



Your involvement in TML is key to our success

Last month's annual conference was a great success – in large part because of the hard work from the TML staff and the great participation from so many of our Tennessee city leaders. The enormity of the accomplishments of our cities and elected officials is impressive as we saw in our annual awards ceremony.

As I step into the role of League president, it is my intention to build on the League's many achievements by maintaining and improving on the good working relationships we have with members of the General Assembly, the Governor, his administration, and the many key state agencies. I encourage all of you to do the same.

TML will continue to advocate for and be the voice of local governments – but we can't do it alone. We need your involvement. Our members are our strength. In addition to developing close relationships with your legislators, I'd like to encourage you to stay actively involved with the League and learn the legislative issues that are important each year.

The mission of TML is to educate, advocate and empower effective leadership through an untied network of municipalities in the effort to make Tennessee cities and towns operate more efficiently.

At our conference, we were able to recognize first time attendees. I met many of you there and you expressed an interest in becoming more involved. If you are a newly elected municipal official, I invite you to get involved in TML. If you are a longtime public servant – I invite you to share your knowledge and continue to answer the call when TML needs your help.

Here are just a few ways you can show your support for TML and the member cities we serve:

- Attend TML Annual Conferences and Legislative Con-



Franklin Mayor Ken Moore
TML President

- ferences.
- Read our emails and legislative alerts and commit to contacting your legislators whenever called upon.
- Respond and complete our surveys as TML dives deeper into issues and city concerns.
- Serve on a TML committee or working group.
- Serve on TML's Municipal Advocacy Committee.
- Get involved with your district by attending TML District Meetings or by serving as a TML District Director.
- Host your legislators for a city briefing or to tour a particular city facility. Teach them about municipal issues and your concerns.
- Be our eyes and ears and report back to TML what you are hearing from your legislators and constituents.
- If your city is on social media – share TML's posts.

I am deeply honored to serve as your president this year. I am amazed with the work ethic of our staff. I am equally impressed with the work you do daily to make cities run efficiently and serve our citizens with such honor. I look forward to an amazing year. I welcome your input. And please don't hesitate to contact me at ken.moore@franklintn.gov

Lehrman discusses how to turn points of conflict into productive conversation



Matt Lehrman addresses city officials at the TML Annual Conference in Chattanooga on how to move important conversations forward while still helping residents feel their voices are heard.

By KATE COIL
TML Communications Specialist

In times where civic discussions seem to be more divisive than ever, many communities are looking for ways to bring citizens together and find common ground to move necessary conversations forward.

Matt Lehrman, co-founder of Social Prosperity Partners, discussed how local leadership can move these discussions "from conflict to conversation" during the Tennessee Municipal League's Annual Conference in Chattanooga. Lehrman said civil discussion begins with a willingness to see someone else's point of view.

"Where people work together courageously, their potential is unlimited," he said. "We can talk about courage in a lot of different ways. There is the courage of the soldier and the first responder, the courage to rush into harm's way to do your duty. There is also the kind of courage where you are ready to fall on your sword for a principle, where you are ready to be the last defender of what you think is right. I'm not talking about that kind of courage. I am talking about the courage to be open minded, the courage to listen to a person with whom you might disagree – even See **CONFLICT** on Page 5

TN receives American Rescue Plan Act allocation from U.S. Treasury; 30-Day "shot clock" begins for distribution

On Oct. 13, the state of Tennessee received its allocation of federal American Rescue Plan Act (ARPA) funds from the U.S. Treasury. By rule, the state will have 30 days to distribute to each NEU that has fulfilled the requirements under the federal rule and the state's distribution process.

Under the requirements of the federal rule and state's distribution process, any NEU (municipalities with populations of less than 50,000) must successfully establish an online ARPA/NEU account with the Department of Finance and Administration (F & A) and successfully submit the federally required forms and information via this online platform to be eligible to receive its ARPA allocations.

TML has been in daily contact with F&A and is coordinating contact with those NEUs that have not secured their eligibility for disbursement. Less than five cities have not fulfilled the requirements to ensure eligibility. TML will continue its outreach to these municipalities and assist in ensuring all 327 NEUs are positioned to receive their ARPA funds.

Revised ARPA Reporting Dates

On Sept. 30, the U.S. Department of Treasury changed the deadlines for local governments to submit their reports to Treasury. Under the Interim Rule, local governments were required to submit their initial ARPA Project and Expenditure Report by Oct. 31.

Treasury announced that the deadlines for these reports have been pushed back to 2022.

Metropolitan Cities:

For metropolitan counties and cities, the report will now be due on Jan. 31, 2022 and will cover the period between award date and Dec. 31, 2021. This is a change from the previously communicated Oct. 31, 2021, due date for the Project and Expenditure Report.

Non-Entitlement Units (NEUs):

For non-entitlement units of government (NEUs) the report will now be due on April 30, 2022 and will cover the period between award date and March 31, 2022.

This is a change from the previously communicated Oct. 31, 2021 due date for the NEU Project and Expenditure Report.

U.S. Treasury will provide a forthcoming User Guide with information on submitting Project and Expenditure Reports.

Local Government Technical Assistance Program Continues

The ongoing TN Department of Finance and Administration series of webinars to provide local

governments with in-depth training on the State of Tennessee's Coronavirus Local Fiscal Recovery Fund still has several sessions remaining. This training program provides in-depth training on the Coronavirus Local Fiscal Recovery Fund. The webinars will take place weekly on Wednesdays at 11 a.m. central.

For questions or you need assistance registering for the webinars, please contact TNARPA.support@hormellp.com.



TDEC releases draft water infrastructure plan, accepting public comments thru Oct. 29

The Tennessee Department of Environment and Conservation's (TDEC) has released the Draft Water Infrastructure Investment Plan for public review and comment. The draft outlines a potential strategy for investing in the state's water infrastructure through state allocated American Rescue Plan (ARP) dollars. The plan may be found online at tn.gov/environment/arp.

TDEC will be accepting written comments on this draft plan through Friday, October 29, 2021.

TML is reviewing this proposal carefully. Our team, along with Tennessee County Services Association, has expressed concern in our conversations with state officials and, now that the proposal is public, we encourage you to share your concerns directly by emailing them to TDEC.ARP@tn.gov

While all comments on the plan are accepted, TDEC designated specific topics and prompts within the plan that are of particular interest to them for public comment and feedback. These prompts are listed on Page 2 of the plan and may be found in italicized text throughout the document.

Following the public comment period, TDEC will respond to public comments and plan to release a final version of the Water Infrastructure Investment Plan in November or December 2021.

Please continue to check tn.gov/environment/arp for regular updates and direct any questions to TDEC.ARP@tn.gov.

EPA, Corps to change WOTUS definition

BY DENISE PAIGE
TML Government Relations

Earlier this summer, the U.S. Environmental Protection Agency (EPA) and U.S. Army Corps of Engineers (Corps) announced their intent to undertake a rulemaking to once again revise the definition of "Waters of the U.S." (WOTUS).

This proposal comes as a result of a determination by the agencies that the 2020 Navigable Waters Protection Rule (NWPR) significantly reduced clean water protections. Additionally, an Arizona District Court recently ruled that the NWPR should be overturned nationwide.

Currently, the EPA and Corps are enforcing pre-2015 rules. TML has expressed that the new rule should provide regulatory certainty for local governments, examine the economic impact to cities and towns in Tennessee, and consider the impact to municipally-owned and operated infrastructure. As co-regulators in implementing and enforcing many of these laws and policies, including CWA programs, we are in the somewhat unique position of viewing water regulation from two perspectives — as enforcers of local water quality objectives and also as regulated dischargers.

Defining WOTUS has been fiercely contested for decades. The term is used in the Clean Water Act (CWA) to determine which waters fall under federal jurisdiction as opposed to state permitting authority. It has been revised on numerous occasions, and there have been



The definition of WOTUS plays a crucial role in the determination of which waters fall under the federal government's jurisdiction.

several Supreme Court decisions directing the US EPA and the Corps to modify their definition.

In 2015, the Obama Administration attempted to define WOTUS in its Clean Water Rule (CWR) by expanding its definition to clarify which bodies of water are automatically covered by the CWA and which ones should be handled on a case-by-case basis. This included many streams that remain dry part of the year.

In 2020, the Trump Administration repealed the 2015 Clean Water Rule and replaced it with the NWPR. While this WOTUS definition made a clear distinction between federally protected wetlands and state-protected wetlands, it also removed federal protection from a number of streams, river miles, and wetlands.

In short, many believe the 2015 definition was overreaching, and the 2020 definition did too lit-

tle. Both were met with a number of court challenges.

Redefining WOTUS will be a two-part process for the EPA and the Corps. The initial rulemaking will restore the WOTUS definition to the version in place before its 2015 change and will include updates consistent with relevant Supreme Court decisions. A second, subsequent rulemaking will further define the updated rule and establish a durable definition of WOTUS.

The definition of WOTUS plays a crucial role in the determination of which waters fall under the federal government's jurisdiction. Any body of water defined as WOTUS requires a permit for activities like discharges, dredging, or dirt fill. Therefore, it is important that federal, state, and local governments work together to craft reasonable and practicable rules and regulations.

NEWS ACROSS TENNESSEE



CHURCH HILL

The first phase of Church Hill's Holliston Mills Park is nearing completion five years after the concept for the 65-acre park first began. The park will be home to walking trails, ball fields, playgrounds, and a large-scale sports and recreation complex with multiple facilities. The first phase of the project includes replacing a former private railroad crossing with a public road as well as extending water and sewer lines to the future sports complex site. The second phase will begin bidding out the construction of the complex itself. The 65-acre property was purchased in 2016 from a \$183,000 grant from TDEC with the city receiving a \$500,000 LPRF grant and a \$177,500 Governor's Local Support Grant to finance the \$1.6 million project.

CLEVELAND

Officials with the city of Cleveland, Tennessee Department of Transportation, and Bradley County recently broke ground on the \$54 million State Route 60 widening project in Cleveland. The project will widen State Route 60 from Interstate 75 Exit 25 to Eureka Road, a nearly 3-mile-long project. The present two-lane road will become a five-lane road with better access for pedestrians including paved shoulders, curbs and gutters, sidewalks, and new street lighting. Much of the funding for the project comes from the IMPROVE Act. Two additional phases of the project are also expected, a second to take the expansion into the Georgetown community and a third that will finish the project at the intersection of State Route 58 in Hamilton County.

COLLIERVILLE

IMC Companies announced the company will invest \$23 million and create 158 new jobs as it relocates its headquarters to Collierville. Construction on the 75,000-square-foot Collierville facility is underway and expected to be completed later this year. Family-owned and operated for 40 years, IMC plays an integral role in the international supply chain industry. The company has grown to provide services that include drayage, expedited services, warehousing, chassis provisioning and secured container storage. With more than 2,200 drivers and trucks across the U.S. and industry-expert leadership, IMC pairs regional expertise with nationwide coverage for innovative customer solutions.

COLUMBIA

The Columbia Police Department has received a Certification of Meritorious Accreditation from the Tennessee Law Enforcement

Accreditation Program and the Tennessee Association of Chiefs of Police. The award is proven to show that CPD is committed to following best practices when delivering daily services to residents and visitors within the city of Columbia. CPD is one of only 35 agencies in Tennessee with accreditations for both the National Commission on Accreditation for Law Enforcement Agencies (CALEA) and Tennessee Association of Chiefs of Police (TLEA).

JACKSON

The Tennessee Department of Economic and Community Development (TNECD) has announced the 315-acre rail-served site at Highway 233 East in Jackson has been certified through the Select Tennessee Certified Site Program. Since 2012, the program has helped communities prepare industrial sites for private investment and job creation by setting rigorous standards and providing companies with detailed and reliable information during the site select process. Local officials said it was a long-term effort to get the Jackson site certified with partners involved including the city of Jackson, the Jackson Chamber of Commerce, and Jackson Energy Authority.

KINGSFORT

To honor the 50th anniversary of the Bays Mountain Park and Planetarium in Kingsport, local company Eastman and the city will partner to build a new amphitheater at the facility. Home to numerous important programs at the park, the new amphitheater will be roughly the same size as the current one, but located at a more central area in the park, closer to the Nature Center. It will have a lower level with restrooms and changing rooms, outdoor seating for 341 occupants and ADA parking. Guests will be able to access the new amphitheater more easily, allowing BMP to expand the programs it offers there and furthering its mission of educating the region about the natural area that surrounds us. The deer habitat and fox habitat will receive updates as part of this project as well, due to their proximity to the new amphitheater site. Other improvements announced this year include the Fox Den Playground and a 3.75-mile legacy trail, currently under construction.

NASHVILLE

The YMCA of Middle Tennessee will build the tallest residential tower in Nashville on their downtown property at 1000 Church Street. The 0.9-acre site will be the home to a 100,000-square-foot, state-of-the-art YMCA alongside a 60-story residential tower constructed by Giarratana Develop-

Kingsport cuts ribbon on new city hall



Officials with the city of Kingsport recently cut the ribbon on the new city hall building. The ceremony was followed by an open house for citizens to tour the six-story former bank building that has consolidated the city's many departments. Before moving into the new building, the city's departments were spread across five buildings throughout the city.

Maryville cuts ribbon on first inclusive playground



Officials have cut the ribbon on the new Blount Inclusive Playground at John Sevier Park in Maryville. The first of its kind in Maryville, the new park was the work of the Maryville-Alcoa-Blount Parks and Recreation Department, the Maryville Lions Club, the Arconic Foundation, and local donors. The current playground is only the first phase of much larger plans for the area with organizers hoping to add two more phases if funds allow.

ment. The project will need final approval by the Metro Nashville Council. YMCA officials said the facility will remain open for users during construction, which is slated to begin in January 2023.

NASHVILLE

Firestone Building Productions announced the company will expand its Nashville operations, creating 28 new jobs and investing \$13 million. Headquartered in Nashville, Firestone Building Products was recently acquired by Holcim Participations (US) Inc., a global leader in sustainable building solutions. The company decided to maintain headquarters operations in Nashville and retain more than 200 employees in addition to the expansion. By taking the entire building envelope into consideration, Firestone Building Products manufactures and meets project needs for roofing, wall and lining solutions.

Sweetwater officials open new outdoor fitness court



Officials with the city of Sweetwater recently opened the city's new outdoor fitness court, the first such court sponsored by the National Fitness Campaign in the state. Locals had a chance to try out the course with the help of fitness ambassadors. Users can download a companion app that helps instruct them in ways to use the course based on their skill level.

No loan is too large or too small



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



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

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(615) 255-1561

 **TMBF**
TENNESSEE MUNICIPAL BOND FUND

Franklin becomes first Tennessee Smart Yards Community

By KATE COIL
TML Communications Specialist

The city of Franklin has become the first Tennessee Smart Yards Community as part of a pilot project to expand the University of Tennessee Extension Smart Yard's program beyond individual backyards.

The Tennessee Smart Yards program involves homeowners and residents across the state to incorporate lawn and property management guidelines that yield healthier, more sustainable landscapes through tactics like planting native species, using organic mulches, and composting.

Andrea Ludwig, associate professor in the University of Tennessee's Department of Biosystems Engineering and Soil Science, said the program began about a dozen years ago with pilots in six different counties across the state.

"Tennessee Smart Yards started as part of a grant through the Tennessee Department of Agriculture's 319 program, which works to put practices in the ground and provide education in communities to prevent non-point source pollution," Ludwig said. "It's targeting watersheds with streams that have impairment in them. The Tennessee Water Resources Research Center secured the grant to educate homeowners recognizing that homeowners play a major role in land stewardship in a lot of areas where there is impairment due to pollution. With that initial funding and the vision from the water center, they picked up on a model out of Florida and adapted it to Tennessee."

Bob Ravener, committee chair for the Smart Yards program with the Franklin Downtown Neighborhood Association, said the neighborhood associate wanted to participate in a program that both encouraged natural landscapes and served as a showcase for the historic neighborhood.

"We are always thinking about ways to continuously improve our natural habitat and try to find ways to energize more people and do more things while learning," Ravener said. "I did some research and came across Tennessee Smart Yards. That program is basically a paint-by-numbers guide. We started talking with Andrea Ludwig about how the program had evolved and if it could be expanded into a communitywide effort."

Ludwig said the program



The city of Franklin has become the first Tennessee Smart Yards Community as part of a pilot program by the University of Tennessee to extend the program from individual backyards to entire communities. The program offers benefits to local watersheds and ease water and stormwater issues as well as encourages native wildlife. Many of the steps in completing the program are things residents are often already doing in their own yards.

combines the knowledge from the agriculture extension offices with the municipal stormwater and watershed agencies to benefit local communities. By getting entire communities involved, Ludwig said the

program can have positive benefits on issues like stormwater runoff and maintaining clean watersheds.

"One yard can make a difference for the individual homeowner," she said. "If we can get communities involved, it really concentrates conservation efforts and compounds the benefits we can see. A lot of it is just small changes or things people may already be doing. If we can as communities really concentrate these efforts in areas that are approximate to waterways or create corridors in between parks we really start to see watershed or landscape level change. We can buffer entire streams with native vegetation and have bigger tracts of land where we can have our buildings and infrastructure but also have areas for natural processes."

The program is built on nine



foundational principles of stewardship and responsibility: right plant, right place; manage soils and mulch; water efficiently; reduce, reuse, recycle; use fertilizer appropriately; manage yard pests; provide for wildlife; protect water's edge; and reduce stormwater runoff and pollutants.

Each one of the actions under these categories is worth a set amount of points or "inches" toward the Smart Yard Designation. There are 72 "inches" available, but homeowners only need to do 36 to obtain their Smart Yard.

"The program is very action-oriented, trying to get homeowners to evaluate what they do in their space," Ludwig said. "We want them to have a better lens of stewardship, conservation, and how they can work with nature

more in every day practice."

Ravener said the program is on a level even beginners can understand.

"A lot of people, like me and my wife, want to do the right things for all intents and purposes you are probably already doing a lot of the things you need to. It offers other ways to expand your knowledge into the things you can do. We put a one-page newsletter together with deeper links for people who wanted to do more."

The program launched in Franklin's Downtown Neighborhood Association in March, and Ravener said he and members of the

association are working with city officials to expand the community pilot program into other Franklin neighborhoods.

"We all want to do something to make a difference," Ravener said. "This is an example of how yard-by-yard and community-by-community you can make a difference in what we plant, what we irrigate, what we take out, and what we ultimately attract. It definitely shows that one person can make a difference in what they do in their own backyard."

Ravener said Franklin is already reaping benefits from the program.

"Especially in an urban setting or downtown community like we are, there is still a lot of natural growth," he said. "We are improving the environment all around us. The more native species you have around the less water run-off you have and the less irrigation you need because they are more adapted to the natural climate. It has brought in more pollinators that keep those native species expanding, and reduces all the invasive species that are so prominent now. It feels like I have more birds' nests in my yard than I've ever had. We also have a lot more pollinators around than I can remember in just this one season."

Community pilot programs are being planned in the eastern and western regions of Tennessee. Once this pilot effort is complete, Tennessee Smart Yards plans to produce a playbook on how entire communities can gain Smart Yard certification.

Ludwig said the community program is still in its pilot stage, but will soon be available statewide.

"Communities can feel free to link our program on their websites, because all of the resources we have are available to any Tennessean right there, right now," she said. "As far as the community part, we are wanting to provide a bit more structure and a more formal application process so communities know what they are getting into and what the expectations are. We also want it to be flexible for them. We are learning from our pilot communities this year, and definitely by the end of the year we will have a more formalized process. Any municipality can request a presentation about the program now."

For more information on the Tennessee Smart Yards program, visit <https://tnyards.utk.edu/>.

ESC highlights energy efficiency projects to stretch ARP dollars

By KATE COIL

As cities begin planning how to use their federal funds, members of the Tennessee Chapter of the Energy Services Coalition (ESC) are asking leaders to consider how leveraging those funds with future utility and operational savings can stretch stimulus money further.

Matt Callahan, green buildings solutions development manager with the Perfection Group, and Brian Stone, an account executive with NORESO, spoke during the Tennessee Municipal League's Annual Conference in Chattanooga about how investing stimulus dollars in energy-efficiency projects can bring financial savings.

Callahan the goal of ESC and its partners is to both help municipalities save money and possibly generate new income through "guaranteed energy savings performance contract work."

"The benefit of this program is that members of ESC can come to talk to you about savings and building a cash flow. We look at your energy usage, your operational costs – whether that is deferred maintenance or continuous repairs – as well as your capital needs," Callahan said. "It can be a hard problem to replenish capital needs since you need these buildings for years and years, but the life cycle of these buildings is often 20 years. You don't just tear it down and build a new building after that point in time, so you have to reinvest in them."

Stone said the energy service-coalition can play a role in these projects from start to finish.

"We can help identify opportunities, like where the shortfalls and inefficiencies are in your organization and whether that is in the energy use or the opera-



tional side," Stone said. "We can develop the plan, engineering, and specifications to meet or solve those inefficiencies. Performance contracting is one of those unique solutions where you have a single point of accountability from engineering through development into implementation and even in performance. We can also arrange financing for certain projects. Some comes with debt and some comes without it. We are there to train to make sure all of your equipment works for its life."

One of the reasons ESCOs are so involved in these projects is because they guarantee a financial return on investment. Callahan said the guaranteed energy savings programs look at ways to increase a city's budget or available funds by looking at how upgrading lighting, building controls, HVAC, roofing, windows, doors, water conservation, and other features that can

save money.

"That difference on an annual basis can pay for that project over a period of time," Callahan said. "It has been a way since the 1980s that many cities, schools, healthcare facilities, and businesses have made these improvements and allowed a company to guarantee those savings over a period of time. If there is a guaranteed savings of a certain amount of dollars and you save less than that amount, that ESC company then has to pay you that difference between what was projected and what was actually received."

Stone said municipalities can easily make energy savings part of ARP projects.

"The idea is can we find other inefficiencies either in your operations or on the energy side that can supplement these projects and stimulus funds," he said. "For example, could there be energy savings with pumps at a water plant or lighting. If you are doing a sewer line, it makes sense to look at unaccounted for water loss. We can look at that and how to mitigate those. Bundling inefficiencies from water and wastewater to capital needs at a water plant is something we can do. We also think there is a specific opportunity with streetlighting and broadband. You can put nodes on streetlights to create broadband



Energy efficiency projects are one way communities can stretch their ARP dollars. Guaranteed energy savings programs help improve performance while also saving funds in the long run.

networks."

While these types of projects can be done without federal funds, Callahan said funds like ARP and CARES money can be leveraged with these projects for even more savings.

"The use of these funds can be a good way to make improvements and utilize money you already have to spend to do so," Callahan said. "We want to collaborate with the performance contracting methodology and the federal funds you are getting. You can do a lot of

energy conservation measures with the ARP money, especially water and wastewater treatment and broadband."

Stone said there are some strings for what ARP funds can be used for. For projects that may not meet ARP guidelines, Stone suggested cities should consider applying for the share in \$45 million in state ARP funds Gov. Bill Lee has set aside for community grants that will have less strings attached. These additional grants come with no match needed.

WAUFORD

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



PEOPLE

Dr. Kendra Abkowitz has been named as the new chief sustainability and resilience officer for Metro Nashville, bringing more than 10 years of experience to the role. Abkowitz comes to Nashville from the Tennessee Department of Environment and Conservation (TDEC), where she has served as assistant commissioner and director of policy and sustainable practices since 2015. Before that, she spent three years as a senior policy analyst and policy analyst with TDEC as well as four years as a sustainability professional at Vanderbilt University. Abkowitz holds a bachelor's degree in sociology and economics as well as a doctorate in environmental management and policy both from Vanderbilt University, and a master's degree in sociology from the University of Chicago.



Kendra Abkowitz

He comes to NDOT from TDOT, where he is presently director of the traffic operations division. Freeze holds a bachelor's degree in engineering from Tennessee Tech and a master's in civil engineering from the University of Tennessee.

Josh Lassiter has been selected as the new public works director for Dresden following the retirement of previous director Kerry Cooper. Lassiter has been serving as interim director of the department since Cooper's retirement in May. Before that, Lassiter served as an operator with the department.



Josh Lassiter

Carl Moore, former state senator and state representative and co-founder of the Bristol Motor Speedway, died Sept. 30, 2021, at the age of 91. After founding the Bristol Motor Speedway in 1961 with the late Larry Carrier, Moore went on to serve in the state legislature in the 1970s and 1980s, first as a state representative and later as a state senator and Senate Majority Leader. Known for his work promoting arts, culture, and business in Bristol, Moore was instrumental in the legislation that declared Bristol the "Birthplace of Country Music."



Carl Moore

Darrell Adams, an officer with the Memphis Police Department, was killed in the line of duty on Oct. 2, 2021, at the age of 34. Adams was struck by a tractor trailer while responding to the scene of an accident on Interstate 40. Adams has been assigned to the city's Austin Peay Precinct since he joined MPD in 2016. Adams is the third MPD officer to lose his life in a vehicle crash this year.



Darrell Adams

Jim Coley, former member of the Tennessee House of Representatives, died Oct. 10, 2021, at the age of 70. The Republican from Bartlett resigned after 14 years in the state legislature in 2020 following an early dementia diagnosis. During his tenure in the legislature, Coley served as vice chair of the House Judiciary Committee and on the House Ethics Committee and Finance, Ways, and Means Committee. Prior to serving in the legislature, Coley served as a history and civics teacher in Memphis City and Shelby County schools.



Jim Coley

Mary Esther Reed, mayor of Smyrna, received the Greater Nashville Regional Council's (GNRC) 2021 Marshall S. Stuart Award, which honors local governments or organizations that have exhibited excellence, accomplishment, achievement or innovation in intergovernmental cooperation. A lifelong Smyrna resident, Reed was first elected to the Smyrna Town Council in 2003 and served as the vice mayor from 2009 to 2013 when she became mayor. Reed was recognized by the GNRC for her outstanding leadership in advancing transportation plans and programs for the region.



Mary Esther Reed

Brad Freeze has been selected as the new chief engineer and assistant director of the Nashville Department of Transportation and Multimodal Infrastructure (NDOT) and will begin work Nov. 1. Freeze will work alongside the office of Nashville Mayor John Cooper, the Nashville City Council, and Nashville Metropolitan Government. He has more than 18 years of experience in transportation management and development.



Brad Freeze

Leanna Stephenson has been appointed to fulfill the remaining term of former Greenfield Alderman Thomas Thomas as Tansil Jr. Stephenson is presently employed as an assistant bursar at UT Martin and will fill the at-large alderman seat until an election can be held. Stephenson holds a bachelor's degree in business from UT Martin.



Leanna Stephenson

Former Mayor Rowland's office becomes permanent exhibit at Cleveland museum



Local state legislators pose with former Cleveland Mayor Tom Rowland in a replica of the office he occupied during his tenure from 1991-2018. Now a permanent exhibit in the Museum Center at Five Points in downtown Cleveland, the office is complete with furnishings, photographs, plaques, working computer and phone. Mayor Emeritus Rowland served twice as TML president. He now uses the office exhibit on occasion to host guests. It is also used as part of the history tour for students in local schools to learn about the city's government and history. On occasion, Rowland addresses students as they tour the museum and his office exhibit. From left: Sen. Mike Bell; Kevin Brooks, current mayor and former state legislator; Rowland; State Rep. Mark Hall, and Dr. Russell Dyer, director of Cleveland City Schools. Not picture is State Sen. Todd Gardenhire and State Rep. Dan Howell, who have also visited the office.

Hardy tapped as new TCMA executive director

The Board of Directors of the Tennessee City Management Association is excited to announce the appointment of Pat Hardy as its new executive director.

Hardy has served as a consultant and manager for the Municipal Technical Advisory Service of the University of Tennessee Institute of Public Service since 1989, and during that time, also served two stints as TCMA executive director in a cooperative agreement with MTAS.

"With Pat we have found a solid fit for this position," said Tim Ellis, TCMA president and Goodlettsville city manager. "He not only has the professional qualifications and hard work ethic that the TCMA Board was seeking, but also, the personal attributes, demeanor, interests, and professional spirit that will make



Pat Hardy

him an excellent ambassador for the city management profession."

Hardy has announced his plans to retire from MTAS, effective Dec. 31. He will be replacing Jeff Broughton, who has served as TCMA executive director since 2017 and who

will retire from his position also at the end of this year.

Prior to his service at MTAS, Hardy served as city manager of Blue Earth, Minn.

"I am very excited for the opportunity to serve as TCMA's executive director" said Hardy. "Having been an active and participating member of TCMA for more than 30 years, it's an honor to accept this role in an organization I so respect and admire. I look forward to working with each and every member, as well as our sponsors, and would ask that you feel free to contact me with any suggestions or requests our association may be able to fulfill."

Hardy possesses a bachelor's degree in political science and a master's degree in city management, both from East Tennessee State University.

Richard Stokes has been selected as the new human resources director for the city of Spring Hill. Stokes has led the Tennessee Personnel Management Association (TPMA) and previously served as a human resources consultant at the University of Tennessee's Municipal Technical Advisory Service (MTAS) for more than 30 years. Stokes will replace Shelley Taylor, who was recently selected as the city's new director of risk management. Stokes served as president for the U.S. Southern region of the International Public Management Association for Human Resources in 2009 and as the president of the organization in 2016. Stokes received his bachelor's degree from Grinnell College



Richard Stokes

in Iowa and holds a master's degree in guidance and personnel services from the University of Memphis.

Boyd Veal has announced he will retire as the town manager of Signal Mountain at the end of the year. He has served the town government for 17 years. Veal began his career with Signal Mountain in 2004 when he joined the town's police department, following in the footsteps of his father who had served as the town's police chief for more than 32 years. In 2005, Veal was promoted to chief of the department. He was eventually promoted to town manager in 2013 after filling in as interim town manager on several occasions.



Boyd Veal

Margaret Washko has been selected as the new utilities' director for the city of Lebanon, a newly created position with the city. The new utilities department will oversee gas, sanitation, wastewater, and water for the city. Washko comes to the city of Lebanon from the United South and Eastern Tribes where she oversaw more than 60 water and wastewater systems. Before that, she worked with the El Dorado Irrigation District in Placerville, Calif., and oversaw the design of the Elis Creek Water Recycling Facility in Petaluma, Calif. Washko holds master's degrees from both Tennessee Tech and Virginia Tech and is a registered professional chemical engineer.



Margaret Washko



Property Conservation Grant



Fencing



Security Cameras



Infrared Thermography



Security Lighting

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 for more information

STATE BRIEFS

Volkswagen of America has donated 1,500 acres to the Cherokee National Forest as part of an overall \$1.25 million donation to the Conservation Fund. The company said the donation was made to benefit the area around the company's Chattanooga plant and includes three separate tracts of land in Monroe, Polk, and Cocke counties. The land will provide recreation access and environmental education for the public as well as the preservation of wildlife habitats and cultural resources.

Gov. Bill Lee announced Tennessee has reduced the state's number of distressed counties to an all-time low at the recent Governor's West Tennessee Rural Opportunity Summit. In the past four years, Tennessee has cut the number of distressed counties in half from 19 in 2018 to nine. These targeted strategies have resulted in Tennessee securing 132 projects in rural counties with more than 23,000 new job commitments and \$12.6 billion in capital investment since 2019.

The number of auto fatalities in the state of Tennessee this year has already exceeded last year's total, marking the fourth straight year of increases in vehicle-related fatalities in the state. Tennessee Highway Patrol reported there have been 1,217 fatal traffic incidents statewide this year, above the 1,211 reported in 2020. Distracted driving, speeding, and reckless driving are the top reasons officers cited for traffic incidents. The issue has prompted THP to partner with various local agencies across the state to launch the Slow Down Tennessee highway

safety campaign. In addition to emphasizing teen safety, the program will also include grassroots efforts to make roads safer for all Tennesseans.

Gov. Bill Lee and Commissioner of Education Penny Schwinn invited Tennesseans to participate in the full review of the state's education funding formula and explore possibilities for a more student-centered approach. The state's current school funding framework, also known as the Basic Education Program (BEP), has not been meaningfully updated in more than 30 years. District and school leaders, elected officials, families, education stakeholders and the public will be engaged in the coming months through committees, survey opportunities, local meetings and more. For more info, visit: <https://www.tn.gov/education/tnedufunding>.

Gov. Bill Lee and the Financial Stimulus Accountability Group (FSAG) released recommendations for federal relief dollars to support the state's continued economic recovery. The Relief Fund will support sewer, water and broadband expansion projects across Tennessee. The recommendations include an additional investment of \$1.3 billion in key infrastructure, public health and economic relief initiatives, including \$628 million to improve state and local public health facilities and \$624 million to support the economic recovery of negatively affected industries. The recommendations also include a reservation of up to \$275 million of the state's Fiscal Recovery Fund to assist impacted industries

September state revenues exceed budgeted estimates

Tennessee revenues exceeded budgeted estimates for the month of September. Finance and Administration Commissioner Butch Eley reported that September total tax revenues were \$1.9 billion, which is \$321.5 million more than September of last year and \$378.1 million more than the budgeted estimate. The total growth rate for the month was 20.28%.

"September revenues outpaced budgeted estimates because of strong tax remittances from sales and use taxes, corporate franchise and excise taxes and privilege taxes," Eley said. "Sales tax receipts, reflecting August retail sales activity, benefitted from back-to-school shopping and continued stimulus effects while franchise and excise taxes, though volatile, appear to reflect growth in corporate profits reported nationally. The sizable privilege tax growth from realty transfer taxes continue to reflect the dynamic real estate market and population growth that is occurring within the state."

"While we are pleased with the strong start, we need to be mindful that there are another 10 months remaining in the fiscal year. As such, we will continue to closely monitor economic trends and our state spending."

On an accrual basis, September is the second month in the 2021-2022 fiscal year.

For September, general fund revenues exceeded the budgeted estimates in the amount of \$362.8 million, and the four other funds that share in state tax revenues were more than the budgeted estimate by \$15.3 million.

Sales tax revenues were \$144.9 million more than the estimate for September. The September growth rate was 20.40%. Year-to-date revenues are 21.08% more than this time last year. Remote sales and marketplace facilitator laws contributed \$55.4 million to sales tax receipts in the month of September. For the first two months of the fiscal year, online sales tax revenues represent 31% of all sales tax growth to the state.

Franchise and excise taxes combined were \$213.6 million more than the September budgeted estimate of \$420.4 million. The September growth rate was 26.92%, and the year-to-date corporate tax growth rate is 34.45%.

Gasoline and motor fuel revenues for September increased by 9.83% and were \$4.5 million more than the budgeted estimate of

\$107.7 million.

Motor Vehicle Registration revenues were \$600,000 more than the September estimate, and on a year-to-date basis have exceeded estimates by \$700,000.

Tobacco tax revenues for the month were \$400,000 more than the budgeted estimate of \$20.4 million. The growth rate for September was negative 17.77%.

Privilege tax revenues were \$15.5 million more than the budgeted estimate of \$34.2 million, and on a year-to-date basis have exceeded estimates by \$15.4 million.

Business Tax receipts were \$400,000 less than the budgeted estimate for September. For two months revenues are \$3.3 million less than the budgeted estimate.

Hall income tax revenues for September were \$100,000 more than the budgeted estimate.

Mixed drink, or liquor-by-the-drink, taxes were \$1.4 million over the September estimate, and on a year-to-date basis, revenues are \$3.7 million more than the estimate.

All other taxes were less than estimates by a net of \$2.5 million.

Year-to date revenues for the first two months of the fiscal year were \$646 million more than the budgeted estimates. The general fund exceeded estimates by \$610.7 million and the four other funds that share in state tax revenues exceeded estimates by \$35.3 million.

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

Residents select new state license plates

Tennessee Governor Bill Lee unveiled the state's next standard license plate chosen by Tennesseans through a statewide vote.

"In our 225th year of statehood, we invited Tennesseans to cast their vote and help select the state's next license plate," said Gov. Lee. "I'm proud to announce the winning design that will represent our unique grand divisions and take its place in Tennessee history."

More than 300,000 Tennessee residents cast a vote, with 42% voting for the winning design.

New plates will be available online and in-person beginning Jan. 3, 2021, as residents complete their annual tag renewal. Up to 100,000 plates per week will be produced to meet initial inventory demands.

Per Tennessee statute, the plate

Lehrman discusses how to turn points of conflict into productive conversation



Matt Lehrman suggested that city leaders should follow six key principles (listed below) that come straight from the preamble of the U.S. Constitution for making themselves more accountable to their community.

CONFLICT from Page 1
profoundly – and be willing to think about your own position and engage them in conversation."

In his talk, Lehrman posed the question: How do we move our public, our residents, our citizens to a better way of communicating?

"My belief is that the purpose of local government is to enable individuals to come together in recognizing and solving community problems," he said. "This sentence, which I intended to be a basic, vanilla sentence that doesn't trigger anyone, turns out to be a massive trigger. A lot of people look at this and feel the tension because they feel they somehow have to balance the rights of individuals with the needs of the community."

Lehrman said that argument misses the overall point.

"This is supposed to give you a different mission; it's supposed to give you the mission that the most important words here are 'join together,'" he said. "Our responsibility as community leaders is to enable people to join together. The mechanics of how we help people join together is the most important measure of success."

Lehrman said there are six steps to improving public discourse in a community: declare community values, recognize what hurts, give them what they want, host courageous conversations, avoid binary choices, and acknowledge uneasiness.

Lehrman said there is already a blueprint for declaring local values.

"I am interested in what are the values that your council or your community would say is how we operate our government," he said. "I am going to offer you six: togetherness, fairness, peacefulness, security, betterment, and sustainability. This is a statement of principles, not politics. I take these directly from the Preamble of the U.S. Constitution. I'm not saying you have to use these exact words, but that value statement we can draw straight from the U.S. Constitution shows a lot about how we can hold ourselves accountable to values in our own community."

Leaders also need to recognize what hurts in their communities.

"In the last year-and-a-half there has been a lot of hurt," he said. "In Maslow's Hierarchy of Needs, it says that as individuals before we can be who we really want to be we have to have our basic and psychological needs taken care of. The same is true in your community and for your community. In order to



be a vibrant community, there has to be a foundation of health and safety. Built on top of that, we have to take care of the psychological needs of inclusion and trust. It has become incredibly, unmistakably vivid that we have a lot of work to do to build our foundation."

Giving residents what they want is another way to improve public engagement. Lehrman said this means thinking about the civic process like a coffee filter.

"Citizens bring to you all their opinions, ideas, needs, stresses, beliefs, ambitions, perspectives, experiences, values, personalities, expectations, histories, fears, demands, suspicions, judgements, thoughts, and attitudes," he said. "They come with all this baggage. It's enviable, natural, and necessary. Humans disagree and have different perspectives; that's not a problem. We pour those into the civic process and determine what they want. People have learned that even if they are heard, they don't always get their way. People understand that there may be a different decision, but what is sacred is that they have to come away from the process feeling heard."

Sometimes, Lehrman said disagreement does need to be disagreeable in order to move forward.

"The right to protest is a sacred right in this country, and we owe people that," he said. "There are people who have been left out of the process, and they have frustration and anger about this. Sometimes the only way they are going to be heard is through an act of protest. Our job is to make people feel helped and empowered and that we demonstrated the caring they were expecting from their engagement with us."

One of the major roles for local government is to host conversations and open forums for the community to explore opportunities. Lehrman often facilitates community meet-

ings to talk together about local issues and suggest options and opportunities for city officials to consider.

"When you bring residents together, it's not about how you help the city make the decision but how about you bring people together so they can talk, learn, and hear what other people have to say without the expectation of making a decision at the end of it," he said. "This is how they come away from your civic process feeling engaged and heard. It's a chance to exercise their own leadership."

Lehrman said civic engagements cannot be a win/lose situation.

"Stop offering your public binary choices," he said. "I know if you're in leadership you have to make binary choices all the time. Council has to vote on things, but this is for the public. For public engagement, we don't need a majority vote to make a decision. We need a collaborative decision, a softening of positions. Instead of asking if people agree or disagree, ask if they are 90% OK with this, because if you can give this a green light we are good to go. If you are 80% of better, we can give you a yellow light, which means we are also good to go. Not everyone has to love it, and it doesn't have to be everyone's first choice, but we can find the soft spot."

Lehrman said it also important to acknowledge how the community feels.

"We as leaders and the teams we manage and work with need to get skills in what I call emotional intentionality," he said. "Emotional intentionality means we have to understand how to respond to people who have all these emotions. Where people are angry, we have to remain calm. Where people are sad, to be human is to comfort them. Where people are fearful, we have to demonstrate that we care. Where people are having joy, we have to pay attention to it. Where people are surprised we need to be patient. Where people are disgusted because they feel they have been disrespected or unheard, we have to respect that. We need to listen to their stories and channel it into something that is production and useful."

By making changes to how governments approach civic engagement, officials can move their communities forward in a positive direction.

"The future is unknowable, but it's incredibly malleable," he said. "I believe wholeheartedly that even the small changes you make in your behavior can have a massive impact on the quality of public engagement in your communities because it will leave people feeling certain ways. There is one question you must ask to start a courageous conversation: How might we join together to contribute to the recovery, health, and collaborative spirit of our community?"

is redesigned every eight years if funds are approved in the General Assembly's annual budget. Statute also requires the display of "Tennessee," "Volunteer State" and "TNvacation.com" on the plate, as well as county name and expiration

year decal locations. Statute provides that Tennesseans may select an "In God We Trust" plate option.

This new license plate design will replace the current plate that launched in 2006 with modifications in 2011, 2016 and 2017.



CLASSIFIED ADS

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

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 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

TENNESSEE TOWN & CITY

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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. 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. Click here for job description <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. Submit a resume and cover letter highlighting relevant work experience. 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. 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

CITY MANAGER

SOUTH FULTON. The city of South Fulton is seeking applications for the position of city manager who works under the general direction of the commission. The city manager oversees city operations with an approximately \$1.3 million general fund budget and 27 full-time employees in administrations, police, fire, and public works. South Fulton (2,193 pop) is a welcoming and growing community located in West Tennessee and borders Fulton, Kentucky. Also, an hour away from Reelfoot Lake. Minimum requirement is a high school diploma or higher, if a bachelor's degree preferred focus in public administration, management, business administration or closely related field. A minimum of five years of municipal leadership experience a department head or higher. Salary range will depend on qualifications. The city offers a comprehensive benefit includes Tennessee Consolidated Retirement System (TCRS Hybrid) and 401K. Interested applicants may apply by mailing your resume, cover letter, and professional references to City of South Fulton % City Recorder at 700 Milton Counce Drive, South Fulton, TN 38257. Resumes need to be in City Recorder's office by Oct. 29, by 3 p.m. Applications are subject to public disclosure. EOE/TN Drug Free Workplace.

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. EOE/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.

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

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 and download our application, or you can also visit Town Hall and submit a physical application in the Human Resources Department. EOE.

PLANNING DIRECTOR

NOLENSVILLE. 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. Please refer to the attached job description for complete requirements of the position. 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. All candidates MUST submit a completed application to the Town of Nolensville in order to be considered for an open position. Qualified applicants should submit a completed application to the Town of Nolensville, Attn: Misti Duenez, 7218 Nolensville Road, Nolensville, TN 37135 or email to 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. Applications must be returned to City Hall Administration office, 201 N. Spring Street Shelbyville, TN, 37160 or emailed to stacey.claxton@shelbyvilletn.org and will be accepted until position is filled. Drug Free Workplace/Equal Opportunity Employer.

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 & 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.mtjuliet-tn.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/WASTEWATER SYSTEM ENGINEER

SPRINGFIELD. The city of Springfield is accepting applications for a Water/Wastewater System Engineer with Springfield Water/WW 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. 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

TML Board to meet Nov. 3

Notice is hereby given that the Board of Directors of the Tennessee Municipal League will meet in regular public session on Wednesday, Nov. 3, 2021, at 1:00 p.m. in the law offices of Bone McAllister Norton, located in the Nashville City Center, Suite 1000 in Nashville, for the purpose of considering and transacting all business that may properly come before said board. If reasonably possible, an agenda will be available on Friday, Oct. 29, at the offices of the Tennessee Municipal League, 226 Anne Dallas Dudley Blvd., Suite 710, Nashville. Additional information may be obtained from Jackie Gupton, 615-255-6416.

Bond Fund Board to meet Nov. 3

Notice is hereby given that the Tennessee Municipal Bond Fund Board of Directors will meet in regular public session on Wednesday, Nov. 3, 2021, at 10:30 a.m., local time, in the TML Board Room located on the first floor at 226 Anne Dallas Dudley Boulevard in Nashville, for the purpose of considering and transacting all business that may properly come before said board. Some members of the board may participate in such meeting by telephonic means, which will be audible to any member of the public attending such meeting. If reasonably possible, an agenda will be available on Friday, Oct. 29, at the offices of TMBF, 226 Anne Dallas Dudley Blvd., Suite 502, in Nashville. Additional information may be obtained at 615-255-1561.

STATEMENT OF OWNERSHIP, MANAGEMENT & CIRCULATION

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How the pandemic can help all levels of government prepare for future crises

BY KATHERINE
BARRETT &
RICHARD GREENE
Route Fifty

The last 18 months, since Covid-19 began to lay siege to the world, have been a time of tragedy, with about 700,000 lives lost in the United States alone. It's difficult to envision any silver linings to this horror show of disease and death.

But there is one—even though it's far from making up for the pain produced by the pandemic: Governments at all levels can take this opportunity to learn lessons from this crisis that will help to avoid many of the mistakes made over the last year and a half.

As the off-repeated mantra goes, "A crisis is a terrible thing to waste." Today, the IBM Center for the Business of Government is releasing a report, titled *Managing the Next Crisis: Twelve Principles for Dealing with Viral Uncertainty* that provides a series of guidelines to help mitigate future disasters including hurricanes, wildfires, massive cyberattacks and the inevitable deaths resulting from neglected infrastructure.

The report goes beyond pointing to broad principles, and includes actionable measures that should and could be taken.

The principles cited are not political in nature. They focus on the idea that good management and actionable policies can help leaders solve—instead of fight over—most of the issues that confront the federal government, states and localities.

Written by Donald Kettl, a renowned scholar in the realm of public administration and professor emeritus and former dean of the University of Maryland School of Public Policy and the two of us, the report focuses on three critical imperatives for managing through the pandemic and preparing for the future:

- Building partnerships with key organizations in the public, private and nonprofit sectors.
- Managing networks needed

to drive such partnerships to overcome challenges, through improving operations and service delivery.

- Steering outcomes across networks that lead to well-understood and measurable improvements in the health and well-being of the public.

Here are the 12 principles upon which the report is based:

1. Local governments inevitably sit on the frontlines in responding to a crisis, but the federal government plays a critical role in coordinating responses because when one community is under siege, others may soon follow

2. The federal government can help lead the charge against a widespread crisis, but its primary responsibility often involves obtaining buy-in from and coordinating the efforts of states, counties and cities.

3. Data is key to understanding a problem well enough to develop a solution. But the various players responding to a crisis must be able to communicate with one another using consistent terms, definitions and methodology for the data.

4. Solutions to many major crises, from wildfires to hurricanes to the pandemic, require assets like hoses, sandbags, masks and vaccines. Central coordination for their procurement prevents the various players involved from competing against one another, which can lead to higher prices and unnecessary shortages.

5. The pandemic demonstrated an increasing shortage of the necessary personnel to deal with a health care crisis. The nation must develop better means for growing the next generation of experts in multiple fields who can serve in times of need.

6. Technology is a central element to solving most modern problems, though not the only element. Artificial intelligence can help governments to better understand problems and form solutions.

7. Unlikely events that have high-potential consequences still require preparation. Risk management can help weigh the odds and spell out plans for future calamities.

8. When addressing a major

crisis, organizing all the participants trying to respond is necessary. Unfortunately, these kinds of networks must be consciously formed—they do not come together spontaneously.

When many people face great risk, they must trust those who lead response and recovery—or those interventions are severely impeded.

10. States and localities often help find solutions by trying a variety of different approaches to solving a problem. But ignoring the lessons learned across the states makes their experiments less productive.

11. For the United States to progress, the population as a whole must be treated fairly. The pandemic revealed that without addressing social and economic inequities, disasters will harm huge segments of the population disproportionately—and that, in turn, can unravel the fabric of society.

12. Holding institutions and individuals accountable helps ensure responsible actions. This requires knowing exactly how to define and measure success.

Action Needed Going Forward

Do we believe that these principles would have somehow magically stopped the pandemic in its tracks? No. The paper argues, instead, that the numbers of deaths "would most likely have been substantially smaller than what the nation experienced."

For example, very basic rules for procurement discussed in the section of the report that focuses on principle No. 4 might easily have made it possible for more ventilators, masks and other medical gear to be made available when they were most needed. Instead, as the pandemic was in its earliest stages, the Associated Press described the state of affairs as a "a fragmented procurement system now descending into chaos."

The report warns that without careful caution, governments may be on the verge of wasting this opportunity. The race back to "normal" may move hard issues and lessons into the background—understandable given the natural human tendency to forget many painful memories.

NATIONAL BRIEFS



Americans are expected to spend more to celebrate Halloween this year with the majority of citizens celebrating the holiday. A survey conducted by the Harris Poll found that 65% of Americans will celebrate Halloween this year with more than a third (36%) expecting this year's Halloween to be more fun than last years. Trick-or-treating is the most popular Halloween activity (37%) followed by attending an in-person party (35%), and attending a public event like a haunted house or hay ride (22%).

More than a third (36%) of those celebrating say they plan to spend more money on Halloween this year than last while 38% say they will spend the same. Parties are where most say they plan to spend the bulk of their money (76%) followed by costumes (49%), décor (21%), and candy (10%).

A new study has found that many museums, zoos, and cultural institutions laid off thousands of workers despite receiving billions in federal coronavirus relief through the Paycheck Protection

Program. Around 7,500 cultural institutions received a total of \$1.6 billion in PPP loans but only about half of that money went to only 288 recipients, according to the American Federation of State, County, and Municipal Employees Cultural Workers United. More than 14,400 employees – at least 28% of the workforce – was laid off during that time. Recipients were required to spend at least 60% of the money on payroll costs. While some institutions laid off employees before they applied for loans, some did so after they had used the funds.



TENNESSEE FESTIVALS

Nov. 6: Townsend

Grifts and Grain Festival

This premier whiskey-tasting festival offers a unique opportunity for you to experience our thriving craft spirits and gourmet food community, while discovering some of the region's legendary distillers and blenders in the Peaceful Side of the Smokies. Visit our website for more information: www.grain-sandgriftsfest.com

Nov. 6-7: Cookeville

Second Annual Cookeville

Christmas Market
Find unique gifts including wreaths, ornaments, candles, boutique clothing, jewelry, home decor, vintage items, gifts for your pets and much more. Learn more at www.southernaccentsmarket.org/upcoming-events

Nov. 7: Memphis

Memphis Japan Festival

Come enjoy this fun, family-friendly event to explore Japanese culture. Festival features music, dance, martial arts demonstrations, arts and crafts, cultural lectures, food and more. For more information visit <https://www.memphis-japanfestival.org>

Nov. 12-13: Cookeville

Art Prowl

Art Around Tennessee hosts this two-day art crawl in downtown Cookeville featuring more than 40 area artists. Watch artist demonstrations, shop vendors, attend workshops and more. For more info, visit <https://www.artaround-tennessee.com/art-prowl>

Nov. 12-13: Fayetteville

Host of Christmas Past

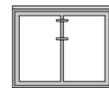
Come out and enjoy this Christmas-themed street festival featuring carriage rides, a cemetery stroll, candlelight walk, live music, street food, kids' zone, and more. For more info, visit <https://hostof-christmaspast.com/>

Nov. 13-14: Cleveland

Christmas Village Holiday Market

Enjoy shopping over 100 vendors, food trucks, free pictures with Santa, petting zoo, pony rides, and more. Get a head start on your Christmas shopping and beat the Black Friday rush. For more info, visit <https://www.touchthesky-events.com/apply-for-events/>

COMING UP



Nov. 12, 15 - 19, 2021

NLC City Summit

Virtual City Summit

For more information, visit citysummit.nlc.org.

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Ed Stewart, ChFC, CLU, CFP
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The Brick Industry Association



Catalyst Design



Charter Communications (Spectrum)



City of Athens



City of Charleston



City of Columbia



City of Gallatin



CMI Equipment Sales



Collier Engineering



Columbia Southern University



CORA Physical Therapy/TriFlex



Cunningham Recreation/Game Time



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- New class 5-8 diesel vehicles

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RDE4HT.INFO

