

Gov. Lee signs new law for take-out-beer sales

Tennessee businesses can now permanently sell beer through online curbside pickup.

Gov. Bill Lee signed into law SB 2487 by Sen. Steve Dickerson and HB 2028 by Rep. Curtis Johnson, which allows businesses to sell beer specifically through an online curbside pickup service.

The law went into effect immediately after signing the new law on June 29.

The governor had temporarily allowed alcohol curbside pickup services to alleviate the impact of extended closures for businesses such

as restaurants in the first months of the COVID-19 pandemic, but now has made that option permanent for beer take-out. His original executive order on curbside take-out was set to expire June 30.

The law states businesses must sell beer from their inventory located at their permitted location and cannot pull inventory from another retailer or location. Any employee bringing beer to customers who use the curbside pickup must bring it to their vehicle within their parking lot and confirm the person is at least 21 years old.

Cities making unavoidable cuts due to coronavirus

BY NLC STAFF

New survey data from more than 1,100 municipalities across the country shows that the national economic recovery is at even greater risk of stalling if Congress fails to provide direct federal aid to America's cities, towns and villages.

The survey, which focuses on local spending cuts and service adjustments, found that 65% of cities are being forced to delay or completely cancel capital expenditures and infrastructure projects, which will stifle job growth and slow local economic activity and further imperil economic recovery efforts in communities across the nation.

These cuts drastically impact not only the people who live and work in these communities, but also the infrastructure and essential services that are critical to the national economic recovery.

Without congressional action now, the forced delay or cancella-

tion of infrastructure projects will create an economic ripple effect throughout the nation not felt in decades.

- 61% of cities are delaying or canceling equipment purchases, which will stunt local commercial activity among businesses that supply equipment for municipal projects.

- 24% of cities are making significant cuts to community and economic development programs, which further hinders local businesses from bouncing back from the current recession.

- 13% are making necessary cuts to code inspection, planning, and permitting, delaying reopening and the growth of local businesses.

The potential devastating economic impact of infrastructure project delays and cancellations comes as 32% of cities indicate they will have to furlough or lay off employees, which will add to the See **CITIES** on Page 8

Municipalities modify summer programs, pool rules to comply with COVID-19 recommendations

By KATE COIL

TML Communications Specialist

Many Tennessee municipalities have struggled with the decision over whether or not to open playgrounds, splash pads, swimming pools, and hold regular summer events like outdoor concerts, movies in the park, and summer camps.

As a result, many are finding new ways of holding traditional summer activities as well as coming up with new summer activities that meet health and safety criteria.

The city of Bristol made the difficult decision to close its city pool at the Haynesfield Aquatic Center for the 2020 summer season as well as cancel two nature-based summer camps often offered through the park department. Bristol Director of Parks and Recreation Terry Napier announced paddle boats at Steele Creek Park and the small train at Steele Creek Park will also not be operating this year.

"We're continuing to follow the guidance of regional health leaders and base our decisions on what is in the best interest of our community," Napier said.

In the meantime, the city's 30 parks and Steele Creek Golf Course remain open to the public with the city's splash pad, golf cart rentals, and amenities such as pavilions, playgrounds, and sport facilities closed for public safety.

The city of Kingsport began a phased reopening of its Kingsport Aquatic Center on May 18 with changes to comply with Tennessee Pledge and following guidelines set out by state and federal health authorities. Changes included new hours and Sunday closures for deep cleaning as well as restrictions on the number of people allowed in the pool. Guests are also encouraged to wear masks while in the pool and locker rooms are closed to the public.

While the Kingsport Parks and Recreation Department decided to cancel the city's regular summer day camp programs for kids and the



Municipalities across Tennessee are struggling with the decision on whether or not to open popular summer recreation facilities like swimming pools and splash pads as well as hold summer camps and other activities. Many cities that have chosen to go forward with these activities have done so in a modified format, such as limiting operating hours for facilities and the number of people allowed to access them at a single time.

annual Bays Mountain summer camp due to safety reasons, the department has found a different way to bring summer fun to the city's youth.

"We realize a lot of kids look forward to summer camp with us every year and we know it is always important to engage in mental and physical activities," said Parks and Recreation Program Administrator Renee Ensor. "We are excited to offer some new family-oriented programs this year, which provide a variety of leisure time choices."

One program is the summer program in a box that provides six-themed weeks of activities with related games and crafts as well as a t-shirt, water bottle, sunglasses, and other fun activities. Kids can then participate on a Zoom call with other "campers" and parks and recreation staff to show off what they have been doing throughout the week.

Children can also participate in the city's Travel Trainer program, where parks and recreation

Important issues approved in final hours of 2020 Legislative Session

The 111th Tennessee General Assembly completed its final order of business for the year in the early morning hours of June 19.

During the work-through-the-night marathon session, legislators took up several key pieces of legislation that impact local governments.

Liability and COVID-19

The conference report on SB2381/HB2623 provided to local government and its employees enhanced liability protections with respect to any loss, illness or injury relating directly or indirectly to the coronavirus. Under the report, this additional protection would have covered any loss, injury or illness occurring between March 5, 2020, and July 1, 2022. The conference report passed the Senate by a vote of 24-5. Unfortunately, the conference committee report fell four votes short of passage in the House on a 46-36 vote. Six House members were present and not voting. There has been some discussion that Gov. Bill Lee may call a special session this summer to reconsider this legislation.

Budget Local Government Grants

The House and Senate agreed on and adopted a conference report on a revised budget for FY 20-21. The approved budget retains the grants allocated to cities and counties. With the exception of Memphis and Nashville, all city grant amounts remain as proposed by the governor. Under the revised budget, cities and counties are no longer required to pass an ordinance detailing the intended use of the funds or to file an application



Photo by Erik Schelzig, Tennessee Journal

The State Senate floor was rearranged to comply with social distancing guidelines as lawmakers returned to complete the session.

with the Tennessee Department of Finance and Administration. Instead, these grants will be distributed directly to cities and counties no later than July 31, 2020, and may be used to offset loss of local revenue or to supplement local revenue to address city needs. Grant amounts can be viewed at <https://www.tn.gov/finance/governor-s-local-government-support-grants.html>

Sales Tax Holiday

The conference report reduced the proposed two-weekend sales tax holiday from \$100 million to \$25 million. As a result, the holiday was limited to restaurants. In addition, the cap associated with items eligible for relief under the existing "back to school" sales tax holiday was increased. The holiday provides relief for state sales tax. The local sales tax will continue to be levied.

Hall Tax

The Hall Tax is scheduled

for a complete phase-out in 2021. The House-passed budget delayed the final rate reduction until 2025. The conference report preserves the scheduled elimination.

Teacher's Raises/Bonuses

The proposed BEP increase for teachers' salaries was not included in the conference report. Moreover, the House-passed budget included a one-time bonus for teachers. This, too, was excluded from the conference report.

Short-Term Rental Properties

The Senate and House approved the conference report on SB1778/HB1830, which included three separate elements related to STRPs.

First, the report provides for the collection of local occupancy tax on short-term rental transactions conducted on an online platform. Currently, short-term rental stays are subject to the occupancy tax; See **LEGISLATION** on Page 7



June elections held in 5 cities

BY KATE COIL

Elections were held in five municipalities across the state of Tennessee in June with both new and familiar elected to local positions.

These June elections are the last municipal elections scheduled in the state before the 53 municipal elections scheduled on Aug. 6 to coincide with the state and federal primary election and the more than 220 municipal elections held to coincide with the state and federal general election scheduled for Nov. 3.

BROWNSVILLE

The city of Brownsville held a municipal election on June 16. Newcomer Antwan M. Taylor defeated incumbent and current vice mayor Leon King for the Ward 1 seat. Challenger Brad Bishop defeated fellow newcomer Chris W. Lea for the Ward 3 alderman seat previously held by John Simmons, who did not run for re-election.

LORETTO

Voters went to the polls in Loretto on June 16.

Challenger Christopher Beckman was elected to a four-year term after running unopposed for an open alderman seat.

Voters in Loretto also passed a resolution for the legal sale of alcoholic beverages for consumption on the premises.

LAFAYETTE

The city of Lafayette held its

municipal election on June 18. Current councilmember Jerry Wilmore defeated incumbent mayor Richard F. Driver.

Voters also elected three city council members: incumbent Jason Phelps, newcomer Jeffery D. Hudson, and newcomer Bryan Nichols. Others who ran but did not garner enough votes to be seated on the city council include incumbents Pam Cothron and Roger Russell as well as challengers Jeff Duncan, David Kempf, and Tom Roberts. A write-in candidate, Kenny Patterson, also did not earn a seat.

MAYNARDVILLE

The town of Maynardville's municipal election was held on June 23.

Incumbents Len Padgett and Tim Young will be joined on the city council by newcomer Isaac Collins. Other candidates who ran but did not garner enough votes for the three open council seats include Trever "Smiley Dyke," Carson Kiser, Brad McCravy, and Brandon Thomas.

PLAINVIEW

Voters went to the polls in the city of Plainview on June 23.

Incumbent mayor Gary D. Chandler ran unopposed and was re-elected to his seat.

Incumbent alderman Gordon Bright and newcomer Rebecca Lock were elected to the two open aldermen seats, defeating fellow challenger Myrna Hoer Valentine.

NEWS ACROSS TENNESSEE



BRISTOL

The Bristol Police Department has received its fourth Tennessee Law Enforcement Accreditation (TLEA) from the program during the Tennessee Association of Chiefs of Police (TACP) meeting in Franklin. BPD successfully accomplished TLEA accreditation by meeting criteria that measured the professionalism, organizational, and over all readiness in law enforcement policy and procedures. The TLEA Accreditation status represents a significant professional achievement and acknowledges the successful implementation of written directives, policies, and procedures that are conceptually sound and operationally effective. It takes commitment, dedication, and hard work from the agency head, agency personnel and community leaders to meet the standards prescribed by the program.

CLARKSVILLE

The city of Clarksville's Parks and Recreation Department is seeking a parcel of at least 10 acres of land within the city limits for a proposed new regional recreation center. The city's purchasing department recently released formal request for proposals due by July 9 so that city officials can review potential properties and obtain the services of design professionals to analyze the cost associated with the development of a new recreation center. The city hopes to narrow the project to three or four sites before moving forward with the land acquisition. The property suitable for use as the recreation center must be at least 10 acres; located within the city limits; and have electricity, natural gas, sewer, water, and access to an existing road system capable of supporting both school bus and delivery truck traffic.

FRANKLIN

The city of Franklin has been named one of the best up-and-coming small towns for those who want to live near major metros according to *Livability.com*. The website said Franklin's combination of small-town charm and numerous major corporation headquarters gives residents a chance for major career opportunities in a picturesque setting. The city's creative scene, including the two-day Pilgrimage Festival, draws both emerging artists and established names just like the music scene of nearby Nashville. The magazine also said major draws for Franklin included its "downtown, friendly people, and fantastic restaurants."

HARRIMAN

Officials with the city of Harriman recently broke ground on a new splash pad to be located at the Harriman Community Center. The city received a Local Parks and Recreation Fund grant in 2018 to cover the cost of the splash pad and related amenities including concessions, benches, and shade coverings as well as a community center. City officials hope that construction on the splash pad will be completed in time to open before the end of the season with an anticipated completion date sometime in July.

KINGSPORT

A partnership between East Tennessee State University and the city of Kingsport has resulted in a new outdoor fitness park for the city. Dr. Tyler Schmitz, a resident physician with ETSU Health Fam-

ily Medicine Kingsport, received a Local Humanitarian Grant from the American Medical Society for Sports Medicine to fund his Quarantine Fitness Project. The project began with a series of workout videos and has culminated with the installation of a new outdoor fitness park to open later this summer along the Greenbelt at Kingsport's Riverwalk Park. The goal was to provide an accessible outlet for fitness during the current pandemic and beyond. The resulting fitness park, which will officially open to the public in mid- to late-July, overlooks the Holston River and consists of six fitness stations – three funded by the AMSSM grant and installed by ETSU Health. The other three stations will be funded by Kingsport Parks and Recreation. The fitness park also includes a bicycle tire pump, bicycle maintenance station, water fountain, multiple picnic tables, and a gazebo.

KNOXVILLE

After seven years, the city of Knoxville is one step closer to creating a new urban wilderness and park that will provide new amenities and connectivity to city neighborhoods. The Knoxville City Council voted to accept two quit-claim deeds from the Tennessee Department of Transportation and finalize the transfer of ownership of 119 acres along James White Parkway to the city. Urban Wilderness Coordinator Rebekah Jane Montgomery said the transfer of land south of the bridge across the Tennessee River to the terminus at Sevierville Pike, including Baker Creek Preserve, is "an important milestone." The city council has also approved a \$231,355 contract with Gresham Smith traffic consultants to prepare an Urban Wilderness corridor study that will include both bicycle and pedestrian needs in addition to vehicle traffic. Meanwhile, the \$10 million first phase of the Urban Wilderness Gateway Park Project is nearing completion. This summer, look for the Baker Creek Bike Park to open, as parking, connector roads, and greenways are built and utility upgrades are completed.

LEBANON

The city of Lebanon has completed a highly-anticipated, \$1.6 million improvement project at the intersection of Leeville Pike and Crowell Lane that will improve safety and operations at the intersection as traffic volume continues to increase with the city's growth. The project was funded entirely by the city to provide a more rapid solution for residents and improve safety, decrease travel times, and increase capacity at the intersection. Extensive utility coordination was required for underground and above ground utilities before work could begin on the project. City crews and their contractors relocated gas, water, and sewer lines as needed. MTEMC and other above ground utilities relocated lines and poles as well. In addition to the turn lanes on Leeville Pike, improvements included grading, drainage, paving, striping, and the installation of a traffic signal at the intersection.

NASHVILLE

Amazon has announced they are planning to open a third office in Nashville, taking over the WeWork co-working hub in the Capitol View development. The company has already announced it will be the anchor tenant of the new Nashville Yards development coming to downtown, taking up two towers of the development when it opens next year. The

Smyrna cuts ribbon on new park, baseball field project



Officials with the town of Smyrna cut the ribbon on the new Cedar Stone Park, an 80-acre community park featuring four fully-lighted, synthetic turf baseball fields, a full-service concession stand, playground, and restroom facilities. The park represents the first new baseball fields built in the city in more than 20 years. The more than \$7 million project is located on Morton Lane across from a city fire station near the Stewarts Creek school complex. The synthetic turf and LED lighting will make the field easier for the town to maintain.

company announced that Nashville was selected to be one of Amazon's new tech hubs bringing 5,000 new jobs to the area including software development, engineers, finance, human resources, and legal positions.

NASHVILLE

QTC, a subsidiary of Leidos Holdings, Inc., will invest approximately \$5 million to establish an operations center in Nashville, creating 410 jobs in the next five years. QTC provides disability and occupational health examination services for veterans, federal employees, and the commercial industry. QTC offers a full suite of employment-focused medical exams and diagnostic testing services. Its network is supported by more than 1,700 experienced clinical, corporate and operational associates, more than 90 clinic locations, and partnerships with more than 12,000 physicians and allied health professionals.

OAK RIDGE

GIGA Data Centers will open a new data center in Oak Ridge at 200 Summit Place, initially bringing 10 new jobs to the area. Renovations to the building will take place during the summer and the center is expected to be up and operating at the beginning of 2021. The center will support information technology equipment for various customers as well as have backups for power outages. By the end of the first year of operations, officials expect the center to employ 13 with that number growing to 16 by its third year in operation. Plans are also included to expand the data center by adding another building to the complex in the future.

PIGEON FORGE

Pigeon Forge's Smoky Mountain Winterfest has been selected as 'STS Top Event' by the Southeast Tourism Society. Smoky Mountain Winterfest illuminates the streets of Pigeon Forge with more than five million holiday lights. The annual winter celebration includes standalone light displays throughout the city as well as holiday shows at Pigeon Forge theaters and dinner theaters. This year's event begins on Nov. 13 and continues through Feb 15, 2021. The STS Top 20 Festival and Event Awards have highlighted programs of excellence throughout the Southeast since 1985. Travel industry experts select 20 events per month, and STS publicizes them throughout the United States. The complete list is published on two websites: Southeast Tourism Society and Travel Media Press Room. For 35 years, STS has spotlighted the best festivals and events in the Southeast with the Top 20 Festival and Events program.

Nashville unveils student-designed, suffrage-inspired voting stickers



Voters in both the August General and November Presidential Elections in Metro Nashville-Davidson County will get a chance to have special "I voted" stickers designed by a Nashville student to honor the city's role in the Suffrage Movement. Hume-Fogg Academic High School rising senior Milka Negasi designed the sticker which was chosen by citizens as part of a contest organized by the Davidson County Election Commission and the Metro Nashville Arts Commission, also known as Metro Arts. The special-edition stickers will be available alongside traditional stickers at all polling places in the city.

Columbia historic marker honors legacy of city park



Officials with the city of Columbia unveiled the Fairview Park Historical Marker to the public on June 19, in conjunction with Juneteenth celebrations. The new historical marker honors the park, which was created and dedicated to the city's African-American community. The original 7.81 acres of land was purchased from Ida L. Padgett for \$585.75 in 1938. The initially segregated park had a ball park, dressing rooms, ticket office, and grandstand to seat 800 of the city's African-American citizens. The park was increased with a 2.03 acre-purchase of land in 1940 and a further 27 acres in 1957. Today, Fairview Park is considered the city's most popular destination for weddings, reunions, family picnics, and community events. City leaders Mayor Chaz Molder, Vice Mayor Dr. Christa Martin, City Councilman Tony Greene, Parks and Recreation Director Mack Reagan, and Maury County Historian Jo Ann McClellan spoke to the history, importance, and impact of Fairview Park among this community. Maury County Mayor Andy Ogles also presented a Juneteenth proclamation.

TENNESSEE TOWN & CITY

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Planning for a long-term remote work strategy for local government

BY JOE HOWLAND
VC3

Most of us are forced into trying it now. Many of us are intrigued by the idea of it even after quarantine. But what does a long-term remote work strategy really look like?

Too often we're offered a remote work blueprint from highly successful tech companies like Google, Shopify, and Amazon. But what is possible for local government? Is there a simpler version of the expansive technology toolsets employed by these companies full of technologically savvy employees? Can my city or town realize benefits from remote work with a strategy that fits us?

A strong culture and clear organizational goals influence the ability to create a simple and effective technology plan that moves you towards supporting a thriving remote workforce.

Higher Interest in Remote Work

As we're hearing more questions about remote work from our clients, we're also seeing compelling data from the market and VC3 employees:

- 3 out of 4 CFOs surveyed indicated they will take action to move more of their employees to remote work.
- 42% (up from 25% in 2015) stated they are making a more flexible workplace a priority.
- 20% of VC3 employees want to work from home all the time
- 60% of VC3 employees want to work from home at least 3 days per week

The interest is clear which indicates there must be something behind the curtain. But what is the value?

Remote Work Value

The Benefits to adopting a remote work strategy

The true benefits to your organization can, of course, vary depending on your set of circumstances. However, here are a few that seem to be more common and backed up by data.

Save Money

- Lower Office Costs - You need less office space when you have fewer employees in the office. Real estate cost savings for the organization can vary widely based on market and size, but it also has wide-ranging implications. You're spending less on desks, chairs, mugs, cups, coffee, office supplies, and so on. You can plug some numbers into this online calculator to get a rough idea of your cost savings as a fun exercise.
- Lower Employee-related Costs - Remote work has shown an ability to reduce employee absenteeism and lower turnover.

Increase Productivity

- Employee productivity can increase - one study found an increase of 4-5% and another found 35-40%. It makes sense that this benefit can depend on the type of role and organization.

Improve Employee Benefits

- Broader Hiring Pool - You can more easily hire employees from out of state, around the country, or around the globe when the pressure to be in the office no longer exists.
- Employees Save Money - Cost savings for the employee can be as much as \$5,000 as they save money on everything from eating lunch out to gas to dry cleaning.

The potential benefits are compelling, which is, of course, driving this renewed interest. But does your organization have the culture to realize those benefits?

Remote Work Culture Understanding your culture and it might support remote work

Much of the literature I found on remote work at some point shares this: you need a strong culture. How do we keep our employees engaged and enthusiastic about where the organization is going?

It can be easier in an office setting to achieve culture by osmosis. Simply being there creates an opportunity for cross-departmental conversations and cohesion around the coffee pot. In lieu of that, a unified, clearly stated vision, organizational goals, and individual goals need to be broadly and frequently shared. Everyone must be rowing in the same direction.

New communication channels and behaviors must be identified and created; data-driven methods of measuring output and performance

are helpful to increase clarity and keep teams in sync; and a safe and simple feedback loop from employees to leadership is vital.

And some organizations may not have or want the culture to support remote work. It's not always a good fit and it's important to understand your organization's and employees' appetite for remote work early on.

At VC3, for example, we've allowed periodic remote work for some time. However, it's been a recent shift for us to more wholly embrace the benefits of remote work and the ensuing work on technology and culture that it requires. Thankfully, our culture, which focuses on fostering transparency, celebrating success, and fueling enthusiasm, translates well to our new remote world.

Here are a few examples of tangible processes we've found highly valuable:

- A carefully considered and easily accessible vision, mission, and organizational goals;
- A monthly all-hands meeting to keep everyone updated on our company's progress;
- Employee scorecards with 1-3 key performance indicators to maintain performance clarity;
- A widely adopted chat tool, Slack, where employees discuss projects, share kudos, and have fun together.

You'll notice in the few examples we shared that technology is present, but not at the forefront. However, to implement these culture changes and enable remote employees, you might need a few new technology tools.

Remote Work Technology Setting your employees up for success with the right tools and processes

A glance at those highly successful tech companies we mentioned earlier may make you feel like you most invest heavily in all new technology. Thankfully, that doesn't have to be your course of action.

It may be wise to take a crawl, walk, run approach. Test the waters with a pilot group of employees without breaking the bank or torpedoing operations.

Here are the technology categories you'll need to consider:

Remote Access

To crawl, you really need this one. Employees must be able to easily access all applications, documents, and data required to perform daily tasks. Cloud technology becomes your best friend.

Municipalities modify summer programs to comply with COVID-19

SUMMER from Page 1

also holding regularly scheduled summer camps but with more limited space than usual. Tennis and pickleball courts are open, and basketball courts and athletic fields are available for practices and training only. Recreation centers and the Knoxville Arts and Fine Crafts Center are open, but only for scheduled programs. Park restrooms opened during Phase 2.

Manchester is still holding its annual Summer Day Camp but with restrictions and modifications based on federal and state health-care guidelines. Children will be assigned to smaller groups with separate meeting areas for each group and required temperature testing each day. Face coverings are required and children can only participate if they were pre-registered.

The city of Oak Ridge reopened its pool on June 15, later than its usual Memorial Day weekend opening, with restrictions in place. The smaller pool for children will be closed and only 200 people will be allowed in the larger pool at a time. Those who want to guarantee a spot in the pool can reserve a spot in advance. To allow more people access to the pool, there will be time restrictions on reservations. Between each two-hour time slot, the pool will be closed for a deep cleaning.

Families of five or less will be assigned a 10-by-10 square-foot area in the lawn surrounding the pool that will be spaced 6 feet apart from other squares. If a family has more than 5 people, they will be issued a second square. Visitors must also come already dressed as dressing rooms and showers will not be open to the public.

No public or private pool parties will be allowed. The pic-



Offering remote work is not a simple project nor should it be a decision reached lightly. You have to consider your organization's goals, culture, and technology toolset. Employees must be able to easily access all applications, documents, and data required to perform daily tasks. A cybersecurity plan also needs to be in place.

Communication

Not only will you need a video call platform like Microsoft Teams or Zoom, but you'll also need a computer, camera, and audio equipment to support those video calls.

You also should look into a group chat tool like Slack or Microsoft Teams. This allows for quick, structured work conversations as well as some needed fun conversations for team building.

Project Management and To-Do Lists

Visibility is crucial to keeping everyone in sync. Digital tools are a great way to achieve that visibility with options like Microsoft Planner, Basecamp, and others you can keep track of tasks and projects.

Data-driven Performance Management

Keeping the visibility theme going, it's a great idea to create a series of metrics for each employee or role. These metrics allow for managers and leadership to measure output and performance in lieu of measuring the input of an employee's time at his or her desk. Beyond creating this employee scorecard, it's helpful to have an online visual dashboard that shows real-time progress on these metrics. Such a dashboard is now far more in reach for most organizations with a tool like Microsoft's Power BI.

Cybersecurity

Supporting a remote workforce does bring to mind some new cybersecurity challenges that need to be overcome. Hopefully, the following are already in your cybersecurity plan, but each becomes even more important with remote employees:

- protecting remote access,
- careful user management controls,
- employee awareness training, and
- minimum home requirements for network security and patches.

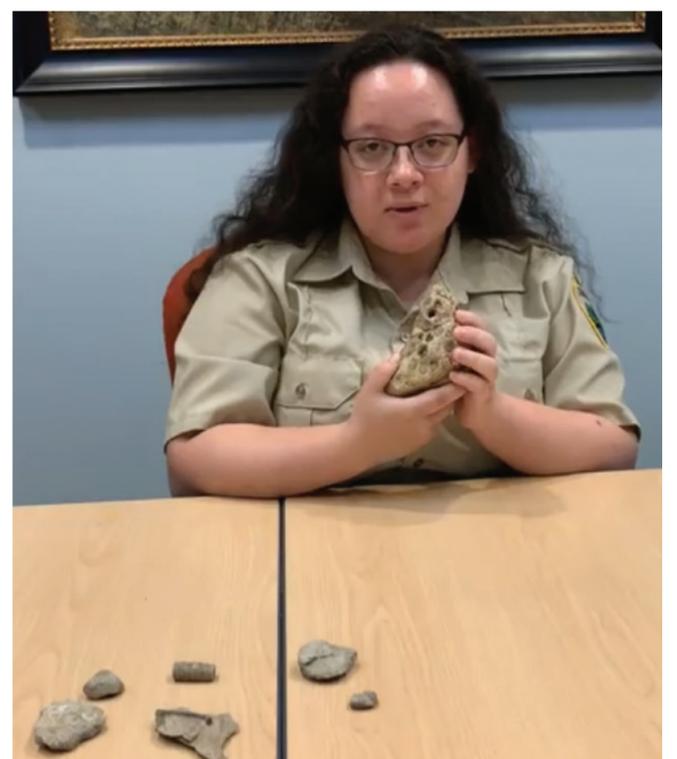
Putting it All Together

Offering remote work is not a simple project nor should it be a decision reached lightly. You have to consider your organization's goals, culture, and technology toolset. You are best positioned to understand your organization and culture. But maybe you'd like some help understanding the technology required and how to best align it with your organization. Connect with your IT partner to determine your options. For more information on VC3 and its services, head over to TML's TECH page, <https://www.tml1.org/tech>

About Joe Howland

Joe has been in the IT industry for over 20 years and has extensive IT management experience that

spans multiple industries. A UCLA grad with a degree in Mathematics Computation with a Computer Specialization, he worked with Computer Sciences Corporation for 10 years supporting defense and financial sector contracts. Joe joined VC3 in 2009 and during his time with VC3, Joe has performed in the role of Virtual CIO for some of VC3's largest government customers. Joe is currently VC3's Chief Information Security Officer and is responsible for VC3's IT security as well as advising on security for VC3's customers.



Ranger Talilli with Johnsonville State Historic Park gives a lesson on what kind of fossils can be found in the state of Tennessee and what lifeforms those fossils originate from as part of the Tennessee Department of Environment's Virtual Summer Camp. Videos posted daily on Facebook teach viewers a variety of lessons on biology, conservation, and natural history as well as provide fun crafts that can be done with materials recycled from home.

Food Waste Fridays. The activities will utilize TDEC staff, including those from Tennessee State Parks and environmental program areas, as well as feature nonprofits Turnip Green Creative Reuse and Urban Green Lab.

Other activities include virtual hikes, arts and crafts, storybook readings, virtual wildlife presentations, citizen science opportunities, at-home environmental audits,

science experiments, and nature activities. The camp is free and no registration is required.

Those interested may engage daily at 10 a.m. on the Office of Policy and Sustainable Practices Facebook page. Activities will later be shared on Instagram and on the Office of Policy and Sustainable Practices web page where parents, students and teachers may access them any time.



PEOPLE



Steve Anderson, chief of police for Metro Nashville, has announced his retirement, which will take place sometime later in 2020. Anderson is a 45-year veteran of law enforcement and was appointed Metro Nashville police chief in 2010 under former Mayor Karl Dean. A native of Trenton, Anderson holds a bachelor's degree from Belmont University and a law degree from the Nashville School of Law. Prior to joining the Metro Nashville Police Department, he served in the U.S. Air Force and with the White County Sheriff's Office. During his tenure with the Nashville Police Department, he served as a law instructor at the Metro Nashville Police Department Training Academy, in the patrol division, planning and research division, the administration services bureau, the investigative services bureau, field operations bureau, and as administrative assistant to former Metro Nashville Chiefs of Police Joe Casey, Robert Kirchner, and Emmett Turner.



Steve Anderson

fore coming to LaunchTN, Dolan worked in the private sector including roles at Saint Thomas Health Foundation, Fifth Third Bank, Ingram Industries, and others. Dolan holds a bachelor's degree in business administration with a focus in accounting from the University of Tennessee at Knoxville and a master's degree in business administration with a focus in management from Vanderbilt University.

Gail Fowler retired as the director of human resources for the city of Cookeville on June 26 after a 26-year career with the city. In her role as director of human resources, Fowler has been instrumental in a number of hires for the city of Cookeville and lead the team that worked with the Municipal Technical Advisory Service (MTAS) for the selection of Cookeville City Manager Mike Davidson in 2015. Carl Sells has been selected as the new director of human resources for the city.

Susan A. Gennoe has been named as the city of Knoxville's chief financial officer by Mayor Indya Kincaannon, making Gennoe the first woman to serve in the role in the city's 228-year history. Gennoe is a certified public accountant with nearly two decades of service in both the public and private sector. Gennoe comes to Knoxville from the city of Alcoa where she has served as director of finance and city recorder since January 2016. Before coming to Alcoa, Gennoe worked off and on between 1998 and 2015 for Blount County in a variety of finance roles and began her career with Ernst & Young in Knoxville. She holds a degree in accounting from the University of Tennessee at Knoxville.



Susan Gennoe

Carolyn Brewer has announced her retirement from the city of Kingston, effective June 29. Brewer served for more than 41 years with the city of Kingston, including 40 years as finance director and human resources director. During her tenure with the city, Brewer also stepped in as an interim city manager on three separate occasions. Brewer received her education at Roane State Community College and the University of Tennessee. She is a certified municipal finance officer, a certified municipal clerk, and a member of the Tennessee Government Finance Officers Association (TGFOA) and the Tennessee Association of Municipal Clerks and Recorders (TAMCAR).



Carolyn Brewer

Margaret Dolan has announced she will step down from her role as president and chief executive officer of public-private partnership LaunchTN to lead an early stage company focused on innovations in impact investing. Dolan was selected as the head of LaunchTN in October 2018. Under her leadership, LaunchTN began its Tennessee Innovation Crowdsourcing Platform (TICP) to support intake, screening, and initial evaluation of potential state supplies of goods, solutions, services, and capabilities, particularly related to the COVID-19 outbreak. Before coming to LaunchTN, Dolan worked in the private sector including roles at Saint Thomas Health Foundation, Fifth Third Bank, Ingram Industries, and others. Dolan holds a bachelor's degree in business administration with a focus in accounting from the University of Tennessee at Knoxville and a master's degree in business administration with a focus in management from Vanderbilt University.



Margaret Dolan

Bill Honeycutt has announced his retirement as chief of the Morristown Fire Department after a 44-year career, 21 years of which he has served as the department's chief. Honeycutt was born in Johnson City but moved to Morristown in the fourth grade, graduating from Morristown-Hamblen High School West in 1971. He then served with the U.S. Air Force until 1973 and spent 20 years with the Tennessee Air National Guard. Honeycutt served in the Morristown Fire Department as a fire marshal for nine years as well as a lieutenant, driver operator, and firefighter before being promoted to chief in 1997. He holds an associate degree in fire science technology from Walters State Community College.



Bill Honeycutt

Cathy McClain, city clerk for the city of Cookeville, will be retiring after more than 40 years of

service to the city. In addition to her service to the city, McClain is known as an avid volunteer for local organizations and community events. Darian Coons has been selected to serve as the new city clerk for Cookeville following McClain's retirement.

Carl Sells has been selected as the human resources director for the city of Cookeville upon the retirement of previous director Gail Fowler. Sells began his career with the city of Cookeville in 1996 as a police officer with the Cookeville Police Department. During his 23-year career with the Cookeville Police Department he attained the rank of major. He joined the staff of the city's human resources department in 2017 as a safety coordinator, transitioning to the title of risk manager.



Carl Sells

Cookeville Mayor Ricky Shelton has been appointed by Gov. Bill Lee to the Tennessee Homeland Security Council. Shelton joins two other new appointees: Hamilton County Mayor Jim Copping and Nashville Airport Department of Public Safety Chief of Police David Griswold. The Tennessee Homeland Security Council was established by Executive Order No. 8 in 2003. The responsibilities of the council are to work with the Tennessee Office of Homeland Security in planning and directing statewide homeland security activities and to interact with federal and local officials in promoting homeland security. Shelton has been mayor of Cookeville since 2014 and prior to that served as a city councilman from 2002 to 2012.



Ricky Shelton

Clark Taylor has been selected as the new fire chief of the Morristown Fire Department after the retirement of longtime chief Bill Honeycutt. Taylor most recently served as deputy chief of the department and is a 37-year veteran of the Morristown Fire Department. During his tenure, Taylor has held every operations position within the department. Taylor is also the chair of the Hamblen County Emergency Medical Service Board. He was instrumental in gathering the initial information that developed the county's GIS system and was the in the department to become a state-certified emergency medical technician. Taylor holds a bachelor's degree in fire administration and fire science.



Clark Taylor

Brentwood Police lose first officer in line of duty

The Brentwood Police Department has lost its first officer in the line of duty since the formation of the department 49 years ago.

Officer Destin Legieza was headed back to the precinct for a shift change early on the morning of June 18 when his vehicle was involved in a head-on collision on Franklin Road between Murray Lane and Concord Road.

Legieza was transported to Vanderbilt University Medical Center where he was pronounced dead. The other driver was also transported to VUMC with non-life-threatening injuries.

The accident is being investigated by Tennessee Highway Patrol who said an initial investigation has determined the female driver of the other vehicle crossed the double yellow line, striking Legieza's cruiser.

Legieza, 30, had been an officer with the Brentwood Police Department for five years.

A Franklin native and graduate of Franklin High School, Legieza earned a bachelor's degree in criminal justice administration from Middle Tennessee State University.

He served with the Athens, Ga.-Clarke County Police Department before returning to Williamson County.

Brentwood Police Department Assistant Chief and Public Information Officer Richard Hickey said Legieza was a "shining star"



Destin Legieza

who was very involved in the community, supporting Special Olympics and a community flag football team.

"We thought he would be here a long time," Hickey said.

Legieza's father and grandfather worked in law enforcement. His father is a lieutenant with the Franklin Police Department and his grandfather is retired from the CSX Railroad Police.

He is survived by his wife, in addition to other friends and family members.

"To say that I am heartbroken would be an understatement. Destin was an exceptional officer with so much potential in our organization," Brentwood Police Chief Jeff Hughes said. "His memory will live in our hearts forever and we will honor him daily in our continued service."

Body found in Clinch River identified as Oliver Springs Police officer

The body of a man recovered from the Clinch River by Kingston Police has been identified as an officer with the Oliver Springs Police Department.

Officer James Perkins was found inside a vehicle in the river off of North Kentucky Avenue in Kingston, according to Kingston Police Chief Jim Washam.

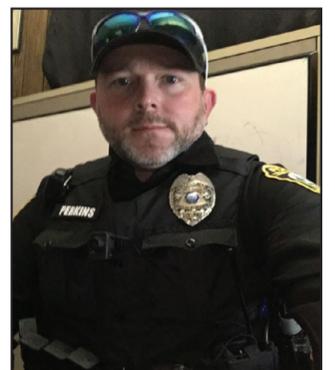
Kingston officers reported to the scene after a member of the public reported seeing the top of an SUV in the river. An initial investigation determined the death appears to be drowning related and no foul play is suspected at this time.

The body was taken to the University of Tennessee Forensics Center for Autopsy as part of a further investigation being conducted jointly by the Tennessee Bureau of Investigation, Tennessee Highway Patrol, Roane County Medical Examiner's Office, and the 9th District Attorney General Russell Johnson's Office.

A statement issued by the Oliver Springs Police Department's Facebook page honored Perkins' service.

"It is with our deepest regret that we inform you of the off duty passing of Officer James D. Perkins," the statement read. "Officer James Perkins was an outstanding police officer and spent a lot of his time dedicated to the citizens in our area. We thank you Officer James D. Perkins for your service."

Perkins law enforcement career began in 2006. Before coming



James Perkins

to work at the Oliver Springs Police Department, Perkins had also held positions with the Rockwood Police Department, Roane State Community College Police Department, and Springs City Police Department.

District Attorney Johnson also released a statement about his personal involvement with Perkins as an officer of the law.

"James Perkins was a good officer and someone who was always willing to try and learn more about how to do his job and was always eager to do the right thing in law enforcement," Johnson said. "He had several setbacks in his personal life over the last couple of years, including the tragic death of his father. I know that I will miss him. We were both Auburn Tiger fans so we always had something to talk about, whether the Tigers were up or down."



Get **funding** to replace old diesel vehicles with cleaner, more cost-effective ones

Two diesel vehicle replacement funding opportunities will be available in the next six months, including funds from the VW Mitigation Trust. **Need Information? We can help.** We've helped fleets in Tennessee secure over \$5 million in grant funding since 2005.

Contact funding@etcleanfuels.org or 865-974-3625 to learn more.



STATE BRIEFS

All of Tennessee's 15 state forests are now certified to the Sustainable Forestry Initiative (SFI) Forest Management Standard. The Tennessee Department of Agriculture's Division of Forestry announced that all state forests—covering 168,359 acres—passed the third-party audit for forestry management practices. This independent certification assures that forests are managed sustainably, which is essential for clean water, wildlife habitat, and market access. SCS Global Services conducted the audit required for certification. The company specializes in third-party environmental and sustainability certification with 30 years of experience in forest management assessment. Certification under the Sustainable Forestry Initiative helps the Division of Forestry maximize the positive impacts of managed forests and meet high standards to address social, economic and environmental impacts.

The rates of teen driver and pedestrian deaths on Tennessee roadways have outpaced a five-year record high set last year. Despite significant year-over-year drops in April and May due to the COVID-19 pandemic, the Tennessee Department of Safety and Homeland Security said 2020's rate of teen driver and pedestrian deaths are still higher than during the same time last year. So far, the state has recorded 58 pedestrian deaths and 53 teen driver deaths, up from 55 pedestrian deaths and 49 teen driver deaths in the same period last year. In 2019, the state recorded a five-year high in the number of pedestrian and teen driver deaths as well as a five-year high in overall traffic fatality deaths.

The Tennessee Department of Transportation is receiving \$11.2 million for the installation of closed-circuit cameras and other devices to help with communication along the Interstate 40 corridor between Memphis and Nashville. The fund will allow for the installation of 143 miles of fiber optic communications along the

interstate and deploy ITS devices such as CCTV cameras, dynamic message signs, road weather sensors, and connected vehicle roadside units. Included in the project are Fayette, Haywood, Madison, Henderson, Carroll, Decatur, Benton, Humphreys, Hickman and Dickson counties. The funding was announced by U.S. Sen. Marsha Blackburn and U.S. Rep. David Kustoff.

While overdose deaths in the state have been on the increase in recent months, officials with the Tennessee Department of Health said that the number of prescriptions overdoses reported in the state are actually declining. Experts believe legislation limiting the amount of pills people are initially prescribed as well as an increase in the availability of drop-off boxes for expired or unused medication have had a positive impact on the state's overdose rate. The department gave out 158,000 units of naloxone since October 2017, a life-saving medicine that quickly reverses an opioid overdose. However, there is some concern that the COVID-19 pandemic is leading to an increase in overdoses as in-person treatment programs have had to find alternative solutions.

Tennessee's jobless rate fell in May after a record increase in unemployment in April due to the coronavirus outbreak. The Tennessee Department of Labor & Workforce Development reported that the preliminary seasonally adjusted unemployment rate for May was 11.3%, a 2.4% decrease from April when the state set a record-breaking unemployment rate of 15.5%. Tennessee usually depends on a trust fund to pay state unemployment benefits, but the state is using the federal Coronavirus Relief Fund money for payments through June to prevent the fund from falling below \$1 billion, state labor department spokesman Chris Cannon has said. A tax increase starts for employers if the fund sinks below \$1 billion.

Four state government agencies have been listed among the top workplaces in Middle Tennessee for 2020. The Tennessee Comptroller of the Treasury's Office, the Office of the Tennessee Secretary of State, the state of Tennessee Department of General Services, and the Tennessee Bureau of Workers' Comp were all among the top listed places to work. Compiled by newspaper *The Tennessean*, the top workplaces list is based solely on employee surveys. These anonymous surveys measured engaged cultures that are critical to the success of any organization. Employee feedback was gathered through a third-party survey administered by Energage, LLC. The survey uniquely measures 15 drivers of job satisfaction and employee engagement, including company leadership, communication, career opportunities, working environment, managerial skills, pay and benefits.

The Tennessee Bureau of Investigation will receive more than \$3 million in funding to support investigations into trafficking in heroin, fentanyl or carfentanil or the unlawful distribution of prescription opioids. The funds come through the U.S. Department of Justice's Office of Community Oriented Policing Services (COPS Office) and are part of nearly \$42 million in funding provided to state-level law enforcement agencies across the country. More than 130 people die every day in the U.S. due to opioid-related overdoses. Drug overdose deaths and opioid-involved deaths continue to increase in the United States. Deaths from drug overdose are up among both men and women, all races, and adults of nearly all ages, with more than three out of five drug overdose deaths involving an opioid. The COPS Office is a federal agency responsible for advancing community policing nationwide. Since 1994, the COPS Office has invested more than \$14 billion to advance community policing, including grants awarded to more than 13,000 state, local and tribal law enforcement agencies.

Organization launches effort to increase residential composting in Tennessee



To help residents better use food waste, the Tennessee Environmental Council is holding a compost contest with cash prizes. The contest will also help solid waste agencies, who have reported an increase in collections statewide since the beginning of the COVID-19 pandemic.

The Tennessee Environmental Council (TEC) is introducing its summer Compost Recruitment Campaign to help residents reduce food waste, improve backyard soils and offer chances to win great prizes.

The Recruitment Campaign is part of TEC's "Come, Post Your Compost" program, which is focused on diverting organic waste from Tennessee's landfills.

One thing that has not changed amidst the COVID-19 pandemic is that we create waste and a lot of it.

In fact, the Tennessee Solid Waste Association announced that they had seen a 50% increase in residential trash collection since COVID policies have been implemented.

"With trash from homes increasing during the COVID timeframe, what better time to start composting," said Julia Weber, Program Manager. "Through composting, you can turn kitchen scraps and yard waste into rich, organic material that can be added to your lawn and garden. The average Tennessee household is currently throwing away about nine pounds of food waste every week, so why not turn it into a valuable garden booster instead."

The recruitment campaign is open to every Tennessee resident

including those who are new to composting as well as those who already compost.

Prizes will be given to the individuals who recruit the most people to start composting within TEC's program. The grand prize winner will receive \$250 in cash, and runner-ups will receive kitchen compost pails, compost pick-up services, and more.

To be eligible for prizes, Tennessee residents must register through the "Come, Post Your Compost" program. The campaign will begin on June 20 and will run until Sept. 23, so Tennesseans have three months to recruit friends, family, and neighbors to join TEC's composting community.

As of today, more than 1,100 Tennessee residents have joined the "Come, Post Your Compost" program, composting an estimated 68 tons of food scraps since the program launched in fall 2018.

This program is generously supported by the Tennessee Department of Environment and Conservation and Kroger Zero Hunger | Zero Waste, Compost Nashville, The Compost Company, and Rockwood Sustainable Solutions.

Learn more and sign up for the program by visiting the website at tectn.org/comepostyourcompost.

Reconstructed I-440 to fully reopen one month ahead of schedule

The Tennessee Department of Transportation has announced that beginning July 2 crews will begin opening all lanes of the newly reconstructed Interstate 440 to traffic, completing the project a month ahead of schedule.

Officials said the I-440 project is the largest in the history of TDOT and, in lieu of a traditional ribbon-cutting ceremony, officials will host a caravan event on July 2 to celebrate the roadway reopening to the public.

The project's contractor, Kiewit Infrastructure South Co., has already begun removing traffic cones and construction signs ahead of the officially-scheduled opening date.

The \$154.8 million reconstruction project replaced deteriorated concrete with new asphalt, installed three travel lanes in each

direction as well as auxiliary lanes, added night lighting and new color overhead message boards, as well as new landscaping and numerous ramp safety improvements.

Known locally as the Four-Forty Parkway, I-440 is a 7.64-mile-long auxiliary loop interstate highway, which serves as a southern bypass for downtown Nashville but has also become a much-used thoroughfare for local traffic.

Planned to alleviate traffic issues since the 1950s, the roadway was initially constructed between 1982 and 1985 and its recent reconstruction was completed between November 2018 and July 2020.

The I-440 Reconstruction Project was one of 962 critical transportation projects included in the 2017 IMPROVE Act legislation.



One of the largest projects undertaken in the history of TDOT, the reconstruction of Interstate 440 has been completed a full month ahead of schedule.

No loan is too large or too small



The Town of Livingston recently closed on a \$1.8 million capital outlay note with the Tennessee Municipal Bond Fund (TMBF) issued to finance waterline improvements. The Town has used TMBF's various loan programs 12 times since 1996. Seated L to R: Linda Mooningham, TMBF Marketing Director and Legal Coordinator; Livingston Mayor Curtis Hayes; and Livingston Town Clerk Phyllis Looper.



The City of Clinton recently closed a \$1 million note with the Tennessee Municipal Bond Fund (TMBF) issued to finance city school system improvements. Seated L to R: Kelly Johnson, Director of Clinton City Schools; Clinton Mayor Scott Burton; and Gail Cook, Finance Director. Standing L to R: Roger Houck, Clinton City Manager; and Steve Queener, TMBF Marketing Representative.

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While some cities cancel, postpone Fourth of July festivities others opt to hold events with restrictions

As Independence Day approaches, many municipalities across Tennessee have modified or postponed fireworks displays and other Fourth of July events to comply with health and safety regulations due to the ongoing COVID-19 pandemic.

Some municipalities also canceled events, concerned that festivals and fireworks displays would draw too large of a crowd to safely practice social distancing and risk further spread of COVID-19, especially as other nearby communities canceled or modified events.

Here is what municipalities across the state have decided for their events as of June 29:

MODIFIED

The town of **Adams** will hold its fireworks show behind the Bell School House provided by the Adams Fire Department. However, the annual barbecue picnic and dance have been canceled, as well as the 42st Annual Thresherman Show typically put on during July 4.

The city of **Athens** and the Athens Parks Foundation will hold an Independence Day Fireworks show on July 4 beginning at 9:30 p.m. at Athens Regional Park. The event will be a high-altitude show designed to be seen from a large viewing area, allowing for social distancing. Due to the nature of this show and the fact that these high-altitude shells require an expanded safety area, the park will be closed to people and traffic all day on July 4 including during the fireworks show. Additional viewing directions will be forthcoming closer to the event.

The town of **Chapel Hill** will hold a fireworks display on July 3 at Forrest High School in downtown Chapel Hill beginning at dark.

The city of **Cookeville** will partner with Putnam County to hold a July 4 fireworks event. The Red, White, and Boom Fireworks Show will be held at the Putnam County Fairgrounds for the sixth year. A virtual concert will accompany the display.

The city of **Crossville's** Leisure Services Department will hold a fireworks display on July 4 at the city's Centennial Park beginning at 9 p.m. Those who attend are asked to observe social distancing practices as much as possible.

The city of **Dunlap** will hold its annual Fourth of July Music Festival at Harris Park on July 4. The concert will be headlined by Confederate Railroad and there will be a parade and fireworks.

While **Farragut's** annual Independence Day Parade has been canceled, the town is asking residents and businesses to participate in the Festive Fourth at Home in lieu of the parade. Citizens are asked to decorate their homes and businesses prior to July 4 and send their locations to the city by July 2 so a map of decorated locations can be made. From 9:30 to 11 a.m., citizens will then be able to drive by those decorated homes and businesses.

The city of **Gallatin** will hold a fireworks display but with no festival due to COVID-19 concerns. A fireworks display will begin at 9 p.m. without vendors or events. Those attending the event are asked to socially distance while doing so.

While there will be fireworks and some other festivities, the city of **Gatlinburg** canceled its midnight Fourth of July parade. In previous years, fireworks were launched from the city's Space Needle at 11 p.m. The annual River Raft Regatta will still be held.

The **Greenbrier** High School Band program will continue its Turning of the Pig, a community-wide festival held for more than 100 years. The event will be held beginning at 4 p.m. on July 3 at Greenbrier City Hall Park with food, carnival games, live entertainment, and local artisans. Pulled pork will then be on sale beginning the morning of July 4 when the city will hold its July 4 barbecue sale from 6 a.m. to noon.

The town of **Greeneville** will hold its 8th Annual American Downtown celebration with music, fireworks, and a parade beginning at 7 p.m. on July 4. To meet social distancing guidelines, the event has been transformed from a downtown-focused event to a city-wide event. The parade will be caravan style with vehicles only and will pass locations where residents, business owners, and employees can view the parade without having to leave their homes and businesses. Designated parking lots with social distancing rules have also been set up for viewing. Separate concert locations and food trucks will be held at various locations throughout the city. The fireworks show will begin at 10 p.m. behind Greene High School.

The city of **Hendersonville** will be holding its Stripes, Stars, and Guitars event from 5:30 to 11 p.m. on July 3. The event will feature live



While the city of Nashville will still be holding a fireworks display, the usual block party and concert will be canceled. The city is also asking viewers not to gather in public for the fireworks display but instead watch it when it is televised on a local news station.



Gatlinburg will still hold its fireworks display from the Space Needle on the city's parkway, but events like the midnight parade have been canceled.

music, fireworks, and celebration but the amount of people allowed to attend the event is limited due to COVID-19 restrictions.

While the annual Firemen's Fourth celebration at the **Hunsville** mall in Scott County will be much smaller than usual, the town will hold its annual parade at 8 p.m. followed by fireworks at 10 p.m. on July 4.

The town of **Jonesborough** has canceled its annual Jonesborough Days festival and instead will hold a Fourth of July Block Party downtown on July 4. The event will not have food or craft vendors but instead encourage visitors to patronize downtown businesses. A drive-in-style movie screening is also planned for the parking lot behind the historic Jonesborough Courthouse.

The city of **Knoxville** announced plans for "Knoxville's Neighborhood Trails of Red, White and Blue." All neighborhood organizations across the city are encouraged to participate in the event that promotes physical distancing, while also offering a sense of community this Fourth of July. Neighborhoods can choose one or two streets for the friendly competition. Residents will be asked to decorate their houses, porches, lawns, mailboxes, driveways, and dress up in patriotic style. People will be able to drive through the participating neighborhoods to enjoy and celebrate all of the creative décor from July 3-5. Judges and a caravan parade will also drive through the participating neighborhoods on July 4 between 1-4 p.m.

The city of **Lebanon** will have its annual fireworks display but has canceled events typically held beforehand, such as concerts and inflatable bounce houses. The city's free fireworks display will be held at the Wilson County Fairground's Agriculture Center. Residents are asked to watch the display from their cars and practice social distancing while doing so.

Lenoir City will hold its 20th Annual Rockin' the Docks at Lenoir City Park on July 4. Food vendors and live music will begin at 1 p.m. and fireworks will be held at 10 p.m. Visitors are encouraged to watch both from the land and the lake.

The city of **Manchester** will hold a fireworks display on July 4 beginning at 9 p.m. with the fireworks

display confirmed his town's fireworks display will take place as usual, including a preshow parade. Fireworks will start around 9 p.m. at Three Forks Community Park preceded by a parade along Main Street.

The city of **Winchester** will hold a Lights Over the Lake Fourth of July celebration in conjunction with the Twin Creeks Village, Marina, and Resort. The waterfront show is available by advance reservation only with the show to begin at 9 p.m. on July 4.

The city of **White House** canceled its Americana Celebration and Fireworks Show though the White House Parks and Recreation Department will still hold its 20th Independence 5K at White House High School.

POSTPONED

The city of **Clarksville** will delay its traditional Independence Day Celebration scheduled for July 3 to comply with social gathering guidelines. While a future date for the display has not been set, city leaders have suggested including the fireworks display as part of Riverfest on Saturday, Sept. 12.

The town of **Collierville** has canceled its annual Independence Day Celebration previously scheduled for July 3 and rescheduled the fireworks display for a celebration of the town's 150th anniversary in the fall. An event on Sept. 5 during the Labor Day weekend will feature the display. Officials said they decided to cancel the July 4 celebration normally held at H.W. Cox Park as it often draws crowds in excess of 20,000 people, which would make social distancing difficult.

The annual **Oak Ridge** July 4th Fireworks Celebration at Alvin K. Bissell Park has been canceled due to several challenges brought on by the COVID-19 pandemic, such as the Community Band canceling its performance and similar events being canceled in the area. There is also a risk for larger movement of crowds because of other events being canceled, so Oak Ridge canceled its event to prevent the risk of those from out of the area coming into the city for an event. The city of Oak Ridge looks forward to holding a fireworks celebration at a later date but that is greatly dependent on the outcome of the ever-changing coronavirus.

The town of **Pegram** has canceled its annual, all-day Fourth of July event. Mayor Charles Morehead said the Pegram event usually has a large turnout at Pegram Park and the fact that other area events were canceled created concerns that more people than usual would attend the celebration in Pegram, making social distancing difficult. Morehead said town officials are exploring the possibility of holding a similar all-day event during the Labor Day weekend.

The city of **Tullahoma** has decided to postpone its annual Fourth of July fireworks display until Labor Day to honor frontline workers in the COVID-19 pandemic.

The city will instead hold an event during the Labor Day weekend to honor medical professionals, first responders, teachers, and all essential workers.

CANCELED

The annual Freedom Fest held in the city of **Alcoa** was canceled well before the COVID-19 pandemic. Road construction near the Alcoa Duck Pond where the festival is normally held prevented the event from being held this year.

The volunteer group who holds **Barlett's** annual Fourth of July event canceled it due to concerns that the state's reopening plan did not allow for it and that the festival would "create an atmosphere that may endanger the health and well-being of the residents of Barlett."

The town of **Bell Buckle** and Bell Buckle Chamber of Commerce canceled the town's annual Fourth of July celebration and fireworks at Bell



Aug. 8-16: Memphis Elvis Week

This year marks the 50th anniversary of Elvis Week and will be marked with concerts, contests, a candlelight vigil, and special "Down in the Jungle Room" Experience. Visit www.graceland.com/elvis-week for more info.

Aug. 14-15: Shelbyville Second Annual Maupifest

Old time music and dance will be the focus at this festival honoring local legend and National Endowment for the Arts Heritage Fellow Thomas Maupin. The festival will feature an old-time buck dancing championship, old-time string band shows, and workshops on buck dancing, fiddling, banjo, and other events. Visit <https://sites.google.com/site/maupifest/home> for more info.

Buckle Park.

Officials with the city of **Brentwood** announced the city will not host its annual Fourth of July fireworks event in order to comply with state and local social distancing requirements. The event, held annually at Crockett Park, is known to draw large crowds and is part of the city's Summer Concert Series and includes live music.

The city of **Chattanooga** canceled its annual Pops on the River concert and fireworks display at Coolidge Park. The city was hoping to have a scaled-back drive-up fireworks show, but was not able to secure sponsors for the event. As minor league baseball has also been canceled for the season, there will be no fireworks at the Chattanooga Lookouts field either.

The annual **Collegedale** Freedom Celebration typically held at the Collegedale Greenway was canceled due to "an abundance of caution."

The **Cross Plains** Heritage Commission has canceled its Fourth of July Remembrance ceremony at Kilgore Cemetery. Instead, a virtual remembrance will be held with guest speakers on the Visit Cross Plains Facebook page. The fireworks show typically scheduled by the Cross Plains Fire Department has been canceled for this year.

Officials with the town of **Decatur** canceled the annual Fourth of July fireworks display. Officials from the town said that their highest priority "is the health and safety of our volunteers and community members. We cannot ensure proper social distancing and the safety and health of our residents if we host an event and invite the public to attend."

The city of **Franklin** canceled its annual, day-long Franklin on the Fourth festival that culminates with an annual fireworks display. With the event often garnering more than 10,000 attendees, city officials felt that it would be difficult to maintain social distancing guidelines.

Officials in **Germantown** decided to cancel the city's annual Fourth of July Fireworks Extravaganza as the event often draws tens of thousands to Municipal Park. Officials said they were concerned social distancing could not be safely maintained among such a large crowd and instead encouraged residents to have their own private celebrations.

The city of **Goodlettsville** canceled its annual Independence Day Celebration at Moss-Wright Park due to both public health concerns and fiscal resources in the current economic environment.

The town of **Graysville** canceled its annual Freedom Fest due to health and safety concerns. The event is normally held at Kristopher's Kingdom Community Park.

Officials with **Soddy-Daisy** announced the cancellation of their fireworks event due to concerns that widespread cancellation of other area events would draw a larger crowd than considered safe under social distancing guidelines. Members of the city's Vietnam Veterans of American chapter who normally host the event said they wanted to exercise "an overabundance of caution" and would "rather be safe than sorry" in case the event drew a crowd too big to meet with health and safety guidelines.

Spring City officials canceled the annual "Shake the Lake" event. City Manager Stephanie Motes said the swath of cancellation in nearby communities forced Spring City to cancel its own celebration over concerns that the event would grow beyond its normal numbers and be too difficult to handle.



CLASSIFIED ADS

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BUILDING INSPECTOR

TULLAHOMA. The City of Tullahoma is accepting applications for the position of Building Inspector which reports to the Planning Director. The Building Inspector conducts periodic and required inspections of buildings and structures for compliance with applicable building codes, including mechanical and plumbing inspections as required. This position also reviews and approves construction and specification plans for compliance with Standard Building Codes. The building inspector conducts inspections throughout the community, investigating complaints of code violations, generating notification letters, and issuing citations as needed. Applicants need to have a high school diploma and a college degree is desirable. Certification as a building inspector is preferred and additional certifications in mechanical and plumbing are also preferred. Knowledge of applicable building codes is required and ability to review construction and specification plans are preferred. Other ICC certifications will be required within one year. This is a full-time position with an annual salary between \$47,530 - \$50,446, depending on qualifications. The hours of work are 7:30am to 4:30pm. The city offers a comprehensive benefits package including participation in the TN Consolidated Retirement System. Individuals interested in applying for this position can print the application available on-line at www.tullahomatn.gov and complete the form or obtain an application at City Hall. City Hall / Municipal Building, 201 W. Grundy Street, Tullahoma, TN The application or a resume can be submitted by City of Tullahoma, Attn: Human Resources, PO Box 807, Tullahoma, TN 37388; by email: cbrice@tullahomatn.gov; or by Fax: 931-455-2782. A complete copy of the job description is available upon request. Open until filled. EOE

ECONOMIC DEVELOPMENT DIRECTOR

MUNFORD. The city of Munford is searching for an economic development professional—someone with initiative, a positive mindset, ability to build and sustain strong relationships. The economic development director reports to the city mayor and will provide advice on all economic development matters in the city and supporting ongoing efforts to promote the local and regional economy while building upon the quality of life enjoyed by residents. This position is responsible for enabling retail, commercial and industrial development that will enhance job growth and the city's tax base. This position serves as the city's primary liaison with firms/individuals desiring to locate retail, commercial and industrial businesses within the city. The economic development director will develop, plan, execute and evaluate the goals, strategies, and policies for economic development to ensure a favorable climate for business and sustainable economic growth. Minimum requirements: bachelor's degree from an accredited college or university in public administration, marketing, economic development, business, communications, or a related field required. A minimum five years professional experience, with a proven track record of success in related economic development function, eight years if degree is not related. Experience and success in retail recruitment and downtown redevelopment is necessary. Grant writing experience and knowledge of funding sources a plus. Please send a cover letter, resume and salary requirements to mpinner@munford.com. A full description of the position is available on www.munford.com

FIRE TRAINING OFFICER

PIGEON FORGE. The city of Pigeon Forge Fire Department is accepting applications for Full-Time Fire Training Officer. Information may be found on the city website at http://cityofpigeonforge.com/current_jobs.aspx. You may also contact the HR Dept at 865-453-9061 for more information.

LAND DEVELOPMENT ADMINISTRATOR / SENIOR PLANNER

MARYVILLE. The city of Maryville is seeking to fill one open position in

the planning division of the development services department as either a senior planner or land development administrator. The position will be filled based on departmental needs and the candidate's experience and qualifications. A land development administrator will perform intermediate skilled technical work administering and enforcing the city's zoning ordinance and subdivision regulations; serve as staff support to various boards and commissions; prepare and present reports; maintain files and records; and prepare reports and related work as apparent or assigned. Work is performed under the limited supervision of the deputy development services director. Bachelor's degree with coursework in urban planning, public administration, geography or related field and considerable experience in professional planning preferably in municipal government, or equivalent combination of education and experience. A senior planner is responsible for professional and technical work in the city's planning program including review of land use applications, staffing of city boards, preparing reports plans and planning related regulations. He or she will provide information to the public regarding land development regulations and processes; and will report to the deputy development services director. Master's degree in urban planning, public administration or a related field required and extensive experience in professional planning preferably in municipal government or equivalent combination of education and experience. AICP certification preferred. Initial review of applicants will begin on July 10, 2020. The position is open until filled. Applications are available at the City of Maryville Municipal Center, Front Lobby, 400 W. Broadway and on our website www.maryvillegov.com. In addition to a city of Maryville employment application, applicants should submit a cover letter, resume, and writing sample. Incomplete applications will not be considered. Instructions on how to apply are located on our website.

Nepotism policy prohibits hiring relatives of city employees. EOE.

PERMIT ASSOCIATE I CODES DEPARTMENT

GALLATIN. The city of Gallatin is accepting applications for a permit associate in the codes department. The purpose of this position is to assist the public and provide technical office support duties related to the processing and issuance of building permits. Essential duties and responsibilities include: reviews plot plans, plats, and permit documents for pertinent information in order to verify accuracy and completeness of information; determines permit, plan, and process requirements for prospective applicants; processes permit applications and plan intake; and determines processing needs for projects. Must have valid driver's license. Bachelor's degree in business or other professional related field. Must have a minimum of three years relevant experience in construction/inspections experience, preferably in an administrative role. Must have certification as a permit technician through a recognized certification organization within one year from date of hire. Knowledge of internal and external public agency permitting requirements. Knowledge of construction plans, construction terminology, construction practices, and basic math. Interested persons MUST apply online at www.gallatin.gov to be considered for this open position. Under the How Do I tab, click on Employment Opportunities. Once the Employment page pulls up, click the apply button and follow the instructions.

PERMIT TECHNICIAN

PIPERTON The city of Pipeston has an opening for a full-time permit technician. Must obtain ICC Certification within two years of hire. Duties will include (but are not limited to) handling phone calls, emails, and customer service at the window, scheduling inspections, issuing permits and processing payments, record maintenance, and responding to public requests for service and resident's concerns. Working knowledge of local ordinances, legislation, rules and regulations is desired. Computer proficiency and excellent communication skills are a must. High school diploma or equivalent and valid driver's license is required. Priority will be given to applicants with current background

in office environments in building or related trades. Background check will be conducted. Hourly wages will be commensurate with experience. Medical and retirement benefit package is provided. Applications may be obtained at the Pipeston Administrative Office at 3725 Hwy 196 Suite B, or at www.pipertontn.com/jobs. Return application and resume to tjohnson@pipertontn.com. EOE

PLANNING / ECONOMIC DEVELOPMENT DIRECTOR

ELIZABETHTON. The city of Elizabethton is accepting applications for the director of planning and economic development. This position reports to the city manager and supervises the planning and building departments. This position is responsible for ensuring all planning & economic development functions are complete and goals are met by directing activities related to urban planning, zoning, building codes and community and economic development; recruits new retail businesses and revitalizes existing business corridors, manages, administers and coordinates grants obtained by the city and carries out other directions of the city manager. Minimum requirements: master's degree in urban planning, public administration, architecture, or a related field or be AICP certified; and a minimum of five years of progressively responsible planning experience with at least three of those years being supervisory experience. Salary range: DOQ. Benefits: TCRS Retirement, Medical, Vision and Life Insurance. Apply at elizabethton.org - Job Openings. Applications accepted until the position is filled. EOE.

PROJECT MANAGER / CIVIL PLANS REVIEWER

MT. JULIET. The city of Mt. Juliet is seeking a full-time project manager/civil plans reviewer to assist the director and deputy director of public works and engineering in a variety of functions related to development services, general engineering, construction plans review, and the publication of manuals, specifications for the city of Mt. Juliet. Selected candidates will be required to complete pre-employment testing as deemed necessary by each specific position. Must hold a valid TN driver's license. Excellent benefits and TCRS Retirement; Salary DOQ. Detailed job descriptions and requirements are available online. Applications must be filed electronically and are available at the city's website, www.mtjuliet-tn.gov. This position will be open until filled. The city of Mt. Juliet reserves the right to stop accepting applications at any time. For questions, regarding the electronic application process, please call (615) 754-2552. EOE/Drug-free Workplace.

TOWN PLANNER

GREENEVILLE. The Town of Greeneville is seeking a FT Planner to join our Building/Zoning/Planning team. Ideal candidate is an enthusiastic, detail-oriented, hands-on individual with a strong knowledge of all phases of Planning. Review and evaluate various types of land use applications, project designs, plans and technical documents for compliance with Town standards and regulatory requirements. Assist in developing and implementing comprehensive land use plan, updating the Town's zoning and subdivision regulations. Make presentations/recommendations to Planning Commission and Town Council. Additional duties include ensuring compliance with Town's MS4 permit, stormwater presentations, public education, and responsible for stormwater maintenance agreements. Proficient in Microsoft and GIS. Bachelor's degree from accredited college/university in urban planning, engineering, or related; advanced degree desired. Prefer five years' experience in municipal planning and AICP certification. Salary DOE. Download application at www.greenevilletn.gov or pick up in person at Town Hall (Finance Window). Please return in person or postal mail to ATTN HR Director, 200 N. College Street, Greeneville, TN 37745, or email pfuller@greenevilletn.gov. Open until filled. EOE/Drug Free Workplace

UTILITY DIRECTOR

SAVANNAH. The city of Savannah is currently seeking a qualified and experienced professional for the full-time position of UTILITY DIRECTOR to manage its natural gas, water and wastewater operations. This includes supervision of 35 full-time employees, being responsible for the acquisition and distribution

of natural gas supplies for present and future use, as well as the proper operation, maintenance, reporting, collection, treatment, distribution, and/or disposal of water and wastewater. The successful candidate should possess a bachelor's degree in business administration, industrial management, civil engineering or related field, with 5 to 10 years extensive responsible administrative and supervisory experience in the public utilities field. Prefer certifications in water treatment; wastewater treatment; water distribution system operator; wastewater collections system operator; and natural gas operator qualifications. Benefits include a competitive salary (DOQ), paid health, dental, vision and life insurance, 401(a) retirement, paid leave and holidays. Interested applicants must complete and submit an "Application for Employment" utilizing forms furnished by the city. These forms and a full job description are available at City Hall Human Resources, 140 Main Street, between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday except Holidays or on the City's website at www.cityofsavannah.org. Applications may be submitted via email to bmatlock@cityofsavannah.org or mailed to Savannah City Hall, Attention: Human Resources, 140 Main Street, Savannah, TN 38372. Applications will be accepted until the position is filled. EOE.

UTILITY OPERATOR

WARTRACE. The town of Wartrace is currently accepting applications for a utility operators Work includes any and all duties required to operate and maintain a municipal wastewater collection system, as well as water distribution, public works, and other general maintenance duties as assigned. This work is performed primarily outdoors and is subject to extreme weather conditions. Occasional work after hours and on-call hours required. Must be at least 18 years of age, high school diploma/GED, and valid TN drivers license. CDL License (or ability to obtain CDL within 6 months). Any and all water and wastewater licenses or certifications helpful and will be verified. Experience with operation of heavy equipment: backhoe, skid loader. Finalist must pass a background, drug & alcohol checks prior to employment Salary DOQ. This is a full-time position with benefits that include health, vision, and dental insurance, vacation, sick, and holiday leave. Applications should be mailed to the attention of Town Recorder at Wartrace Town Hall, P.O. Box 158, Wartrace, TN 37183. Open until the position is filled.

Important legislative issues approved

LEGISLATION from Page 1

however, most local jurisdictions are not aware of this potential revenue. The conference report ensures the platforms collect and remit the tax due to the Tennessee Department of Revenue for distribution to the appropriate local jurisdiction.

Second, the report addresses the grandfathering provisions under current law. Under the law, any property that is operating as a STRP at the time that a local government moves to regulate STRPS is grandfathered, unless the property is sold or transferred. This report further defines "transfer" to allow the grandfather protection to remain in the event that names on the title are changed as a consequence of marriage, death, or divorce. It also allows limited transfers to revocable trusts.

Third, the conference report allows for certain STRP properties to be classified as residential for property tax purposes. If an owner utilizes his/her principal residence as an STRP (owner-occupied), then such property may be classified as residential. In addition, owners that utilize their principal residence as STRP may qualify to have a second home that is also used as and STRP property classified as residential; provided they reside in that second home for 14 days each year or a number of days equal to 10 percent of the total days it is rented each year, whichever is greater.



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Cities making unavoidable cuts due to coronavirus

CITIES from Page 1
already staggering 1.5 million job losses in the public sector since March. 41% of cities have already or will institute a hiring freeze to respond to these fiscal pressures – making it even harder for these workers to get their jobs back. These growing unemployment numbers will further slow national economic recovery efforts if Congress does not deliver critical aid to ensure municipalities can keep their essential workers on the job.

As many states begin to see a resurgence in coronavirus cases, 70% of cities say one of their most significant unexpected expenditures were on personal protective equipment (PPE) and contracting disinfecting services to keep their communities safe and healthy as public buildings begin to re-open. These unanticipated expenditures will only continue

to rise as municipalities work to address new spikes in coronavirus cases in ‘hot spots’ across the nation.

The survey also found that nearly 70% of cities have not received funding through the CARES Act, further underscoring the need for Congress to provide direct aid to localities in regions where coronavirus cases remain high or are increasing on a daily basis.

Additionally, the new survey found several trends that further underscore the urgent need for Congress to provide direct federal funding to municipalities affected by the COVID-19 pandemic:

- Our previous research has shown that local governments in states across America could experience a revenue loss up 40%.
- 74% of municipalities in the United States have already started making unavoidable cuts and adjustments in response to the projected \$360 billion revenue loss for cities over the next 3 years.



Cities are experiencing cuts that drastically impact not only the people who live and work in these communities, but also the infrastructure and essential services that are critical to our national economic recovery.

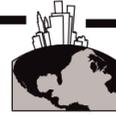
- 20% said those cuts are happening across the board, 54% said they are more targeted, while other cities, towns and villages say it is simply too soon to know what spending adjustments will be needed.
- 66% of cities have been forced to cut summer-specific programming, including summer youth jobs and summer camps which primarily affect high-risk youth. Nationwide, over 5 million youth are neither in

school nor at work over the summer.

- 16% of cities have incurred “other” significant unexpected expenses, with many indicating increased costs related to election administration, putting additional strain on the infrastructure of our democracy ahead of the November General Election.

This data includes results from all 50 states, the District of Columbia and Puerto Rico.

NATIONAL BRIEFS



The U.S. Supreme Court made two landmark rulings barring discrimination in the workplace to gay, lesbian, and transgender employees. The ruling came in three cases from Georgia, New York, and Michigan and were among the most significant on the court’s docket for the year. The 6-3 ruling in favor, authored by President Donald Trump’s appointee Justice Neil Gorsuch, surprised many and is considered the biggest ruling in favor of the LGBT community since the court’s marriage ruling in 2015. The court argued that Title VII of the Civil Rights Act, which says that employers may not discriminate based on “sex,” also applies to sexual orientation and gender identity. At present, 28 states have little or no workplace protections for the LGBT community. Roughly 11 million Americans identify as members of the LBG community and 88% of them are employed.

The U.S. Supreme Court has ruled to block Trump’s administration from ending an Obama-era program that shields nearly 700,000 young undocumented immigrants from deportation. The 5-4 decision determined the adminis-

tration failed to give an adequate justification for terminating the Deferred Action for Childhood Arrivals (DACA) program, as required by federal law. The majority opinion was written by Chief Justice John Roberts and will keep intact the program open to an estimated 1.3 million people brought to the U.S. as children who maintain residency in the U.S. and meet education or military service requirements among other criteria.

As 29 states report a surge in coronavirus cases, a White House advisor has said the administration is preparing for a possible second wave of novel coronavirus this fall. White House trade adviser Peter Navarro disclosed preparations for the second possible wave, but rejected suggestions the second wave has already taken hold. Health officials have also said this new surge may be part of the first wave of the pandemic. More than 2.27 million cases and 118,000 deaths have been officially reported nationwide with the U.S. accounting for 20% of new cases worldwide. Both the United Nations and World Health Organization saying the politicization of the pandemic has worsened the outbreak globally.

Nearly 1.5 million more Americans have filed for unemployment with about 30 million Americans remaining unemployed due to the COVID-19 pandemic. The U.S. Labor Department reported that the number of laid-off workers who have newly applied for unemployment benefits declined to 1.48 million for the week of June 14-20, the 12th straight drop and a sign that layoffs related to the pandemic are slowing. While the nation posted a 14.7% unemployment rate in April – the highest seen since the Great Depression – the rate decreased to a still-high 13.3% for May. However, with the U.S. recently setting a new record-high number of coronavirus cases and numerous states setting record daily infection rates, economists are concerned that what economic progress has been made since the height of the pandemic will soon be reversed.

Total travel spending in the U.S. is expected to drop by 45% this year, according to new numbers released by Tourism Economics and shared by the U.S. Travel Association. Domestic travel spending is projected to drop 40% from \$972 billion in 2019 to \$583 billion in 2020. International inbound spending is expected to fall 75% from \$155 billion last year to \$39 billion by the end of 2020. The total domestic trips taken by U.S.

residents is also expected to fall 30% from 2019 to 1.6 billion – the lowest figure reported since the recession of 1991.

The U.S. Department of Energy awarded \$20 million to the new Oak Ridge Institute at the University of Tennessee at Knoxville to expand the university’s partnership with the Oak Ridge National Laboratory (ORNL) to train the next generation of American scientists and engineers. U.S. Sen. Lamar Alexander, chairman of the Senate Energy and Water Development Subcommittee on Appropriations, included \$20 million in the Energy and Water Development and Related Agencies Appropriations Act, 2020, within the Office of Energy Efficiency and Renewable Energy for a competitively awarded funding opportunity to promote workforce development in emerging fields to prepare the next generation of American scientists and engineers. The University of Tennessee, which is a land grant university with several existing joint graduate education programs with Oak Ridge National Laboratory (ORNL), was selected by the Department of Energy to receive this funding. During the five-year program, students will be recruited and enrolled in UT-Knoxville and ORNL’s joint graduate programs.

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Regrettably, TML made the decision to cancel the 2020 conference -- but that doesn't mean you can't still support the businesses that support TML. Pictured on the next pages are the various entities who participated in the TML 2019 Conference held in Memphis last year. You can learn more about the businesses through the TML Marketplace featured on our website <https://www.tml1.org/marketplace>.



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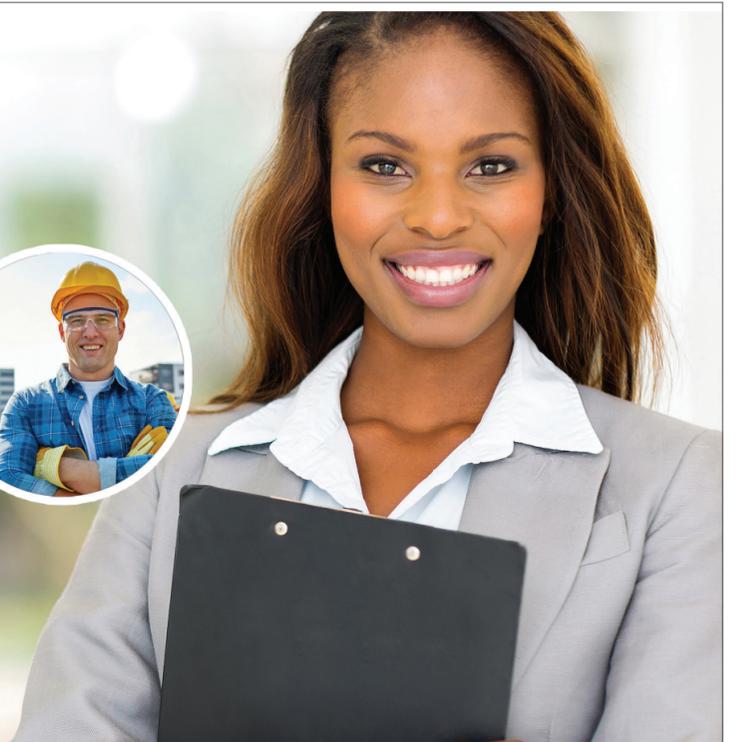
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