

## Tennessee Town & City to go digital Jan 2022

December marks my first full year with the Tennessee Municipal League – and what an exciting year it has been! I have enjoyed meeting so many of you and learning about your cities and the people you serve. I look forward to building on those relationships.

As I embarked on this new challenge, I set many goals for myself as well as the League. At the top of the list was to look for new ways to improve efficiency and effectiveness, increase visibility and outreach, and improve on some of our communications tools we currently use to inform our members on key initiatives.

One area of focus is *Tennessee Town & City*. Over the years this publication has told the stories of Tennessee cities and shared the information with Governors, Legislators, Congressmen and city officials.

Today, access to information is critical and it has to be timely. Technology has opened the door to new ways to deliver information. As print publications such as newspapers and magazines have transitioned to digital delivery, we are moving in the same direction. We feel like it is time for us to re-evaluate how we deliver *Tennessee Town & City* in this technology advanced, digital world.

That is why the TML Board of Directors approved the decision to move to a digital publication in 2022 and no longer print *Tennessee Town & City* and deliver it by mail – but to instead enter the digital age and produce a more timely, efficient and cost-effective product.

The obvious question is why make this change?

Instead of waiting in some cases weeks for the print edition to arrive, information that is important to you, your city and your com-



Anthony Haynes  
TML Executive Director

munity will be readily available. You will no longer have to wait to learn about a new state rule, a city promotion, or a grant opportunity when we have the tools available that can provide a more expedient product.

There is another benefit from this decision; we will be able to reallocate funds for printing the newspaper to other critical areas for TML members.

Beginning in January, we will launch a new portion of our website dedicated to a digital *Tennessee Town & City*. You will find there the same great feature articles on various city projects, a people section that highlights comings and goings of city and state officials, state briefs, and legislative information – just like before. With this new format, you will have up-to-date information about issues and people on a timely, daily basis.

I thank you for your continued support to this organization and all that you do in your communities and for the people you serve. If you have any questions, please don't hesitate to contact me at [ahaynes@tml1.org](mailto:ahaynes@tml1.org). I welcome your input.

## 5 legal, financial, operational penalties cities may face by not addressing cybersecurity

By JOE HOWLAND  
VC3

Cities and towns—even the smallest municipalities—not addressing fundamental problems with information technology and cybersecurity are not simply risking a virus that could wipe out data.

They risk serious legal, financial, and operational penalties. As stewards of private, sensitive, and confidential information, municipalities must take information technology seriously.

The impacts of IT and cybersecurity underspending, obsolete systems, and poorly trained staff can hurt municipalities from a variety of angles.

### 1. The high costs of a cybersecurity incident.

When municipalities experience a cybersecurity incident without proactive IT support and cybersecurity best practices implemented, the costs in the aftermath of that incident will rise quickly from:

- The time needed to notify authorities and regulatory agencies.
- Hiring emergency IT consultants to address the incident.
- Notifying citizens about the incident and providing them financial reparations (such as free identity theft monitoring services).
- Paying lawyers lots of money to deal with legal issues related to the incident.
- Many hours spent by municipal staff in crisis mode addressing the incident.

Even after addressing the incident, the repercussions may continue to be costly. Lawsuits, fines, and a damaged reputation in the eyes of citizens and businesses will haunt your municipality for months and years.

### 2. Losing access to national and state databases (such as crime databases).

When your municipality appears unable to handle sensitive and confidential data, you may lose access to it. Imagine if your police department was unable to access state or national crime databases.

Today, so much information access and sharing requires interdependence—and with interdependence comes responsibility.

Do you think a friend would feel comfortable leaving valuables at your house if you never locked it? The same logic applies here.

Towns and cities need to implement basic cybersecurity best practices or risk losing access to important information from government agencies.

### 3. Paying higher cyber insurance premiums.

Some municipalities think that cyber insurance will help take care of the high costs of a cybersecurity incident.

However, municipalities may *See CYBER on Page 5*



## TN legislature votes in special session to curtail most COVID-19 regulations

The third special session of the 112th General Assembly convened on Wednesday afternoon and adjourned early Saturday morning. The special session saw the introduction of 86 bills in the Senate and 82 in the House and nearly 60 resolutions. Many of these bills were deferred, withdrawn, incorporated into other pieces of legislation or defeated. Following two full days of committee meetings and floor sessions, the General Assembly adopted 7 bills and one joint resolution. The seven bills adopted were included in a nine-bill package introduced by Lt. Gov. Randy McNally and House Speaker Cameron Sexton.

The joint resolution adopted during the special session is summarized below:

**SJR9005 (McNally):** This joint resolution condemns any attempt by the federal government to enforce an unconstitutional COVID-19 vaccination mandate and urges the Tennessee AG to initiate or intervene in civil actions on behalf of Tennessee against the federal government with respect to implementation or enforcement of any federal mandate relating to vaccination or testing. This is aimed at suggesting and bolstering a potential legal action related to existing regulations concerning federal contractors and anticipated OSHA regulations affecting employers with 100 or more employees.



Summaries of the key provisions of the bills adopted during the special session follows:

**SB9007 (McNally) / HB9070 (Sexton):** Appropriates funds sufficient to pay costs associated with conducting special session.

**SB9008 (McNally) / HB90701 (Sexton):** Allows the attorney general to petition the Tennessee Supreme Court to appoint a district attorney general pro tem to handle criminal cases, if the sitting district attorney general categorically refuses to prosecute all instances of a certain criminal offense without regard to facts or circumstances. It has been reported that at least one DA has publicly suggested they will not use their limited resources to prosecute what they have determined to be lesser offenses, such as possession of a small quantity of an *See COVID on Page 10*

On Nov. 12, Gov. Lee took the following actions on legislation passed during the special session:

- Signed Legislation**
- SB 9014: COVID omnibus bill
  - SB 9007: special session appropriations bill
  - SB 9008: regarding district attorneys pro tem
  - HB 9072: regarding partisan school boards
  - HB 9073: regarding Treasurer bill on banking collateral
  - HB 9075: state of emergency length from 60 to 45 days

**Unsigned Legislation**

- HB 9076: health boards

This bill as is requires significant updates for the non-pandemic functions of public health departments. Will take it up during the regular session.

## State officials discuss strategies for water, broadband ARP projects

By KATE COIL  
TML Communications Specialist

With municipalities across Tennessee determining the best way to invest ARP funds, state officials highlighted some things they will be looking for when funding water, wastewater, and broadband infrastructure projects.

State officials shared information on how these projects will be funded and the best approach cities can take to ensure their projects get noticed at the Tennessee Municipal League Annual Conference in Chattanooga.

Sarah Freeman with the Horne Group said her organization will be working hand-in-hand with the state and local governments to provide guidance on projects, beginning with a series of webinars that began in September and will run through Nov. 17. For those who did not see the webinars live, there are being recorded and will remain available on the Tennessee Department of Finance and Administration's website.

"The state is running this local government technical assistance program in recognition of the additional burdens that come with being a direct recipient from the federal government," Freeman said. "The goal is to help you with this additional challenge. You are ultimately responsible for determining how these funds are used for eligible projects and ensuring that they are in compliance with all regulations. This program will give you access to consistent communication from the state and tools for planning and implementing ARPA funds."

After the webinar series ends, Freeman said the state will keep government officials up-to-date with additional communications online as well as through a newsletter.

Freeman said the Horne Group will also work with local governments to conduct eligibility reviews of potential projects.

"This is essentially where you provide a listing of all of your projects using these dollars," she said. "You show why this is a necessary expense due to COVID-19 and this is why we want to do this. There are some additional elements that are required for treasury reporting. We can review that for you and tell



From left to right, Finance and Administration Deputy Commissioner Eugene Neubert, TDEC Director of Policy and Sustainable Practices Dr. Kendra Abkowitz, and TNECD Broadband Grants Manager Emily You were among officials who provided guidance for water and broadband infrastructure projects

what will most likely be eligible, what will not be, what will require some additional information, and here is where you could run into some risky gray areas. Then you will have to make a decision as a local government if you take this on."

Emily You, broadband grants manager with the Tennessee Department of Economic and Community Development (TNECD), outlined goals for broadband-related projects as part of the ARPA funds. You said the state was receiving \$500 million for broadband, which is being divided into \$400 million for infrastructure and \$100,000 million for adoption.

"While the deadline to spend funds isn't until the end of 2026, since these projects are pandemic related we really want to get broadband access out there as soon as possible," You said. "We are most likely to impose a shorter deadline because those broadband projects will likely be three-year projects. We want to get people connected as soon as possible."

You said Gov. Bill Lee has provided guidelines to ensure at-risk and distressed counties are given prioritization for broadband projects. You said the state is also putting \$50 million into the residential service subsidy program.

"The FFC's Lifeline Program recently rolled out the Emergency Broadband Benefit Program," she said. "This is really meant to emulate that and take its place when it

runs out. With the current federal infrastructure bill, they are talking about making the EBB permanent. If that happens, these funds will be reallocated into the infrastructure program."

You said the state is already hearing from internet providers about areas where they are interested in working with ARP funds.

"We really want that communication to be a two-way street," she said. "We want to make sure that providers are really covering those areas that need it or are underserved. We are encouraging a local community match on these projects. Due to some procurement guidelines that are coming out on these particular funds, communities may need to conduct an RFP to identify that provider partner."

Dr. Kendra Abkowitz, director for the office of policy and sustainable practices with the Tennessee Department of Environment and Conservation, said there are three strategies for how the state plans to administer funds water and wastewater infrastructure.

"We are really taking three different strategies," Abkowitz said. "The first is formula-based non-competitive grants. The vast majority of these funds will go through that mechanism. Second are the state strategic projects. Those will be primarily led by the state or an entity that we chose to contract with. The third-tier strategy *See ARP on Page 4*

# NEWS ACROSS TENNESSEE



## CARTHAGE

Two new projects have recently been completed at Carthage City Park. The city has opened its first-ever dog park, which includes separate fenced-in areas for large and small dogs. Each section also has its own clean-up station, benches, fire hydrants, water stations, and benches. The dog park was an Eagle Scout Community Service Project from a local boy scout. The park has also seen improvements and enhancements to the walking tracks near the dog park.

## CHATTANOOGA

Steam Logistics will expand its existing operations in downtown Chattanooga, investing \$6.8 million and creating more than 400 new jobs. Founded in 2012, the Chattanooga-based logistics business will expand its operations into the historic John Ross Building, which will adjoin its current location at the corner of Broad and Fourth streets. The John Ross Building is a former multi-story car dealership and was originally constructed in the 1920s. As one of the fastest-growing third-party logistics companies in the U.S., Steam provides integrated logistics solutions across international, drayage and domestic transportation modes to more than 2,000 customers globally.

## CLARKSVILLE

The Clarksville Finance and Revenue Department has earned the Certificate of Achievement for Excellence in Financial Reporting from the Government Finance Officers Association (GFOA). This is the seventh consecutive year the city has received the highest form of recognition from the organization. Meanwhile, Moody's Investors Service recently released the city's annual credit factor results reaffirming the city's Aa2 long-term debt rating on its general obligation bonds. The results from the agency reflected an impressive growth between fiscal 2019 and 2020, with a tax base increase of 15.6%, despite the challenges presented at the onset of the coronavirus pandemic. Following the Moody's release, the city also received a certificate of recognition from the Tennessee Comptroller of the Treasury for its timely adoption of a balanced budget for the second consecutive fiscal year.

## HENDERSONVILLE

A new 47-acre media campus is planning to break ground in Hendersonville this month. Music City Studios will house soundstages, high-tech film/TV production spaces, major concert tour rehearsal venues, and digital ventures. Monolith Studios, a company specializing in LED technology, is the partner and anchor tenant of the facility, which will be housed in two buildings: a 150,000-square-foot facility and a second 50,000-square-foot facility. The project is expected to create more than 800 jobs in the next five years with construction estimated to be completed by March 2023.

## KINGSPORT

The city of Kingsport has been awarded a \$1.85 million state grant to support the construction of a new pedestrian and bicycle bridge at Brickyard Park. The bridge will connect the park to downtown Kingsport, increasing accessibility to both. Kingsport earned the grant through the Tennessee Department of Transportation's (TDOT) Transportation Alternative Program

(TAP). Brickyard Park includes a four-field baseball and softball complex, a Miracle Field, bicycle pump track, accessible playground, expanded skate park, public green-space, community housing, and more. The new bridge will also connect to an extensive sidewalk system, the Kingsport Area Transit Service (KATS), and the Kingsport Greenbelt.

## MCEWEN

SP-Teri will relocate its headquarters and manufacturing operations to McEwen, creating 35 new jobs. After its facility was destroyed in the 2020 Nashville tornado, the company decided to invest \$435,000 in relocating its facilities to McEwen. For more than 50 years, SP-Teri has created high quality boots for elite figure skaters. With the relocation, the company also plans to expand into roller plates and trucks as well as inline skates.

## MEMPHIS

The city of Memphis' Benjamin L. Hook Central Library has been honored as the "most innovative library in America" by *Smithsonian* magazine. In addition to checking out books, the library allows patrons to check out everything from sewing machines to bicycle repair kits, laptops, and more. In the past year, the library has also held more than 7,000 events ranging from financial literacy seminars, jazz concerts, cooking classes, film screenings, job fairs, and more. The library's 8,300-square-foot teenage learning facility, Cloud901, includes a professional recording studio staffed by an audio engineer, robotics lab, video lab, maker space, performance stage, and art studio to encourage young Memphians to develop and share their creativity. The library system in Memphis is also the only public library in the country with its own television station and radio station.

## MEMPHIS

The city of Memphis is among 26 cities that has received grants to transform streets and public spaces through its Asphalt Art Initiative. The city of Memphis will be using funds from the program to enhance pedestrian and cyclist safety. The Asphalt Art Initiative provides funds and technical support for arts-driven street redesigns that improve safety, revitalize public spaces and engage local communities. The project uses the power of public art to foster neighborhood pride, reclaim public spaces, and make streets safer.

## NASHVILLE

The Academy of Country Music is officially moving its headquarters from Los Angeles to Music City. The trade group has signed the lease at the Nashville Warehouse Company, a new 5.2-acre office development in the city. The 200,000-square-foot warehouse offers loft-like spaces inside a timber structure. When the mixed-use development is complete, it will also include a 275-unit residential building, public art installations, and an entertainment lawn. Founded in Southern California in the 1960s with the mission of promoting country music in the Western states, the Academy has celebrated industry accomplishments since 1966 with its annual ACM Awards.

## PIKEVILLE

Virnig Manufacturing, Inc., will establish new operations in Pikeville, investing \$11.6 million and creating 74 new jobs. Headquartered in Rice, Minn., the family-owned company is expanding to meet its growing product demands outside its current Midwest territory. Virnig Manufacturing's 62,000-square-foot facility, located at 403 Allen P. Deakins Road in Pikeville, will allow the company to fabricate, weld, paint, assemble and ship products to its customers. Established in 1989, Virnig Manufacturing has served its clients through the engineering and manufacturing of skid steer attachments. Today, with roughly 180 full-time employees, the company's product lines support many industries including construction, landscaping, forestry and agriculture.

## SOUTH PITTSBURG

Lodge Manufacturing Company

## Cookeville officials cut ribbon on Aphenia Pharma



Officials with the city of Cookeville, Putnam County, and Aphenia Pharma Solutions gathered to cut the ribbon on the newly renovated former Russell Stover building where Aphenia will locate its new operations. Aphenia officials worked hand-in-hand with members of Cookeville Economic Development Department on the project.

## Morristown welcomes new fire truck



Officials with the Morristown Fire Department have welcomed a new fire truck to serve the community. The 2021 Pierce Saber six-man Rescue Pumper will be used at the city's Station No. 1 on South Jackson Street. The truck has been outfitted with all the necessary safety and medical equipment. It can hold 1,000 gallons of water, has a 1,500 GPM pump and carries 1,650 feet of hose. The truck also carries a new Jaws-of-Life which was recently purchased by the department. Over the past month, fire crews have been training on the new truck so they are ready and able to fight a fire when the call comes. This year the Morristown Fire Department celebrates its 125th anniversary of serving the people of Morristown. Recent efforts have restored Morristown's First Fire truck back to its original condition.

## Tullahoma dedicates basketball courts



Citizens and officials with the city of Tullahoma braved the rain to cut the ribbon on the new Naniva and Tennyson Holmes Memorial Courts at Jefferson Street Park. The recently-refurbished basketball courts were dedicated in memory of the late local husband and wife whose descendants, relatives, and friends came out for the occasion. Tullahoma Alderman Rupa Blackwell worked with local resident Royce Massengill on a fundraising campaign to help restore the courts along with staff of Tullahoma Parks and Recreation.

announced the company will invest \$56 million and create 239 new jobs at its facility in South Pittsburg. Lodge has operated out of South Pittsburg for 125 years and plans to expand and reconfigure its current facility to add additional manufacturing equipment to enhance production capabilities. Founded in 1896, Lodge is a fifth-generation, family-owned company that manufactures the largest selection of American made cast iron cookware. Lodge operates two foundries in South Pittsburg, the second of which opened in 2017 and increased the company's manufacturing capacity by 75%. Lodge offers a variety of products ranging from its signature seasoned cast iron to enameled cast iron and carbon steel cookware. Customers can also shop a wide range of items specifically made for grilling or baking.

## SPRING HILL

Faurecia officials announced that the automotive components manufacturer will expand its operations in Spring Hill, creating 171 new jobs and investing \$18 million. The company will expand its existing facility by nearly 100,000 square feet to increase manufacturing capabilities, specifically the production of door panel assemblies for several major OEMs. This expansion comes two years after Faurecia located its manufacturing operations in Tennessee, at which time the company invested \$30 million and committed to create nearly 150 new jobs in the city.

## Franklin unveils USCT monument



Officials with the city of Franklin, the Fuller Story Initiative, Battle of Franklin Trust, and members of the community gathered to unveil honoring the U.S. Colored Troops (USCT) regiments who served in the Union Army during the Civil War. Local elementary students helped to unveil the statue, which was created by sculptor Joe Frank Howard. The sculpture is located on the exact spot where hundreds of freed men and escaped slaves from Williamson County came to enlist in the Union Army.

Founded in 1997, Faurecia is a top ten global automotive supplier with 266 industrial sites and approximately 39 R&D centers in 35 countries worldwide and provides innovative solutions to automotive challenges across four business groups: Seating, Interiors, Clarion

Electronics and Clean Mobility. The Spring Hill expansion will support Faurecia's position as one of the world's leading suppliers of seat systems, full interior systems, electronics and display technologies, and ultra-low and zero emission solutions.

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# Chattanooga explores new ways of developing workforce at all ages

By KATE COIL

TML Communications Specialist

By bringing local governments, schools, and businesses together, officials in and around the city of Chattanooga are exploring new ways to implement workforce development from pre-K to adults looking for continuing education.

Jermaine Freeman, senior advisor for economic opportunity and interim administrator for the Chattanooga Department of Economic Development, said the city of Chattanooga began to focus on workforce development in 2018 after a study on affordable housing found that raising the average wage of the local workforce could help with many community issues.

“At that time, less than 40% of Chattanoogaans had a post-secondary credential and most of the jobs we were creating in our city – and we still are creating – were requiring post-secondary credentials,” he said. “We were seeing a division happen between the educational level needed for the jobs we were creating and many of our citizens having lower educational attainment.”

The city conducted a series of roundtables to address workforce development challenges. Around the same time, the city helped with the development of Chattanooga 2.0 to both address the educational gap between the workforce – both for adults and those still in the K-12 system. The organization has become a liaison between the city, county, and local higher education institutions.

Like many municipalities across Tennessee, schools in Chattanooga are part of the larger Hamilton County School System, but the fact that local schools are run through a county system rather than an independent city system does not mean that the city cannot play a role in helping determine positive outcomes for local students.

One of the ways Chattanooga has gotten involved in local education is through the establishment of the city’s Office of Early Learning by Mayor Tim Kelly.

“As we looked at educational outcomes and achievement, we began to realize there was a missed opportunity by not making an impact on children that were under five years old, essentially,” Freeman said. “A lot of times, children end up staying with grandparents or not staying at an early childcare center where they receive quality education before they go to pre-K – if they go to pre-K. We saw there were a lot of students who were not prepared to enter kindergarten. We focused on creating ‘seats for success’ to prepare these kids for kindergarten.”

Blake Freeman, executive director of Early Postsecondary Success for Hamilton County Schools, said another initiative the city of Chattanooga, the Hamilton County School System, and Chattanooga 2.0 have worked on are the Future Ready Institutes at high schools across the system.

“The career academy model is basically getting kids to look at the type of career and techni-



The Blue Cross Technology Academy is one of the Future Ready Institute programs offered at high schools in Chattanooga and across Hamilton County. Students at the institute can take advantage of a design lab, a coding lab, cloud-based servers, coding programs, Google analytics tools, and a coffee bar. Technology-based clubs and a wide variety of guest speakers from the technology industry are also a feature of participating in the program.

cal education that is offered in your high school settings and how that applies to what is happening in your local workforce,” Blake Freeman said. “We started to look at internal improvements and how we could collaborate with our external partners.”

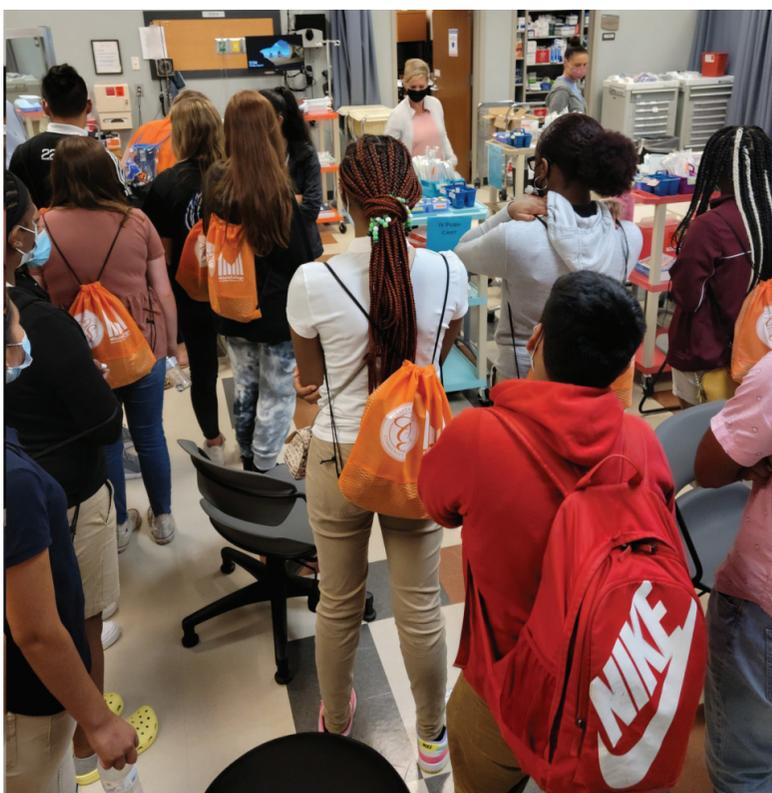
He said the system looked at ways to show students both the value of college and technical education track programs and help each student find which path was best for them.

“We wanted students to have a four-year experience and graduate from high school with industry certifications that are valued by the community,” he said. “We looked at the programs we were offering to make sure they matched what the workforce need is, and how can we shift programs -- how it does match to those where there isn’t a match.”

By working with the Chattanooga Chamber of Commerce, the schools and local government reached out to postsecondary institutions and local businesses to see what they needed from graduates.

“We asked what are you seeing out of our graduates, where we need to improve and how do we get to a point together where we can improve?” Freeman said. “We heard loud and clear that a lot of talk about soft skills verses essential skills like communications, persevering through a problem, and working through a cloud of ambiguity to see a solution rather than just giving up. We also looked at technical skills.”

Beginning with 2.0 Future Ready Institutes in 13 high schools, the project started with ninth graders and built each subsequent grade level. At present, there are 29 institutes in 13 schools. If the school the student is zoned for doesn’t offer an



High school students get a glimpse of medical and nursing programs offered through Chattanooga State Community College as part of the school system’s Future Ready institutes. The program gives students a chance to learn skills they will use in their careers as well as connect how their high school classes will play a role in the jobs they aspire to in the future.

institute they want to attend, they can be granted permission to attend one outside of their zone that does.

One of the ways the program works is by showing students real world applications for what they are learning.

“A lot of students want to see how what they are learning is now going to connect,” he said. “We start out in the institutes with an engaging learning environment. We have that welding teacher talk with the math teacher and how they can integrate math in welding or carpentry. We ask how the literacy skills learned in English can be used by the health sciences teacher because you are going to have to read a lot if you are going into the medical field. We also ask how we can bring professionals from the business world into our schools

and explain what they do on a daily basis and how what [students] are learning in high school plays into that. We also take our students out of school and into the workplace to see what it is really like.”

Many students struggle because they have no concept of their future potential because adults in their lives have not modeled it for them.

“We have to build a library of ideas for our students about what life really is past high school,” he said. “If we really want them to graduate and move into a great job, they have to be able to visualize that. The only understanding they have about what their future can be is their family historical context.”

Instead of asking local businesses for checks or donations, the school system decided to partner

with local businesses to create advisory councils in schools where business officials come in to educate students or offer internship and work-based learning opportunities after or during school.

Bo Drake, vice president of economic and workforce development at Chattanooga State Community College, said leaders at postsecondary institutions are anticipating what is known as the “enrollment cliff” in 2025 when the smallest high school graduating class in recent memory will happen. Drake said this cliff is the result of the fact that people have had less children since the Great Recession, a trend that is continuing due to the pandemic and economic instability.

“The amount of talent coming into the pipeline is going to be smaller than it has been, which means that we can’t be beating the same horse and expecting things to change,” Drake said. “It presents us with an opportunity to work more collectively in our thought processes and to build unified pathways for individuals to access education and talent development to meet the needs we have.”

Drake said one change that needs to be considered is the approach to continuing education. Drake illustrated the point by talking about attempting to put on a job growth program that those the program targeted did not have the means to attend.

“They were working in dead-end, low-wage, low-growth jobs, and even though these were dead-end, low-wage, low-growth jobs, they couldn’t afford to give that job up to go to a five-week training by a nationally accredited program that could potentially change their family because they still needed to pay rent, put food on the table, gas in the car, and diapers in the diaper bag,” he said. “It was one of those moments you capture as a fail forward.”

By paying individuals the same amount or slightly more than they were earning in their current job to attend these training, Drake said the program was then able to both provide local businesses with skilled workers and get those workers the skills they needed to leave their dead-end jobs for ones with more growth without having to sacrifice necessities like keeping their families fed or a roof over their head.

“You have to give people the confidence to gamble on themselves and walk away from that \$10, \$11 an hour job and earn while they are in the classroom,” he said. “It had tremendous impact. We even had to occasionally graduate people from the program early. They could be leaders in their family.”

Drake said both cities and educational institutions need to realize how and where we work has also fundamentally changed.

“We have local employers who will hire at least some of these individuals, but we have to expand. If we have learned anything since the beginning of pandemic its that we can do the kind of work that keeps our cities and businesses running from our kitchen table. We have to think about people living here while working remotely across the country.”

## Five municipalities hold fall elections across Tennessee

Five municipalities across Tennessee held elections in October and November of this year.

### CENTERVILLE

The town of Centerville held a municipal election on Oct. 2, 2021.

Incumbent mayor Gary Jacobs kept his seat in a race against Alderman Tim Luckett and challenger Derek Newsom. Jacobs led the vote total with 260 votes to Newsom’s 74 and Luckett’s 59.

In Ward 1, incumbent David Dansby ran unopposed and was elected with 321 votes.

Newcomer Mandy King ran unopposed and took the seat previously held by James P. Herron III, who did not seek re-election. King earned 295 votes.

Challenger Josie Bylsted defeated incumbent John M. Wilson for the Ward 3 seat by a single vote. Bylsted earned 177 votes to 176.

Ward 4 Incumbent Wayne Price also ran unopposed and was re-elected with 313 votes. Newcomer Gary R. Wright also ran unopposed and was elected to the Ward 5 seat previously held by Tim Luckett. Wright earned 317 votes.

### FRANKLIN

Franklin citizens went to the polls

on Oct. 26, 2021.

In Ward 1, incumbent Bev Burger ran unopposed and was re-elected to the seat she has held since 2005. Burger received 631 votes.

For Ward 2, Matt Brown defeated fellow newcomers Angela Hubbard, Tina Pierret, and Mike Vaughn. Brown secured 880 votes to Pierret’s 395, Hubbard’s 333, and Vaughn’s 290. Incumbent Alderman Dana McLendon did not seek re-election to the seat he held for 22 years.

Newcomer Jason Potts defeated challenger Michelle Sutton for the Ward 3 seat. Potts garnered 1,091 votes to Sutton’s 1,066. Incumbent Scott Speedy did not seek re-election.

Patrick Baggett defeated fellow challenger Elizabeth Downing Wanczak for the Ward 4 seat. Baggett earned 1,767 votes to Wanczak’s 659. The Ward 2 seat was previously held by longtime Alderwoman Margaret Martin, who did not seek re-election.

Gabrielle Hanson defeated fellow newcomers Alan Simms, John Hayes, and Bhavani Muvvala for the one at-large seat open on the board. Hanson earned 2,735 votes to Simms 2,043, Hanes 1,672,

and Muvvala’s 584. The at-large seat election was previously held by the late Pearl Bransford with former TDOT Commissioner John Schroer appointed to fill the vacancy until the election.

### HUMBOLDT

Residents of Humboldt cast their ballots in a city election on Nov. 2, 2021.

Incumbent Marvin Sikes retained his mayoral seat, fending off challengers Thomas D. Emery, Terry Johnson, Christine Warrington, and Yahweh Yahweh. Sikes led the vote total with 982 votes followed by Warrington with 148, Johnson with 117, Emery with 73, and Yahweh with 13.

In the Ward 1 Alderman race, newcomer Tammie L. Porter defeated fellow challenger Sarah Shivers with Porter earning 119 votes to Shivers’ 42. Porter will replace outgoing alderman James Shivers who did not seek re-election.

Newcomer Lenford Carr defeated incumbent Leon McNeal and fellow challenger Yahweh Yahweh for the Ward 2 Alderman seat. Carr garnered 76 votes followed by McNeal with 74 and Yahweh with 13.

Julian Jones-Coleman ran unopposed and was elected to the Ward 3 seat with 242 votes. Jones-Coleman will take over the seat from incumbent Don Graves, who did not seek re-election.

Shane Lynch defeated fellow challenger Brittney Bunn-Gabarra for the Ward 4 seat previously held by Bob Pruett, who did not seek re-election. Lynch received 349 votes to Bunn-Gabarra’s 49.

In Ward 5, incumbent Monte Johnson ran unopposed and was re-elected with 171 votes.

### KNOXVILLE

The city of Knoxville held its general election on Nov. 2, 2021, following a primary election held in August.

One of the most partisan elections in the city’s history, none of the five Republican-backed challengers won any of the open seats on the Knoxville City Council.

Incumbent Tommy Smith defeated challenger Elizabeth Murphy for the District 1 seat. Smith earned 11,723 votes to Murphy’s 8,886. Smith was appointed to the seat after previous Councilwoman Stephanie Welch went to work for Knoxville Mayor Indya Kincannon in 2020.

In District 2, incumbent Andrew Roberto defeated challenger Kim Smith. Roberto earned 11,431 votes to Smith’s 9,164. Incumbent Seem Singh defeated challenger Nicholas Ciparro in the District 3 race. Singh garnered 11,443 votes to Ciparro’s 9,127.

For District 4, incumbent Lauren Rider defeated challenger Jim Klonaris with Rider earning 11,617 votes to Klonaris’ 9,255. Incumbent District 6 candidate and current Knoxville Vice Mayor Gwen McKenzie also defeated challenger Garrett Holt. McKenzie earned 11,971 votes to Holt’s 8,845.

### SELMER

The town of Selmer held a municipal election on Nov. 2, 2021.

Newcomer Sherry L. Inman defeated incumbent John Smith and fellow challenger Mike Lambert for the Selmer mayoral seat. Inman garnered 350 votes to Smith’s 294 and Lambert’s 229. Inman is the city’s first female mayor.

Incumbents John Finlaysaon and Johnny Norris ran unopposed and were re-elected to the two open alderman seats.

# PEOPLE IN THE NEWS

**Christa Byrd** has joined the city of Bristol as an accounting and budget manager. Byrd brings seven years of municipal finance experience to her new role. She holds a bachelor's degree of business administration in finance and accounting and an MBA, both from ETSU. She is also currently pursuing CPA certification.



Christa Byrd

**Bobby Cannon** has been appointed to the rank of battalion chief by the Collierville Fire Department. Cannon has served 22 years as a firefighter-paramedic and training officer. Before joining the Collierville Fire Department, Cannon was previously employed by the Somerville Fire Department.



Bobby Cannon

**Misti Dueñez** has been selected as the new human resources director for the town of Nolensville. Dueñez has been with the town for five years in the human resources and finance department. She has both an IPMA-HR Certified Professional (IPMA-CP) and is a Certified Municipal Finance Officer (CMFO). Dueñez is presently attending Trevecca Nazarene University to further her education.



Misti Dueñez

**Kenneth Griffin** has been selected as the new fire chief for the city of Decherd. Griffin has been serving as the city's interim fire chief since July. Prior to that, Griffin served as the city's assistant police chief. Griffin is an 11-year veteran of law enforcement. Griffin is a graduate of the East Tennessee Regional Law Enforcement Academy at Walters State Community College where he and his father, also a law enforcement officer, made history as being the first father-son graduates from the program.



Kenneth Griffin

**Terra Lawson** has been promoted to finance and customer service manager for the city of Bristol as part of a restructuring of the city's finance operations. Lawson previously served as customer service manager and is a Certified Municipal Finance Officer (CMFO). She holds a bachelor's degree in accounting from the University of Virginia's College at Wise.



Terra Lawson

**Patrick Lawton**, longtime city administrator for Germantown, has announced his retirement at the end

of the year. Lawton has served as Germantown's city administrator since 1988. During his 33-year career, he has overseen the city winning a Baldrige Award – only the fourth city to do so – along with the opening of the Germantown Community Library, Germantown Performing Arts Center, achieving AAA bond rating from both Moody's and Standard and Poor's, the establishment of the Germantown Municipal School District, and numerous other projects.



Patrick Lawton

**Katie Lester** has been selected as the new communications officer for the town of Nolensville. Prior to coming to Nolensville, Lester served for two years as the marketing specialist for First-Bank Mortgage. A West Virginia native, she served as the marketing coordinator for First Exchange Bank in Mannington, W.Va. Lester holds a bachelor's degree in strategic communications with an emphasis in public relations and a minor in communications from West Virginia University.



Katie Lester

**Allen Lewis**, building official for the city of Franklin, has retired after more than 40 years in commercial and residential construction, plan review, and code compliance. A native of the Memphis area, Lewis spent 20 years as a commercial construction contractor in Middle Tennessee before becoming the building inspector for Sumner County in 1998. The following year, he was hired by the Franklin Building and Neighborhood Services (BNS) Department, where he has been employed ever since. Lewis began as a building inspector and was promoted to building official in 2008. He holds an associate's degree in architectural engineering technology from Nashville State Community College in addition to numerous other certifications.



Allen Lewis

**Daisy Madison**, the longtime chief financial officer for the city of Chattanooga, has announced her retirement. Madison was originally hired in 1992 by then-Mayor Gene Roberts and has since served under six Chattanooga mayors. Appointed city treasurer in 2002, Madison was selected as the city's chief financial officer and administrator of the Department of Finance and Administration in 2005. Under her leadership, the city has received numerous honors from the Government Finance Officers Association (GFOA) and maintained a AAA bond



Daisy Madison

rating. Brent Goldberg will assume interim duties in the chief financial officer role.

**Mike Sansone** has been appointed to the rank of battalion chief by the Collierville Fire Department. A 26-year veteran of the department, Sansone has served as a firefighter, driver, paramedic, and engine company lieutenant. Before coming to CFD, he also served at the Piperton Fire Department.



Mike Sansone

**Karen Tindal**, tourism coordinator for the town of Farragut, has received her Travel Marketing Professional (TMP) certification from the Southeast Tourism Society and Marketing College. Tindal was also able to receive a festival and event planning certificate by taking additional courses as part of the three-week long educational session offered by the organization. Tindal has also previously earned marketing certifications from the organization. Tindal is one of 1,200 TMPs graduated by STSMC.



Karen Tindal

**Hollie Verran** has been named the new finance director for the city of Bristol as part of a restructuring of the city's finance operations. Verran has served with the city for the past 14 years and is a certified public accountant (CPA). She joined the city in 2007 as a financial analyst and financial services supervisor before being promoted to accounting manager in 2011. Verran holds a bachelor's degree in business administration in accounting from East Tennessee State University.



Hollie Verran

## Sen. Bell will not seek re-election

State Sen. Mike Bell, who also serves as chair of the Senate Judiciary Committee, announced he will not run for re-election in 2022.

Bell, R-Riceville, was first elected to the Tennessee House of Representatives in 2006 before being elected to the Tennessee Senate in 2010. He represents Senate District 9, which includes Bradley, McMinn, Meigs, Monroe, and Polk counties.

Bell said he is making the announcement early enough to provide prospective candidates plenty of time to come forward and meet with the people of the district.

"It has been the highest honor of my life to serve in the Tennessee General Assembly," said Sen. Bell. "I am incredibly thankful for the continued support, friendship and kindness of my constituents who have entrusted me to represent them for the past 15 years. Just as I knew it was time for me to run for office in 2006, I feel it is now time to move to the next chapter of my life and pass the leadership mantle for this district to a new state senator."



State Sen. Mike Bell

Bell has served in several leadership positions during his legislative tenure. In addition to chairing the Senate Judiciary Committee, he led the Senate Government Operations Committee from 2012 to 2018 where he pushed for greater accountability of Tennessee's boards and commissions to make them more effective and customer-friendly. In the House, he chaired the Children and Family Subcommittee and was Freshman Leader in the Republican Caucus.

## Bright to lead Megasite Authority

Gov. Bill Lee announced the appointment of Clay Bright to serve as the Chief Executive Officer of the Megasite Authority of West Tennessee.

Bright currently serves as the Commissioner of the Tennessee Department of Transportation.

Bright brings more than four decades of expertise in the construction sector with a background in project development and project delivery. In 2019, he was appointed Commissioner of Transportation by Gov. Lee to oversee the statewide transportation system including highways, rail, airports, waterways, and transit.

Joe Galbato, the current Chief of Bureau of Administration at the Department of Transportation, will serve as interim commissioner.

The Megasite Authority of West Tennessee will provide services necessary for operation and development of Ford Motor Company's historic \$5.6 billion investment at the Megasite of West Tennessee. Analysis from the Center for Economic Research, a division of the Tennessee Department of Economic and Community Development,



Clay Bright

projects Ford's historic investment will result in significant economic gains.

It is expected to generate temporary construction benefits including \$5.6 billion in capital investments on buildings and other real property improvements. Additionally, the equivalent of 33,000 temporary direct, indirect and induced jobs are expected to support the construction period, with around \$1.87 billion in salaries related to construction activity and \$178.9 million in state tax revenue.

## State officials discuss strategies for water, broadband ARP projects

**ARP from Page 1**  
egy is our clean-up strategy, and that basically calls for competitive grants during a second phase."

Abkowitz said the state has identified some priority projects that will have high return on investment and bolster future community success. Many of these projects have long been priorities for the state, local governments, and federal agencies.

These priorities include asset management, line replacement, plant or facility upgrades, regionalization and consolidation, stormwater management, and nonpoint source pollution. Abkowitz said projects containing at least three of these priorities will be more competitive.

She said the state plans to distribute formula-based, non-competitive grants with \$200 million split equally among all counties and \$800 million split based on

population within county area.

"I do want to note that we do recognize that county boundaries do not often – and in fact very rarely – align very nicely with water system or utility service areas," Abkowitz said. "We are being very strategic in terms of how we design these program requirements to make sure we are encouraging collaboration between counties, locals, and utilities."

The state will require a local match for water and wastewater projects of between 20-40%, determined by an ability-to-pay index similar to that used by the state revolving loan fund.

So far, Abkowitz said the only approved state strategic project is the updating of the utility scorecards issued to all utilities in the state. She said state officials will be working with the Tennessee Association of Utility Districts on the project.

### The American Rescue Plan



"Each utility or water system in the state that serves municipal or domestic drinking water, wastewater, or stormwater needs will be required to complete one of these," she said. "This is a tool and a resource that we have put out there to support systems in basically in diagnosing and providing a snapshot of their financial, operational, and environmental health. We see this as a foundational tool that can be helpful as communities work with their systems to determine how to spend these funds. This tool will help you figure out which projects are of the greatest concern for your community."



## Property Conservation Grant



Fencing



Security Cameras



Infrared Thermography

Financial assistance supporting the purchase of property loss prevention items

Application Window:  
**Oct. 4th – Nov. 19th**

Applications will be considered in the order they are received

Visit [www.PEpartners.org](http://www.PEpartners.org) for more information



Security Lighting

## STATE BRIEFS

**The Rocky Mount State Historic Site has added 15 more acres of land to help tell the story of life during the time Tennessee became a state.** Part of the oldest documented farm in the state, the Rocky Mount Historic Site dates back to 1775 and includes multiple historic structure related to the expansion of the Southwest Territory, the evolution of Tennessee, and agriculture. In addition to preserving historic structures on the new 15 acres, officials said they are working to develop natural landscapes and develop educational and nature programs.

**Tennessee is now one of the costliest states for severe weather events,** according to the National Oceanic and Atmospheric Administration (NOAA). So far this year, Tennessee has been impacted by six of the 18 nationwide weather events that cost more than \$1 billion. Costs are calculated based on loss of economic impact, recovery and repair costs, and insurance claims among others. Last year, the state lost \$4 billion to severe weather with NOAA officials finding that the cost of severe weather events is on the increase. The state has also seen an increase in the number of weather events recorded since NOAA began keeping records in 1980. A total of 21 disasters costing more than \$1 billion were recorded between 2010 and 2019 and 14 between 2019 and 2020.

**Tennessee spends nearly \$4,000 less per student when compared to the national average,** according to a recent report from the Education Law Center. The annual Making the Grade report ranked

the state 44 out of the 51 states and District of Columbia on its educational spending. Tennessee spends only about \$11,139 per student, below the national average of \$15,114. Tennessee only spends 2.56% of its GDP on education, compared with 3.37% nationally. The Education Law Center also gave the state an “F” when it comes to educational funding.

**Four new properties in Tennessee have been added to the National Register of Historic Places, including a former school, a downtown theatre, an urban residence, and a rural church and cemetery.** The listings include the 1912 Lauderdale High School in Ripley, the 1936 Dixie Theatre in Lewisburg, the 1912 Daniel Hanley House in Memphis, and Portland’s Parker Chapel Missionary Baptist Church and Cemetery, which has a cemetery dating to 1885 and a church building dating to 1956.

**The state of Tennessee will receive more than \$42.74 million from the U.S. Department of Housing and Urban Development (HUD) as part of more than \$2 billion in CDBG-Disaster Recovery and Mitigation funds** earmarked for disaster recovery and long-term resilience efforts, particularly for marginalized communities. The state of Tennessee received two allocations, one for the severe storms, tornados, and flooding on March 3, 2020, that impacted Nashville, Mt. Juliet, and Cookeville, and a second for the severe storms, tornados and flooding from April 12-13, 2020, that impacted Chattanooga, Collegedale, and the Ooltewah area.

## 5 legal, financial, and operational penalties cities may face by not addressing cybersecurity

**CYBERSECURITY** from Page 1 have renewals declined or will pay much higher premiums for what’s already costly insurance if they don’t address some of the following issues:

- Creating a strong password policy—including multi-factor authentication for email, administrative access, and remote access.
- Establishing a data backup and disaster recovery plan—with at least two copies of your data backup offsite
- Using enterprise-class anti-virus software managed and maintained by IT professionals
- Using endpoint detection and response (EDR)—a tool to detect attackers already inside your systems
- Using modernized, professionally supported hardware
- Keeping software modernized, upgraded, and patched
- Protecting wi-fi access points
- Conducting ongoing employee training about cyber threats
- Establishing clear data access and authorization policies

By taking more proactive steps, municipalities both lower cyber insurance premiums and reduce the risk of having a cybersecurity incident at all.

4. Cybersecurity continuing to affect municipal borrowing. Credit-rating agencies such as Standard & Poor’s (S&P), Moody’s, and Fitch take municipal cybersecurity into account when considering borrowing rates for municipalities. If towns and cities want to borrow money at lower interest rates, they need to proactively address cybersecurity.

According to Fitch from a press release early in 2021, “Fitch includes cybersecurity in its credit analysis of the municipal sector and as part of its corporate-wide environmental, social and governance (ESG) framework. In addition, we believe cyber events pose financial risk which could impact municipal credit quality. This risk is not limited to the upfront cost of responding to a cyber-attack, but the costs of recovery and realignment of systems as well, which are many times more than the initial cost.”

5. Arkansas municipalities can lose their charters if they do not maintain specific cybersecurity standards.

In one state, not following cybersecurity standards can lead to the loss of a municipality’s charter. An Arkansas law states that an Arkansas municipal charter can get revoked (yes, revoked!) if the Legislative Joint Auditing Committee finds two incidents of non-compliance with accounting procedures in a three-year period. For example, the Town of Allport almost got its charter revoked this year.

Revoking a charter is serious, rare, and extreme—but it could mean the end of your municipality. The Arkansas Legislative Audit (ALA) includes both general controls and application controls around information systems. For municipalities, accounting systems are often the most important information system they oversee.

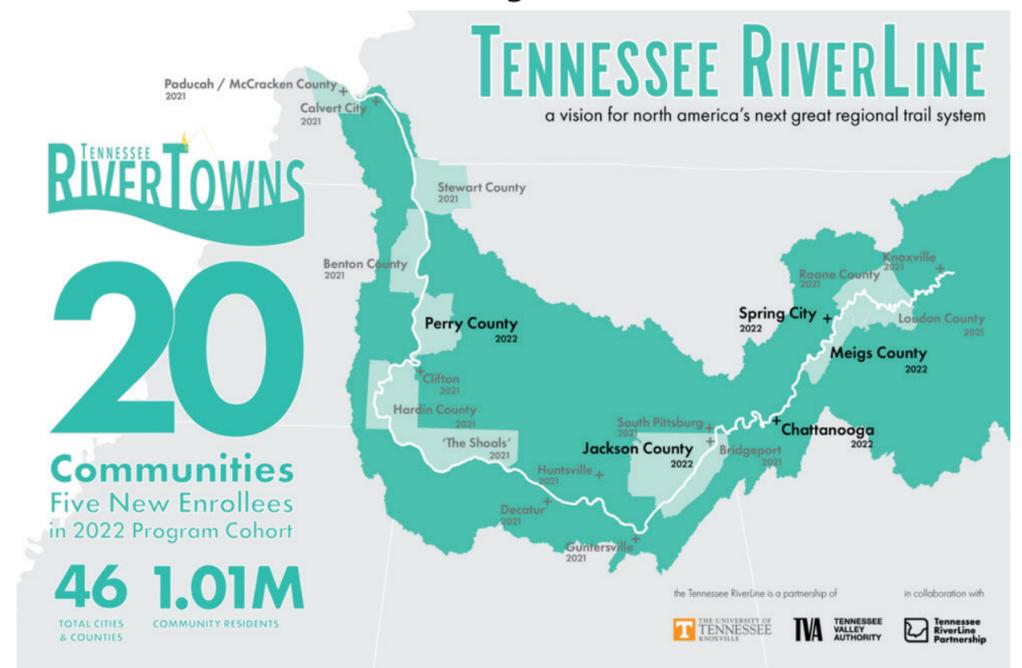
There are three important points related to this law:

1. Arkansas municipalities can now lose their charter from non-compliance with IT-related accounting practices.
2. While the law applies to application controls, it’s wise to follow all IT best practices recommended by the Arkansas Legislative Audit.
3. Other states should see Arkansas as a sign of what’s to come—and prepare.

See a pattern? Today, proactive IT maintenance and support goes far beyond just making sure your hardware, software, and systems are running smoothly. Lack of proper “cyber hygiene” can impact the way you protect information, comply with the law, and stay financially sound as a municipality.

VC3 offers cybersecurity, website design, custom application development, and business intelligence services. Visit [www.vc3.com](http://www.vc3.com) to learn more.

## Tennessee cities join TN RiverLine



A map of the current Tennessee RiverLine communities. More than 1 million people and 46 communities are now part of the program.

Two Tennessee cities have joined the 20 communities that now make up the Tennessee RiverLine program.

**Chattanooga and Spring City** have joined Meigs and Perry counties in Tennessee and Jackson County, Ala., as the five new inductees into the 2022 cohort of Tennessee RiverTowns Program as part of the Tennessee RiverLine project.

These new communities will join 15 communities already enrolled last year when the program began, including the cities of Clifton, Knoxville, and South Pittsburg.

The Tennessee RiverLine is an initiative to create a continuous system of paddling, hiking and biking experiences along the Tennessee River’s 652-mile reach.

With support from its principal partners, Tennessee Valley Authority and University of Tennessee, Knoxville, the Tennessee RiverLine engages river communities through a range of programs, events and opportunities in order to achieve this vision, including through the multi-year Tennessee RiverTowns program.

“The Tennessee RiverTowns

Program so far has enrolled a total of 20 diverse river communities, home to more than 1 million people,” said Brad Collett, Tennessee RiverLine Partnership director and associate professor in UT’s Herbert College of Agriculture and College of Architecture and Design.

“Last year, the inaugural cohort marked an important milestone of community buy-in for the Tennessee RiverLine, and this year, the 2022 cohort demonstrates sustained momentum, energy and progress toward realizing North America’s next great regional trail system. Our newest members represent the diversity of our region and are publicly proclaiming their shared vision to celebrate and steward the Tennessee River for generations to come.”

Criteria for selection into the program included a demonstrated understanding of the Tennessee RiverLine vision and its guiding principles, as well local partnerships necessary to sustain an applicant’s participation in the program.

Any Tennessee River community can apply for future cohorts. Communities that were unable to apply to the Tennessee RiverTowns Program this year can apply during

future enrollment periods beginning in summer 2022.

The Tennessee RiverLine originated in UT’s School of Landscape Architecture, housed jointly within the College of Architecture and Design and the Herbert College of Agriculture.

Today it is led by a full-time staff within the school with assistance from the Tennessee RiverLine Partnership and ongoing strong financial support from TVA and UT Knoxville.

“Eighty-eight years ago, when TVA went to work building dams that made the Tennessee River navigable, provided flood control and created electricity, the dream of a 652-mile regional trail system would have been unthinkable, but today, that vision is coming to fruition,” said Allen Clare, Vice President, River and Resources Stewardship. “It is one that TVA is proud to support financially and with the expertise of team members who manage the river and its 11,000 miles of shoreline on a daily basis.”

For more info on the program, visit <https://www.tnriverline.org/riverTowns>.

## 14 municipalities receive Downtown Grants

Gov. Bill Lee and Department of Economic and Community Development Commissioner Bob Rolfe announced 14 Tennessee Main Street and Tennessee Downtowns communities that are receiving Downtown Improvement Grants.

“I congratulate the 14 communities receiving funding through the Downtown Improvement Grants,” said Gov. Lee. “These leaders are focusing strategic investments on revitalizing their downtown districts, which are the heart of so many of our communities. This will encourage additional economic development and tourism opportunities for years to come.”

A total of \$1.85 million in Rural Economic Opportunity funds is being awarded in amounts up to \$150,000 per community. Grants were awarded to organizations that illustrated the need for improvements and the ability to execute an effective design plan for building facades, wayfinding signage, courtyards, gateways and street-scapes in Tennessee Downtowns and Main Street communities.

“With the assistance of the Downtown Improvement Grants, each grantee is taking the initiative to encourage job and business growth in their downtown commercial core areas,” said Commissioner Rolfe. “We applaud the efforts of these communities and look forward to seeing how these projects will positively impact

Municipality	Grant Amount
Alamo	\$150,000
Bell Buckle	\$150,000
Centerville	\$150,000
Clifton	\$126,758
Elizabethton	\$150,000
Greeneville	\$150,000
Humboldt	\$150,000
Linden	\$66,141
Lynnville	\$131,250
Mount Pleasant	\$150,000
Paris	\$150,000
Rogersville	\$150,000
Tiptonville	\$34,400
Trenton	\$150,000

these areas of the state.”

“This round of Downtown Improvement Grants is an expansion of TNECD’s long-running Commercial Façade Improvement Grant program,” said TNECD Assistant Commissioner of Rural Development Brooxie Carlton. “In addition to funding commercial building façade improvements, communities are working on activating outdoor spaces and

providing public amenities in their downtowns.”

To be eligible, communities had to submit applications and be a designated Tennessee Downtowns or Main Street community. To learn more about the Downtown Improvement Grant Program, visit the website at <https://www.tn.gov/ecd/rural-development/tennessee-main-street/downtown-improvement-grant-program.html>

# WAUFORD

J. R. Wauford & Company, Consulting Engineers, Inc.

# TML Board meets in Nashville, approves legislative agenda



Morristown Councilman Tommy Pedigo, Dyersburg Mayor John Holden (standing) and Morristown Councilwoman Kay Senter



McKenzie Mayor Jill Holland



TML Executive Director Anthony Haynes



Paris Commissioner Sam Tharpe and Franklin Mayor and TML President Ken Moore



Portland Mayor Mike Callis and Lawrenceburg Mayor Blake Lay



Chattanooga Mayor Tim Kelly and Metro Nashville Mayor John Cooper



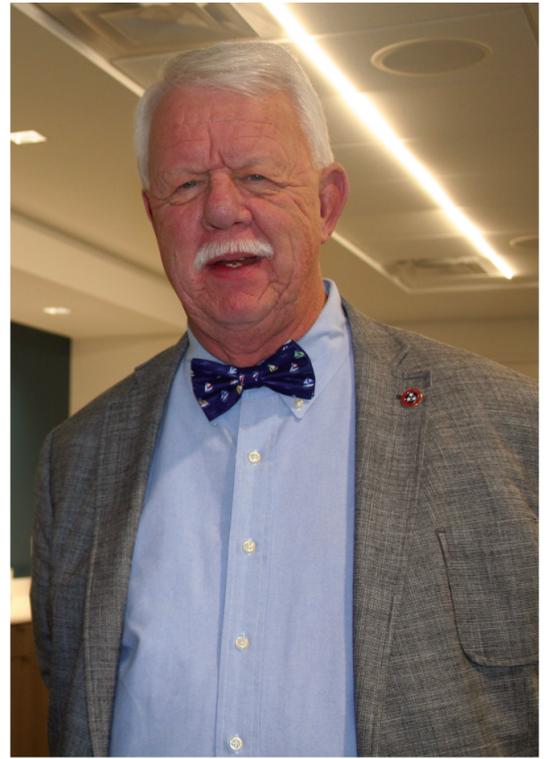
Cleveland Mayor Kevin Brooks and Collegedale Mayor Katie Lamb



Henderson Mayor Bobby King and Somerville Alderman Mike French



Memphis Mayor Jim Strickland and Somerville Alderman Mike French.



Farragut Mayor Ron Williams



Oak Ridge City Manager Mark Watson, MTAS Executive Director Margaret Norris, and Goodlettsville City Manager Tim Ellis



Springfield Mayor Ann Schneider and Gallatin Mayor Paige Brown



Members of the board listen as TML Deputy Director Chad Jenkins updates them on federal ARPA funds that are now available to cities.

# No loan is too large or too small



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



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

See us for your special projects needs.  
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## CLASSIFIED ADS

Advertising: \$9.25 per column inch. **No charge to TML members.** Send advertising to: Carole Graves: cgraves@TML1.org

**ACCOUNTANT/AP SUPERVISOR HENDERSONVILLE.** The city of Hendersonville is currently accepting applications for an accountant in the finance department. Annual Salary: \$50,078.64 or higher DOQ. Dependent upon a combination of relevant education and experience, and at the discretion of the director of finance, this position may be upgraded to senior accountant-AP supervisor. Minimal qualifications include bachelor's degree in accounting or related field. Four years of experience in an accounting related field desired. Previous governmental accounting and 1-2 years supervisory experience heavily preferred. Strong proficiency with Microsoft Office Suite programs. Ability to be bonded. To apply: Go to [www.hvilletn.org](http://www.hvilletn.org) or come by the Personnel office at Hendersonville City Hall at 101 Maple Drive North, Hendersonville, TN 37075. Open until the position is filled. EOE

### ADMINISTRATIVE SERVICES DIRECTOR

**HENDERSONVILLE.** The city of Hendersonville is currently accepting application materials for the administrative services director. The administrative services director is responsible for administering all functions related to the administrative services department of the city which includes, human resources, risk management, information technology and other central services that support city operations. Bachelors' degree in human resources or related field and at least 7 years of progressive experience. Masters' degree and membership in professional organizations preferred. Ability to effectively manage a diverse group of people and projects to achieve organizational goals. Must demonstrate ability to be successful with complicated projects and processes. Must be able to effectively communicate and articulate in public settings. Possession of or ability to readily obtain a valid driver's license issued by the State of Tennessee. Salary \$95,174 - \$144,821 DOQ. If interested and qualified per the minimum qualifications posted, please send your completed job application, resume, and cover letter to the City of Hendersonville Human Resources Department via email at [hr@hvilletn.org](mailto:hr@hvilletn.org) or mail to: Hendersonville City Hall, Attn: HR Department, 101 Maple Drive North, Hendersonville, TN 37075. Open until filled.

### ASSISTANT CITY PLANNER.

**GATLINBURG.** The city's building and planning department is accepting applications for an assistant city planner. Upon a conditional offer of employment, the candidate must successfully pass a background check, physical examination by a licensed physician and successfully pass a drug screen. The city currently provides the following 100% city-paid employee benefits: medical insurance, dental insurance, \$20,000 life insurance policy, long-term disability insurance, annual longevity bonus, vacation leave, sick leave, 11 paid holidays, and bereavement leave. The city also provides a \$600 monthly contribution towards employees who select Family Insurance Coverage, or approximately two-thirds of the cost. In addition to these benefits, city employees can also enjoy half-price rounds at the Gatlinburg Golf Course and enjoy free use of the weight room, indoor track, gymnasium and swimming pool at the Gatlinburg Community Center. The current starting pay is \$57,325. This position performs intermediate professional work assisting in the development of comprehensive plans, preparing policies, reviewing site plans and administering the zoning ordinance and municipal code; does related work as required. Work is performed under regular supervision of the building and planning director. Essential functions: reviewing building, sign and land use applications; preparing short and long-range development and improvement plans; preparing graphic materials; conducting research; reviewing site plans; maintaining records and files; preparing reports; assisting boards, commissions, committees and elected officials. Ability to interact tactfully with the public; establish and maintain effective working relationships with associates; ability to follow instructions and make decisions within established operating procedures. Qualifications: graduation from an accredited college or university with a bachelor's degree in planning, civil engineering, or a closely related field and some professional experience. Applicant should also possess some educational or work experience with a Geographic Information System. Special requirement: possession of a valid Tennessee's driver's license and the ability to be insured at standard vehicle liability rates. Applications are available at city hall, 1230 East Parkway, Gatlinburg or can be submitted online at [www.gatlinburgtn.gov](http://www.gatlinburgtn.gov). Complete and return the application. Position will remain open until filled. Resumes may be included as a supplement to the application but not as a substitute. For some jobs, copies of diplomas, transcripts, or certifications may be required. The need for this documentation will be specified in the job announcement or as supplemental materials in the application. Applications cannot be faxed. Additional information may be obtained by calling human resources at (865) 436-1414. EOE

### ASSISTANT PUBLIC WORKS DIRECTOR/CITY ENGINEER

**HENDERSONVILLE.** The city of Hendersonville is currently accepting application materials for the assistant public works director/city engineer in the public works department. This position directs the operations of the engineering division of the city of Hendersonville Public Works Department. Bachelor's degree in civil engineering or closely related field. Must have a minimum of eight years of increasingly responsible experience in civil engineering, and five years supervisory experience or an equivalent combination of education, experience, and training. Possession of or ability to readily obtain a valid driver's license issued by the state of Tennessee for the type of vehicle or equipment operated. Certification as a professional engineer. For job description go to <https://www.hvilletn.org/Home/Components/JobPosts/Job/74/219> Interested and qualified candidates must submit a completed job application, resume and cover letter highlighting your career experience as it relates to this position. Return all application materials to the Human Resources office at Hendersonville City Hall via methods below. The city does not accept faxed applications. Mail or bring to: Hendersonville City Hall, 101 Maple Drive North, Hendersonville, TN

37075. Email: [personnel@hvilletn.org](mailto:personnel@hvilletn.org). Open until filled.

### BUILDING CODE INSPECTOR.

**BROWNSVILLE.** The city of Brownsville is accepting applications for building code inspector. Collects and accounts for permits. Responsible for flood plain management. Meets with the planning commission and the zoning & appeals board. Inspects building construction sites for conforming to approved plans and compliance with applicable codes and ordinances. Interprets, explains and enforces codes and ordinances. Reviews construction plans to determine if plans are in compliance with permits and codes. Must establish and maintain an effective working relationship with contractor, public, and other employees. Ability to evaluate and make decisions. Physical and mental ability to climb to different heights and function in close quarters for inspections. Investigates complaints of local code, building, construction, or fire code violations. Issues building permits. Consults with builders, contractors, engineers, and architects regarding International Knowledge of the Federal Flood Plain Regulations. Knowledge of state, city and county building codes governing the construction and maintenance of buildings. Knowledge of basic plumbing and electrical functions. Ability to read and interpret construction plans and blue prints. Ability to explain and interpret pertinent provisions of law, ordinances, and regulations. Ability to intermittently sit, stand, stoop, and must distinguish between shades of color. Ability to make math calculations. Current certifications as building inspector through state of Tennessee. Possess a valid driver's license through the state of Tennessee. Graduation from a standard high school, or equivalent, or five years' experience in building construction or inspection. Must pass drug screen by licensed physician. General office equipment/tools/supplies: codes software, Microsoft Office, light duty vehicle. Work performed is generally outdoors and some tasks may be performed regardless of weather conditions when necessary. The employee will be exposed to dirt, dust, loud noises, and tobacco smoke. Must possess ability to communicate effectively with contractors, the public, office staff and leadership

### BUILDING AND CODES INSPECTOR

**FOREST HILLS.** The city of Forest Hills is accepting applications for building and codes inspector. Performs technical building inspection and plans examining work to enforce compliance with building codes, regulations and ordinances; researches new construction materials and methods; reviews plans for compliance with city, state, and federal rules and regulations; and provides information to and works with the public to resolve problems. Knowledge of operations, services, and activities of a municipal code compliance program including pertinent codes, ordinances, laws, and regulations pertaining to zoning, nuisance abatement, property. Required Tennessee Department of Conservation Erosion Prevention and Sediment Control Level I Certificate; ICC Certified Residential Building Inspector; State of Tennessee Certified Codes Inspector; Tennessee driver's license. Graduation from high school and a minimum of 5 years related experience. College degree preferred. Excellent Benefits: Salary range \$48,000 - \$62,000. Please email employment application and resume to: Mark Hill, City Manager, [mark.hill@cityofforesthills.com](mailto:mark.hill@cityofforesthills.com), [www.cityofforesthills.com](http://www.cityofforesthills.com) Questions call: (615) 372-8677. For an employment application [https://www.cityofforesthills.com/sites/default/files/file\\_attachments/building\\_amp\\_zoning/page/12253/employment\\_application.pdf](https://www.cityofforesthills.com/sites/default/files/file_attachments/building_amp_zoning/page/12253/employment_application.pdf)

### CITY ADMINISTRATOR

**FAYETTEVILLE.** The city of Fayetteville (pop. 7,068) is seeking a city management professional to be their next city administrator. The city administrator is appointed by and serves at the pleasure of the board of mayor and aldermen. The city has a \$18.1M annual budget with 115 full-time employees. Candidates should possess a bachelor's degree from an accredited college or university in public administration, business administration, or a field closely related to municipal management and a minimum eight years of leadership and supervisory experience in city management including supervisory experience in municipal operations, human resources, community development, and organizational development that demonstrates proficiency in managing a complex municipal corporation. Residency within the city limits is required. The city offers a comprehensive benefits package including participation in the Tennessee Consolidated Retirement System (TCRS). Salary range \$91,700 - \$126,000, depending on experience and qualifications. A position profile is available at <https://www.fayettevilletn.com>. Interested persons must submit a completed city employment application, cover letter, resume, and at least three professional references by electronic mail to the University of Tennessee's Municipal Technical Advisory Service, attention Chuck Downham, at [chuck.downham@tennessee.edu](mailto:chuck.downham@tennessee.edu). Initial review of application packages will occur on Dec. 6, 2021. Please direct questions to Chuck Downham at the same email address. City employment application, position profile, and other information about the city may be obtained on the city of Fayetteville website at <https://www.fayettevilletn.com>.

### CITY JUDGE

**COLUMBIA.** The city of Columbia (Pop. 41,690) is seeking a city judge to preside over the City of Columbia Municipal Court. The city judge is appointed by and serves at the pleasure of the city council. The city judge performs professional judicial duties as the municipal court judge, presides over trials and renders judgments involving traffic violations and violations of city ordinances appropriately tried in municipal court, and fulfills the obligations of the municipal court as established by state law and city charter and the code of ordinances. Municipal Court is currently held every Tuesday morning for approximately two hours depending upon the number of cases on the docket. Candidates should possess a license to practice law in the state of Tennessee, currently in good standing. Applicants must submit all application material on the City of Columbia's employment page available at [www.columbiatn.com](http://www.columbiatn.com). Applications must be received Dec. 6, 2021, at 4:00 p.m. Please direct questions to Chuck Downham, MTAS municipal management consultant at the UT-MTAS at [chuck.downham@tennessee.edu](mailto:chuck.downham@tennessee.edu).

### CODE ADMINISTRATOR BUILDING OFFICIAL

**BRISTOL.** The city of Bristol, TN is accepting applications for a code administrator-building official. Under direction of development services director, the person will be responsible for professional, technical, managerial, and administrative work of the code enforcement department. A degree in building technology, construction management, business administration preferred. At least 5 years in managing building and code enforcement functions. Have or be eligible to obtain building, electrical, plumbing, mechanical certifications designated by the State of Tennessee. Prefer Certification as a Certified Building Official from the ICC. Experience in plan reviews. Proficiency in Microsoft Office Suite. Prefer experience with Blue Prints and EnerGov software. To read additional information concerning the City of Bristol and the Code Administrator-Building Official position, please apply and upload a resume at: <http://bristoltn.org/jobs.aspx>. EOE

### FINANCE DIRECTOR

**CLINTON.** The city of Clinton is seeing to hire a new finance director. The position performs, plans, and manages the activities and operations of the finance department, including financial planning, disbursement of and accounting for municipal funds, billing and collection (property tax, court, etc.), licensing, payroll, budgeting, auditing, grant administration and preparation of the monthly, quarterly, and annual reports. This position performs hands-on work and manages over a broad range of administrative and support-related functions. Works under administrative direction of the city manager. Bachelor's degree or equivalent from an accredited college or university in accounting, public finance, or related field. 10+ years professional, management-level experience in finance or related field, including extensive experience in municipal finance. Certified Public Accountant (CPA) and/or Certified Government Financial Manager (CGFM) strongly preferred. CMFO or the ability to obtain within first year of employment required. EEO/AA/Title VI Employer. Annual salary \$79,306 - 99,132

### HR GENERALIST

**COLUMBIA.** The city of Columbia is accepting applications for HR generalist. This position will provide professional advice, strategic direction, and work in the areas of employee relations, employment services/recruitment and benefits. This position requires a broad knowledge of all human resources functional areas to serve as a consultant for all departments. This includes working closely with supervisors, management and other staff on complex human resources issues including disciplinary action, appeals, employee relations, investigations, complaints, grievances and recruitment processes. Incumbents in this classification may be required to conduct business in off-site locations and are responsible for transportation to off-site locations. Associate's degree (A.A.) or equivalent from two year college or technical school; or one year to two years HR related experience and/or training; or equivalent combination of education and experience. Must obtain SHRM certification within 6 months of employment. A bachelor's degree in Human Resources Management and SHRM certification. Experience in a municipal or government setting. Apply at [columbiatn.com](http://columbiatn.com).

### HUMAN RESOURCES DIRECTOR

**GERMANTOWN.** The city of Germantown is currently seeking a qualified candidate for their human resources director position. Under administrative direction of the city administrator, the human resources director plans, develops, and implements policies and programs covering recruiting and staffing, employment training, compensation and classification, employee benefits, and health, safety, and wellness programs. The HR director advises the city administrator and department directors on matters pertaining to effective personnel management. The HR director provides handbooks and manuals and conducts orientations and group presentations to communicate personnel programs, policies and issues and to foster positive attitude toward city goals and programs, and establishes departmental measurements that support the accomplishment of the company's strategic goals. Bachelor's degree in human resource management or related field. Seven years of progressively responsible human resources and managerial work, preferably in municipal government; or any combination of education, training, and experience providing the necessary knowledge, skills, and abilities to perform the essential job functions. Applications can be submitted online at <https://www.governmentjobs.com/careers/germantown>. EOE and alcohol/drug-free workplace.

### MAIN STREET MANAGER

**COLUMBIA.** The city of Columbia is searching for a confident leader who is organized, innovative and capable of functioning independently to fill a new position as main street manager. This position will work with the tourism and marketing director to create, manage and implement programs, events and projects in collaboration with the Main Street Committee to strengthen economic impact in downtown Columbia while also fostering historic preservation. The main street manager will deliver sustainable growth by marketing Columbia's unique characteristics through effective advertising, retail promotional activity and special events and utilize historic preservation and business development as an integral foundation for downtown economic development. The main street manager will be housed in our newly renovated Visit Columbia Welcome Center where they will present a positive image for the Main Street Commercial District to encourage consumers and investors while overseeing the daily operations of the welcome center. The ideal candidate will possess a bachelor's degree in marketing, economic development, or related field and two or more years related experience. Requires a working knowledge of specialized marketing and/or tourism practices and Main Street experience. A combination of education and experience in one or more of the following: nonprofit corporations, retail, public relations, tourism, fundraising, historic preservation, urban geography, architecture, or a related field. Ability to work flexible hours, including some weekends and evenings. Main Street experience is a plus. Must be entrepreneurial, energetic, imaginative, well organized and capable of functioning effectively in an independent environment. Supervisory skills are preferred. Apply at [www.columbiatn.com](http://www.columbiatn.com)

### MUSEUM DIRECTOR

**COLLIERVILLE.** The Town of Collierville has an immediate opening for a museum director working in the Morton Museum. The Museum Director will be responsible for the development, execution, and management of the policies, programs and initiatives of the Morton Museum of Collierville History. This position serves as the public face of the Morton Museum and assures that the Museum's mission is carried out with the highest professional standards and in a manner that meets a wide range of audience needs and expectations. Great benefits including medical, dental, and vision insurance, town provided life and long-term disability insurance, paid time off, pension, and more. Minimum requirements for this position are: bachelor's degree with major course work in history, art history, museum or American studies, or a closely related field; supplemented by two years responsible experience in a professional museum setting; Must possess a valid motor vehicle operator's license; first-aid and C.P.R. certification required within six months of employment. Experience in grant writing, educational program planning, docent training, public speaking, public relations and marketing, and donor development and fundraising preferred but not required. Incumbent may be required to work late hours, weekends, and holidays, as necessary. To apply, please visit [www.colliervilletn.gov](http://www.colliervilletn.gov) and download our application, or you can also visit town hall and submit a physical application in the human resources department. EOE.

### PATROL OFFICER

**COOPERTOWN.** The town of Coopertown is accepting applications for a full-time patrol officer of Coopertown Police Department. Applications will be accepted through Friday, Dec. 10, 2021, at 3:00 pm (CST). Starting pay range is \$37,500 to \$46,000. Salary is DOQ. For more detailed information, including a job application and an email address to send your resume to, visit [http://www.coopertowntn.org/City\\_Hall/Career\\_Opportunities/](http://www.coopertowntn.org/City_Hall/Career_Opportunities/). EOE.

### PLANNING DIRECTOR

**NOLENVILLE.** The town of Nolensville is seeking to hire a full-time planning director. This position directs short- and long-range town planning and community development services. The position also directs implementation and enforcement of zoning ordinances, land use plans, and subdivision design and construction regulations. The required knowledge, skill, and abilities to satisfactorily perform job duties are normally acquired through attainment of a bachelor's degree from a four-year college or university in urban planning, civil engineering or related field, plus eight to ten years of related experience, or an equivalent combination of education and experience. AICP certification is required. Normal working hours are Monday-Friday 8 a.m. - 4 p.m. Compensation and benefits include: health, dental, vision and life insurance; defined benefit plan; paid time off including vacation, sick and holiday; salary commensurate with experience. In order to be considered for an open position all candidates must submit a completed application to the town of Nolensville, Attn: Misti Duenez, 7218 Nolensville Road, Nolensville, TN 37135 or email to [mduenez@nolensvilletn.gov](mailto:mduenez@nolensvilletn.gov).

### POLICE OFFICER

**SHELBYVILLE.** The city of Shelbyville will be accepting applications for a police officer. Successful applicants will be required to pass a background check, physical, psychological, and drug/alcohol test prior to final consideration for the position. Applicants must be minimum age of 21 years old. This is a full-time position with a pay range for certified officers of \$42,675 up to \$49,489, with 5 years of relevant law enforcement experience. Non-certified starts at \$41,670. The city currently provides the following for full-time employees: 100% city paid individual medical, dental & vision insurance benefits. long-term disability, life insurance, various paid leaves such as vacation, personal, sick, bereavement and holidays as well as city contributions to the 401k. Applications and complete job description may be picked up at city hall during normal business hours or download from the city website: [www.shelbyvilletn.org](http://www.shelbyvilletn.org). Applications must be returned to City Hall Administration office, 201 N. Spring Street Shelbyville, TN, 37160 or emailed to [stacey.claxton@shelbyvilletn.org](mailto:stacey.claxton@shelbyvilletn.org) and will be accepted until position is filled. Drug Free Workplace / EOE

### RECREATION CENTER MAINTENANCE SUPERVISOR

**SHELBYVILLE.** The city of Shelbyville is accepting applications for the position of full-time recreation center maintenance supervisor for the parks and recreation department. The employee is responsible for performing maintenance tasks of a semi-skilled or skilled nature. Responsible for work in a variety of construction, repair and maintenance assignments involving the use of specialized tools and small equipment. Valid Tennessee driver's license required. Must be 18 years old to apply. This is a full-time position with an hourly rate of \$19.82, plus benefits. Applications and complete job descriptions may be picked up at city hall during normal business hours or download from the city website: [www.shelbyvilletn.org](http://www.shelbyvilletn.org). Applications must be returned to City Hall Administration Office, 201 N. Spring Street, submitted online or email to [stacey.claxton@shelbyvilletn.org](mailto:stacey.claxton@shelbyvilletn.org). Applications will be accepted until position is filled. EOE / drug free workplace. Successful applicants are required to pass background check, physical and drug screen.

### TOWN MANAGER

**SIGNAL MOUNTAIN.** The town of Signal Mountain is seeking applicants for the position of town manager who works under the general direction of the city council. The town manager oversees town operations with budgets of approximately \$13.8 million in governmental funds and \$3.7 million in proprietary funds. There are approximately 84 full-time employees in administration, finance, police, fire, public works, water, parks and recreation, library, and building and codes departments. The town of Signal Mountain is located on Walden's Ridge at the southern end of the Cumberland Plateau. Signal Mountain is home to a progressive community of 8,852 citizens and is surrounded by natural beauty. Residential in nature, the town of Signal Mountain is approximately ten miles from downtown Chattanooga with its many major employers and attractions such as the Chattanooga Choo Choo, the Hunter Museum of Art and the Tennessee Riverfront and Aquarium. Signal Mountain is home to award-winning Hamilton County schools, including Signal Mountain Middle/High School which offers an Interna-

tional Baccalaureate Program. The minimum qualifications for this position are a bachelor's degree, with a master's degree preferred, in public administration or closely related field and a minimum of three years of municipal leadership experience as a town manager or manager of a municipal department with related duties (or a comparable combination of experience and education). Residency is required unless waived by the council. The town offers a comprehensive benefits package, including participation in the Tennessee Consolidated Retirement System (TCRS). Interested applicants must submit a resume, cover letter, and professional references by email to Betsy Cunningham at [betsy.cunningham@tennessee.edu](mailto:betsy.cunningham@tennessee.edu). Resumes will be accepted until Nov. 26, 2021. Additional information is available at [www.signalmountaintn.gov](http://www.signalmountaintn.gov). Applications are subject to public disclosure. EOE / TN Drug Free Workplace.

### TRAFFIC ENGINEER

**BRISTOL.** The city of Bristol is accepting applications for traffic engineer. Under the direction of the director of development services, the purpose of this position is to perform professional engineering work to plan, coordinate and implement public transportation systems for the city of Bristol TN. Work includes administering the development, maintenance and expansion of the traffic, safety, land use, and E-911 databases. Master's degree in transportation engineering or related field, with 3+ years' technical experience or equivalent combination of experience. Requires a State of TN Professional Engineering license. To read detailed description and to apply, please upload a resume at <http://bristoltn.org/jobs.aspx>. EOE

### TRANSPORTATION PLANNING MANAGER

**BRISTOL.** The city of Bristol, TN., is accepting applications for transportation planning manager. Under the direction of the director of development services, the purpose of this position is to perform professional administrative work over the Metropolitan Planning Organization (MPO) and to develop and implement comprehensive transportation plans. Master's degree in transportation planning or related field with 5+ years' experience or equivalent combo education, training and experience. Competitive benefits/salary package offered. To read more about the city of Bristol, TN, the position, and to apply, candidates must complete an online application and upload a resume at: <http://bristoltn.org/jobs.aspx>. EOE

### TRANSPORTATION PROJECT MANAGER

**MT. JULIET.** The city of Mt. Juliet is seeking a candidate for the following position. Full-time transportation project manager to assist director of public works/city engineer and deputy director of public works and engineering in a variety of functions related to transportation infrastructure for the city of Mt. Juliet, including but not limited to managing transportation capital improvement projects, traffic engineering, transportation planning, construction plan review, transportation design, maintenance, grant writing, and the publication of manuals, specifications, etc. Excellent benefits and TCRS pension. Salary \$27.46 - \$39.06. Detailed job descriptions and requirements are available online. Applications must be filed electronically and are available online at the city's website, [www.mtjuliettn.gov](http://www.mtjuliettn.gov). 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.

### WATER MAINTENANCE TECH

**PIGEON FORGE.** The city of Pigeon Forge is currently accepting applications for a full-time lead water maintenance tech. Starting pay \$54,516.80/yr. This is very skilled technical work involving the operation repair of water pumping and purification equipment located in the water treatment plant for the city of Pigeon Forge. Interested candidates should visit <http://www.cityofpigeonforge.com/human-resources.aspx>. for more information about the positions and to complete an application. Applications can be picked up at our Public Works Department, 3221 Rena Street, Pigeon Forge, TN 37863. Mail applications/resumes to: City of Pigeon Forge- Human Resource Department, P.O. Box 1350, Pigeon Forge, TN 37868-1350. Closing Date 11/19/21. EOE / Drug-Free Workplace. All applicants are subject to a background check, baseline physical, driving history check, and drug testing in accordance with city policy.

### WATER PLANT SUPERVISOR

**PIGEON FORGE.** The city of Pigeon Forge is currently accepting applications for a full-time water plant supervisor. Starting pay \$62,712.00/yr. This is very skilled technical and supervisory work involving the operation of water pumping and purification equipment located in the water treatment plant for the city of Pigeon Forge. Interested candidates should visit <http://www.cityofpigeonforge.com/human-resources.aspx>. for more information about the positions and to complete an application. Applications can be picked up at our Public Works Department, 3221 Rena Street, Pigeon Forge, TN 37863. Mail applications/resumes to: City of Pigeon Forge- Human Resource Department, P.O. Box 1350, Pigeon Forge, TN 37868-1350. Closing Date 11/29/21. EOE/ Drug-Free Workplace. All applicants are subject to a background check, baseline physical, driving history check, and drug testing in accordance with city policy.

### WATER/WASTEWATER SYSTEM ENGINEER

**SPRINGFIELD.** The city of Springfield is accepting applications for a water/wastewater system engineer with Springfield Water and Wastewater Department. Essential responsibilities include performing difficult professional work in the design and maintenance of water treatment and water distribution systems, wastewater collection and wastewater treatment systems. Graduation from a four-year college with a bachelor's degree in Civil or Environmental Engineering or Engineering Technology (ABET); some practical experience in design and construction of public water and wastewater systems; or any equivalent combination of education, experience and training which provides the required knowledge, skills and abilities. Applications may be submitted on-line at the following website: [www.springfieldtn.gov](http://www.springfieldtn.gov). Deadline for applications Nov. 20, 2021. Salary range \$64,629-\$88,889 annually. City of Springfield, Personnel Department, 405 North Main Street, P.O. Box 788, Springfield, TN 37172. EOE

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## The art of getting community engagement right

BY BILL LUCIA

Route Fifty

Gathering input from residents can be a tough but important job for local governments. Done right, it can help build trust in programs and projects, and give people a greater stake in their communities. Done poorly, it can fuel the idea that city or county officials aren't paying attention to what residents want, or that certain groups hold outsized sway over decisions.

Just figuring out the best methods to conduct outreach is one challenge. Is it a survey? A meeting? Some other forum? Another consideration is how to convince busy citizens to take the time to weigh in. What's the best way to even connect with people in the first place? Social media? A mailer? Working through other organizations? And, importantly, how do you reach segments of the population that have been traditionally disadvantaged and overlooked? For fast-growing cities and towns, thinking about these issues can be especially crucial, as newcomers flood in, as longtime residents want their concerns to be heard and as pressure rises on the housing market, as well as public assets like parks, transit and parking.

Bozeman, Montana is a city that's seen its population boom in the past decade, rising to about 50,000 in 2020, from around 37,000 in 2010. Melody Mileur is communications coordinator there. She noted how community engagement can at times seem like a buzzword. But she explained how the city established a framework to try to make it more than that. This includes a definition of what "engagement" means.

"For us, engagement is two-way, back-and-forth conversations, where the city is collecting input in the form of experiences, data, information from the public, and then using that information to actually influence outcomes," Mileur said.

Mileur highlighted an upcoming four-week trail closure that Bozeman is imposing as a safety precaution, as logged

trees are removed by helicopter from nearby land. This is part of efforts to reduce wildfire risks. The trail is popular with local residents. It would be unsafe, though, to have people in the area with logs being lifted overhead.

The city reached out to residents with a survey as it planned the project, giving them three options for the closure. One would've stretched the work out longer, but left the trail open at times like weekends and evenings. Another was a kind of a middle option, where the trail would've been accessible on weekends only. And then there was the speediest alternative, where the trail would close for roughly four weeks and then reopen completely.

Residents opted for the fast option with the total closure. "People wanted us in and out and done," Mileur said.

A notable aspect of the city's outreach around the closure: It presented residents with a fixed menu of choices. That's opposed to asking an open-ended question about how to conduct the work and potentially getting suggestions that were unrealistic. Mileur stressed that it's important to be clear with the public about what input officials are trying to collect and how it is ultimately used to make decisions. This helps to build trust in the engagement process, she added.

Amanda King, communications and public involvement director for Fort Collins, Colorado, said the city tries to build "mechanisms for listening" into its engagement program. She described how the city solicited resident input as it pressed ahead to explore and provide municipal broadband.

Fort Collins has a vibrant craft brewing scene. So one technique the city used was organizing a series of events, dubbed Broadband and Beers, where city officials talked with constituents about what they were looking for with the broadband initiative.

"It was a really fun way to engage," King said.

One-size-fits-all approaches don't necessarily work. Diane Arthur, deputy city manager and marketing and communications director for Surprise, Arizona, said, for example, that while the city doesn't use printed mailers

for the most part, it does rely on them when communicating with a predominantly Hispanic section of town, sending out information printed in Spanish.

"We're very intentional in our outreach with that community," she said.

**Overcoming engagement fatigue**

Fort Collins, like other cities, relies on a framework from the International Association of Public Participation to design its outreach efforts. King said the city got to a point where the system it built around the framework was running smoothly. But attempts to engage with the community were also stacking up, she noted. A risk is "engagement fatigue" on the part of residents, where they feel they're being solicited over and over for input.

King said the city is now looking at ways to foster more of an ongoing and consistent back and forth with the community, rather than reaching out only transactionally when it is looking for input on a proposal. But, she added: "It's challenging to do that."

Something else Fort Collins is looking at is how to take feedback gathered for one initiative and use it for others, as well as how to combine outreach efforts, in order to cut down on the amount of times the city has to bug residents. For instance, it recently sought input on the budget, a recovery plan and a strategic plan update in one swoop. "We're collecting feedback one time," King said.

Mileur emphasized that there can be value in trying to engage with residents at times when the city isn't looking for specific feedback or data. She pointed to a recent city block party she helped throw. "They are so stoked to have you there," she said. "Those are all people who, the next time you have transactional engagement, come to the table."

She also said that sometimes she's urged city staff to hold off launching a project because she doesn't believe the public is ready to participate in the kind of engagement process it will require. "Sometimes that engagement fatigue means you have to slow down," Mileur said, "or be very, very specific about how you're engaging with people."

## NATIONAL BRIEFS



**More Americans than ever are leaving their jobs in what is being referred to as "the Great Resignation."** A record 4.3 million Americans – approximately 2.95 of the workforce – quit their jobs in August, according to the Labor Department. Nearly half of American workers are also searching for better opportunities, according to a recent Gallup poll. While the loss is being felt in every industry, the retail, warehousing, hospitality, healthcare, and social-assistance sectors are seeing the highest number of employees quitting. Employee burn out, health concerns, feeling under compensated or paid, inconvenient hours, and toxic work

environments were among reasons many cited for resigning.

**COVID-19 cases are on the decline in the U.S. after a peak in September.** The number of new daily COVID cases plunged 57% between the first week of September and last week of October with cases declining in every region of the country. While forecasting the future of the disease is difficult, health officials remain optimistic with CDC officials not predicting surges above 20% through Thanksgiving. Despite the positive news, officials are still concerned that the U.S. is underperforming when it comes to vaccination. The U.S. is one of the least vaccinated countries among the most affluent

countries in the world.

**A new survey has found that nearly half of U.S. companies reported a shortage of skilled workers applying for positions in the third quarter.** The National Association of Business Economics (NABE) found that 47% of companies reported having trouble with hiring, up from 32% in the previous quarter. Business officials are doubtful these shortages will abate in 2022. Companies report having a hard time attracting the workers they need to meet increased consumer demand with many leaving to take better positions, refusing to return due to health concerns, or being kept home due to the inability to afford or find suitable childcare.



**Nov. 20: Arlington**  
*Arlington's Christmas on the Square*  
Arlington's downtown and Depot Square will be decked out for the holidays. Come meet Santa, and celebrate Christmas with the community. For more info, visit <https://www.facebook.com/589511841086234/posts/4485811288122917/?d=n>

**Nov. 29: Manchester**  
*45th Annual Trees of Christmas*  
Come out to the Ada Wright Community Center view decorated Christmas trees at this delightful holiday event. The theme celebrating the 45th anniversary is "Christmas Throughout the Years." For more info, visit [www.cityofmanchestertn.com](http://www.cityofmanchestertn.com).

**Dec. 3-4: Bell Buckle**  
*A Quilted Christmas*  
Visit downtown Bell Buckle for a Christmas Quilt Walk showcasing both vintage and new items. Come see a variety of quilts made in the local area. For more info, visit <https://bellbucklechamber.com/>.

**Dec. 4: Columbia**  
*35th Annual Christmas Parade and Tree Lighting*  
Expect this family-friendly, community favorite event to deliver on holiday cheer with festive parade floats, live entertainment, and the lighting of Columbia's 40-foot tree by Santa Claus himself. For more info, visit [www.ItsChristmasInColumbia.com](http://www.ItsChristmasInColumbia.com)

**Dec. 4: Goodlettsville**  
*Yulefest*  
An annual tradition since 1988, kick off the holiday season and see how Christmas was celebrated in the 18th Century. Celebrate with a full evening of period music, entertainment, storytelling, refreshments, and unique shopping. For more info, visit <http://www.goodlettsville.gov/1189/Visit-Goodlettsville>

**Dec. 10: Clinton**  
*Candlelight Christmas*  
The Museum of Appalachia will celebrate an old-fashioned Appalachian Christmas in its pioneer village. Featuring décor, a live nativity, music, wagon rides, and traditional winter crafts, the event is one to remember. For more info, visit <https://www.museumofappalachia.org/>.



**Dec. 9-10, 2021**  
*7th Annual TREEDC Conference*  
Cookeville  
For information, visit [https://www.treedc.us/upcoming\\_events/index.html](https://www.treedc.us/upcoming_events/index.html)

**Jan. 11, 2022**  
112th TN General Assembly  
12 noon (CST)  
Nashville

**March 14-15, 2022**  
*TML Legislative Conference*  
Nashville DoubleTree





# Retirement is a journey

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**Ed Stewart, ChFC, CLU, CFP**  
Financial Advisor

# TN legislature votes to curtail most COVID-19 regulations

COVID from Page 1  
illicit drug.

**SB9009 (McNally) / HB9072 (Sexton)**— Authorizes partisan elections for school board members. Provides that if the county primary board of either political party chooses to conduct school board elections on a partisan basis, then a person seeking election to the school board may campaign as the nominee or representative of a political party and political parties may nominate candidates for the board by a method authorized under party rules.

**SB9010 (McNally) / HB9073 (Sexton)**— Reduces the amount of collateral required to be pledged to secure public deposits from 100% to 90% of the value of the deposit. Also provides that cash is an eligible form of collateral. This is intended to respond to concerns raised by bankers regarding their ability to receive significant local government deposits associated with ARPA.

**SB9012 (McNally) / HB9075 (Sexton)**— Reduces the number of days that a state of emergency may exist under an executive order or proclamation from 60-45 days. The effect of this bill is to require orders or proclamations to be re-issued every 45 days rather than 60, in the event of an ongoing state emergency.

**SB9013 (McNally) / HB9076 (Sexton)**— There was conflict between the versions of bills approved by the Senate and House relating to county health boards, which required the houses to work out an agreement in a conference. Pursuant to this conference, the governor has exclusive authority to issue executive orders and health directives in the event of a pandemic. Accordingly, the governor's orders and directives supersede any directive or order that may be issued by the department of health, local health boards, county mayor or other officials during a pandemic. The agreement also provides that the directors of each county health board are to be appointed by the commissioner of health and that the appointment will come from a

slate of names to be prepared and submitted by the county mayor. The agreement further provides that the county mayor, in consultations with the director of the county health director, retains the authority to issue any orders necessary to protect the health and safety of residents whenever the state is not operating under a state of emergency as a result of a WHO-declared pandemic.

**SB 9014 (McNally) / HB9077 (Sexton)**— The Senate and House passed differing bills addressing public and private vaccines and masking requirements. The two houses reached an agreement in the overnight hours that provides for the following:

— Prohibits a governmental entity from mandating a person receive a vaccination. Current law already precludes mandating vaccines by ordinance but the bill's language goes further to bar governmental entities from imposing requirements on employees. For purposes of this provision, "governmental entity" is defined as state department, municipality, public K-12, public child-care agency and public postsecondary school, utility district, building authority, housing authority, emergency communications district, development districts, and county health boards.

— Prohibits a private business or school from requiring proof of vaccination to access facilities or to receive products or services

— A governmental entity, school, LEA or private business may not require or take any adverse actions against a person to compel they provide proof of vaccination, if that person objects to receiving a COVID-19 vaccine for any reason. However, it appears that it may be permissible to require a person to produce negative test results.

— Provides that allowing persons to voluntarily offer proof of vaccination, proof of COVID-19 antibodies or a negative test in order to gain admission to an entertainment venue is permissible under the legislation.

— Prohibits a governmental

entity from requiring employees to wear a mask or require the public to wear a mask to enter facilities or to receive services, unless the governor has declared a state of emergency for COVID-19 and the county has an average rolling 14-day infection rate of at least 1,000 new known infections for every 100,000 county residents. If these conditions are met, then a mask requirement may be imposed but only for 14 days. If conditions still exist after the 14 days have elapsed, then the requirement may be extended for another 14 days. Includes exemption for medical or religious reasons. This provision does not apply to state prisons or local jails.

— Prohibits public K-12, post-secondary and child care agencies from requiring the wearing of a mask while on school property, unless the governor has declared a state of emergency for COVID-19 and the county has an average rolling 14-day infection rate of at least 1,000 new known infections for every 100,000 county residents. Further provides that, if these conditions are satisfied, then the principal of a school must submit a written request to the school board requesting approval of a policy requiring the wearing of mask on school property. Such a policy must be considered and issued on a school-by-school basis and the school board may not issue a system-wide policy. Such policies may only be enacted for a period of 14 days and may only be renewed for another 14 days, if all conditions continue to exist. If a mask requirement is adopted for any school, then children 12 and under must be provided N95 masks. A student, or that student's parents or guardians of minors, may request reasonable accommodations pursuant to the ADA, if that request is submitted in writing to the principal. If any school imposes a mask requirement outside of this process, then the LEA may have state funds withheld. This provision does not apply to private K-12 schools or private postsecondary schools.

— Provides that a person that leaves a job because their employer requires employees to receive a vaccination are eligible for unemployment benefits dating back to the time of the employee's departure or separation.

— Establishes that the commissioner of health is the only one that may establish quarantine

guidelines that are applied to any person or that govern the closure of a school or private business.

— Grants healthcare providers ability to determine whether to recommend, prescribe, offer or administer monoclonal antibodies to a patient, even if this action is contrary to any guidance or advice offered by any governmental entity.

— Requires healthcare providers to obtain written consent from a parent or guardian before administering a COVID-19 vaccine to a minor.

— States that any disciplinary action taken against a medical provider by a health board that is related to that provider dispensing or prescribing medication for COVID-19 must be consistent with a process that is promulgated by rule.

— Continues the liability protections adopted in 2020 that afford governmental entities, businesses and individuals against claims of loss, damage, injury or death arising from COVID-19, unless a claimant proves by clear and convincing evidence that the loss, injury, damage or death was the result of gross negligence or willful misconduct.

— Prohibits the use of any state funds, personnel or property as well as any funds, personnel or property of a municipality, county,



utility district, building authority, housing authority, emergency communications district, county board of health or development district to implement, regulate or enforce any federal law, executive order, rule or regulation that imposes requirements relating to masking or vaccinations. This prohibition does not apply to any emergency rules in effect as of the effective date.

— The bill also establishes a process by which any public or private entity may obtain an exemption from the bill's provisions regarding the imposition of any requirement related to wearing of masks or receipt of the COVID-19 vaccine. If a public or private entity's compliance with this legislation would result in a loss of federal funds received pursuant to a federal contract, subcontract or postsecondary grants, then that entity may submit a written request for exemption to the comptroller for approval.

— Preserves the right of any person to bring legal action against a public or private entity to pursue injunctive relief and to recover compensatory damages and attorney's fees, if that public or private entity violates any provisions of the bill relating to the wearing of masks or receipt and verification of vaccination.

## TRUCK & BUS FUNDING AVAILABLE

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