE COIL

TML Communications Specialist

Emerging technology stands poised to change not only how city buses operate but how those buses could end up playing a role in reducing traffic congestion, parking enforcement, and more.

Government Technology and its parent company eRepublic recently held a webinar titled "How Smart Transit Tech Will Get Cities Moving Again" to discuss ways new technology will meet demands for public transportation spurred on by lifestyle changes made during the pandemic. The webinar featured Hayden AI CEO Chris Carson and Vice President of Engineering Vaibhav Ghadiok, both co-founders of the company, on some of these emerging trends.

Ghadiok said new technology such as computer learning and computer vision are making it possible to explore new transportation options.

"Machine learning, especially as it is applied to computer vision, has made significant leaps in the past decade," he said. "We are perfectly positioned to recognize the decades-long dream of smart cities. The technology is there."

Carson said one goal for many cities is for universal basic mobility, to make public transport easy and accessible for all.

"Smart transit ecosystems in smart cities are not just about pushing the boundaries of technology but addressing social and environmental issues like accessibility and sustainability," Carson said. "It's not just a technical question; it's also a cultural and societal question. If it's not sustainable or we can't afford for everyone to use it then that's not an equitable solution."

With a multitude of new technological trends emerging, Carson said it is important for transportation authorities to stay current.

"I think the approach transit agencies must take is to embrace technology, to see it as a growth opportunity and an opportunity to innovate, have a discussion with their citizens about how they can maximize the upside of that technology in their day-to-day lives," he said. "Smart traffic management and what makes such things possible are technologies like 5G, augmented reality, and of course the internet of things. It's not just about the internet, but about collecting data and what you do with that data. We need to be able to sense and control resources, supply, and demand."

One of the ways Hayden AI is working with cities to solve traffic issues is through deploying computer vision cameras on public buses and other vehicles to collect data and build virtual maps of cities.

"We are essentially deploying our transit cameras in city fleets that include school buses, transit buses, and street sweepers," Ghadiok said. "That converts them into mobile sensors that are connecting valuable, vision-based data. While these vehicles go down these streets, they are building a 3-D map of the environment. We understand here is a sidewalk, here is a lane, here are the lane lines, here are the parking meters and fire hydrants. Essentially, what we are doing is taking some of the advances in autonomous tech and applying those with our camera, allowing our devices to be fully aware of what is happening. It's real-time situational awareness."

These cameras can identify visual elements like license plates, centimeter-accurate locations of buses, and street signs using both computer vision and GPS. It takes about two hours for a bus to make a map of its route. Ghadiok said the cameras also have the ability to tell the difference between pedestrians, cyclists, parked cars, moving vehicles, and road signs.

"The system can also recognize traffic lights, traffic signs, and can recognize graffiti on a stop sign and alert the authorities" Ghadiok said. "We can also do traffic pattern analysis. We can see at an intersection how many pedestrians are walking across that intersection at different times of the day. Another thing is identifying sidewalk hazards."

As a result, the technology can provide invaluable data when it comes to making decisions on

handling congestion.

"For instance, you are coming to a certain intersection between four and six p.m. and it has so many people crossing the intersection that it blocks traffic," he said. "We can look to see what we can do to modify that street and unblock traffic. We can have a full understanding of what is blocking the roadways – whether its micro mobility scooters, bicyclists, or pedestrians – once you have insights at that level, you can start working toward and collaborating with other agencies to make transit more efficient."

One of the ways this technology is being used is to detect vehicles that are illegally parked in bus lanes. Ghadiok said cities that have deployed this technology have seen their bus speeds improve by as much as 50%, reduced passenger wait times, increased ridership, and have saved money by making public transit becoming more efficient.

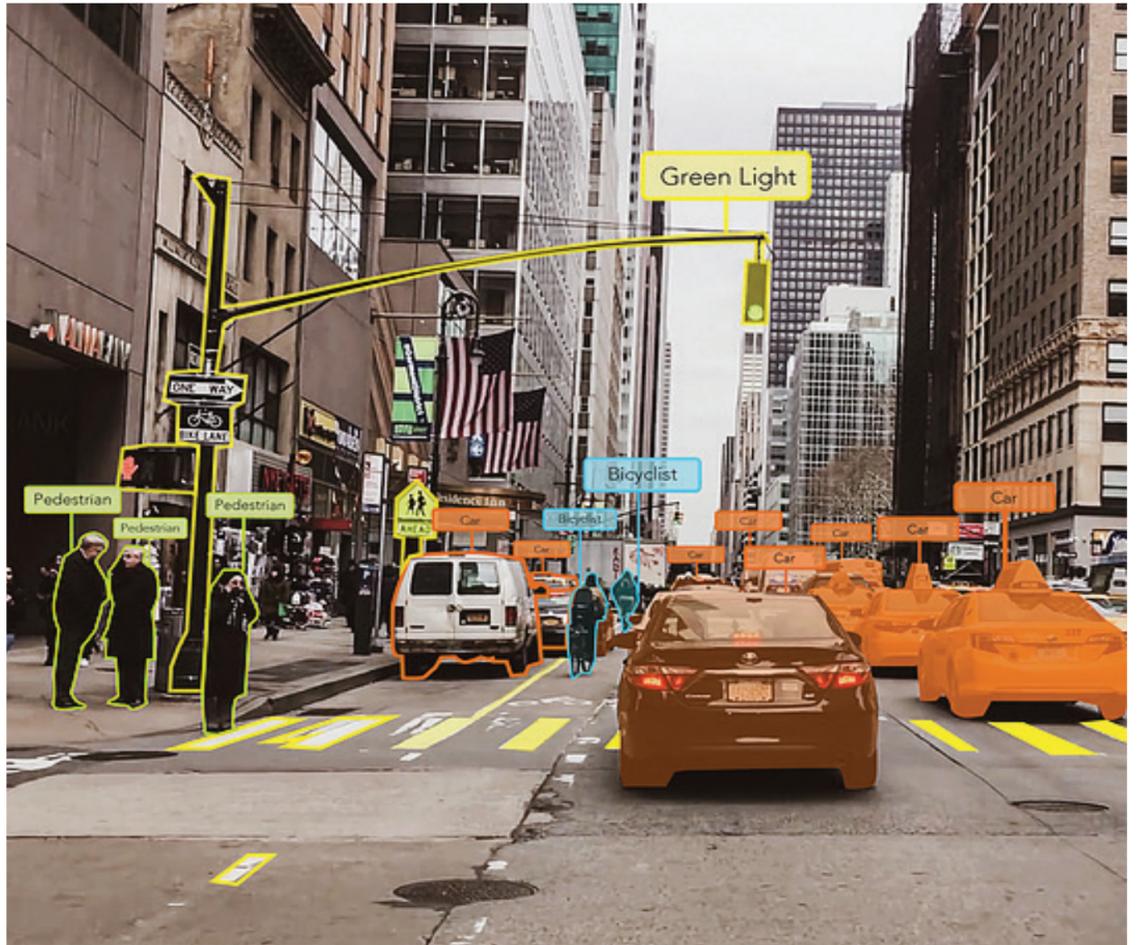
"Cities like New York have a massive problem with people who come in and park their vehicles on the streets, blocking the bus lanes," he said. "The problem was so acute that the pre-pandemic bus speeds in Manhattan were less than 5 miles per hour. That was causing people to not get to work on time, lose jobs, not get proper medical care, and spend hours waiting for a bus. That is where that AI camera can be deployed in a bus and as it goes down the street, automatically identify the vehicles that are parked in the bus lane. It has a conceptualization of all the different lanes, which is the bus lane, and an understanding of the enforcement days and enforcement times. It automatically identifies that vehicle and creates an evidence package it sends to directly on to the appropriate agency for further action."

While the technology has the ability to tag certain common elements along the street, Carson said the system is also designed to protect privacy for members of the public.

"What our system isn't is a surveillance system," Carson said. "It is not constantly recording video like a fixed camera would. Those videos are post-processed down the road and saved on a DVR. That is not what we do at all. We are running algorithms using computer vision, and we don't capture any video until we actually observe a violation. This technology protects citizens' privacy, and I want to reinforce is not a surveillance system like fixed cameras."

In addition to cars parked illegally in the bus lane, Ghadiok said the technology can also be used for other types of parking enforcement. Both planned traffic routes and parking enforcement applications by the cameras can be updated to accommodate changes for major events, different enforcement rules on weekends, and for other needs as they come up.

"We are also able to identify parking spaces, so we can make an impact on parking management," he said. "We can inform other commuters that there are vacant parking spaces in an area. Almost 30% of congestion in urban downtowns is caused by people circling to find parking. That has a massive impact.



Cameras mounted on city buses and other municipal vehicles have the ability to detect vehicles, traffic lanes, lights, and pedestrians among other features. Technology allows for these cameras to help with traffic enforcement - such as illegally parked cars or cars parked in bus lanes - and can help map city infrastructure, reserve curbs for delivery, use data to determine the best traffic patterns to ease congestion, and speed up travel times in communities.



The view from a mounted camera being used on a city bus in New York City. The New York City Metropolitan Transit Authority (MTA) has become one of the first to utilize this new camera technology and has seen far-reaching benefits from it. The technology's ability to track cars illegally parked in bus lanes sped up city buses, allowing transportation to be more reliable for the millions of citizens who rely on buses to get to work, school, medical care, and to run errands. New York City presently has more than 300 such cameras deployed on major bus routes throughout the city and saw speeds rise by more than a third as a result of their usage.

We can see there is a parking meter here and a parked car. We can make the AI understand the meter has expired and jot down the license plate of the car that is potentially in violation. Our system can go down the street and identify what cars are parked legally and which cars are illegally parked."

With deliveries and ridesharing becoming more common, Ghadiok said new technology can help meet arising traffic needs surrounding the demand for curb space.

"The curb has become the most valuable real estate in the city," he said. "There are Ubers, Lyfts, Amazon, FedEx, and UPS drivers all competing for that curb space. They sometimes block traffic, causing even more traffic. With our technology, we can unleash a future where we can schedule curb space. Someone can be given 15

minutes here, do their business, and leave. We can also enforce it."

Carson said the technology can also have a positive impact on government efficiency in other areas to make data-driven decisions.

"As we expand beyond transit buses to school buses, street sweepers, garbage trucks, and police cars, we can aggregate the data and share insights across multiple government agencies, empowering them with intelligence-led operational efficiency," Carson said. "By using digital twin technology, we can map all objects that exist in a city environment to create a duplicate, virtual space that city leaders can use make sense of community challenges and quality of life issues. We can provide data for simulation modeling and actionable insights for more intelligent operations or enforcement. Some of the things we can start to

understand through traffic pattern analysis and other things is where those choke points are for bus lanes, how they can improve bus infrastructure, and others."

Rather than waiting to see what new technology brings, Carson said now is the time to start making emerging technology part of the way cities operate.

"The technology fundamentally needed to change traffic enforcement are upon us now," he said. "In fact, President Biden is pushing for an overhaul and update to the nation's infrastructure, calling it a transformation effort that could create the most resilient, innovative economy in the world and a once-in-a-generation investment in America. I think it is time to embrace technology to create safer, smarter, and more sustainable transit ecosystems."

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