



Tennessee Municipal League names Anthony Haynes as new Executive Director

The Tennessee Municipal League Board of Directors is pleased to announce that Anthony Haynes has been selected as TML's new executive director.

Haynes currently serves as vice president for government relations and advocacy for the University of Tennessee — a position he has held since 2012.

"Anthony has more than 30 years of experience in the government relations arena. His expertise and established relationships with members of the Tennessee General Assembly will be a tremendous asset to TML and its member cities across the state," said Gatlinburg Mayor Mike Werner, TML president and co-chair of the executive director search committee.

"Anthony's knowledge and skill set will help move TML forward and better position the league for the future. We look forward to working with Mr. Haynes as we embark on this new chapter," said Franklin Mayor Ken Moore, TML 1st vice president and co-chair of the executive director search committee.

Haynes will assume the role as executive director on Dec. 1.

"I'm honored and grateful to the TML Board for their trust and confidence," said Haynes. "I look forward to working with the leadership of our towns and cities, their partners, as well as state government, in advancing our citizens' interests."

Margaret Mahery, current executive director, announced her plans to retire earlier this year during the June TML Board of Directors meeting. At that time, a 16-member search committee was appointed to select the new executive director. Mahery has served as TML's director since October 2002. Her last day will be Dec. 30.

"It has been an honor to serve the cities of Tennessee for the past 18 years," said Mahery. "TML is the advocate and voice for all Tennessee cities. This coming legislative session will be a challenge as a result of COVID so I encourage all city officials to stay informed and respond to requests you receive from the legislative team. TML has a great staff, and I sincerely appreciate the way they have stepped up to keep us moving forward during this pandemic. We are all in this together and we shall get through this together."

During her retirement, Mahery said she plans to spend more time with her children and grandchildren while traveling throughout "our



Anthony Haynes



Margaret Mahery

beautiful country."

"I always prayed that I would know when it was the right time to retire. This is the right time," Mahery said. "I want to sincerely thank everyone who has supported me through the years. I wish TML the very best in the coming months and years ahead."

As the new executive director of TML, Haynes will lead the organization as it determines and proposes legislation cities want passed into law. He will also play a major role with the National League of Cities, which represents municipalities with Congress and the federal administration.

Haynes first joined the University of Tennessee in 2005 as director of state relations and associate vice president. Prior to working for UT, he served as executive director of the Tennessee Emergency Communications Board, as well as a number of positions in Washington, D.C.

He is a native of Trenton and earned a bachelor's degree in agriculture at UT Martin and a master's degree in public administration from Memphis State University. He also attended the Institute of Executive Management (IEM) at Harvard University's Graduate School of Education.

Tennessee voters shatter early voting records



Photo by Troy Stolt, Chattanooga Times-Free Press

Collegedale residents line up at town hall for early voting for the Nov. 3 election. Through the sixth day of early voting in Tennessee, 1,085,384 voters have cast their ballot for the presidential election. Statewide, there is nearly a 47% increase of in-person and absentee by-mail voters compared to 2016, with each county reporting higher numbers than ever before. Early voting for the state and federal general election runs until Thursday, Oct. 29.

La Vergne revegetation project seeks to naturally strengthen local streambeds

By KATE COIL
TML Communications Specialist

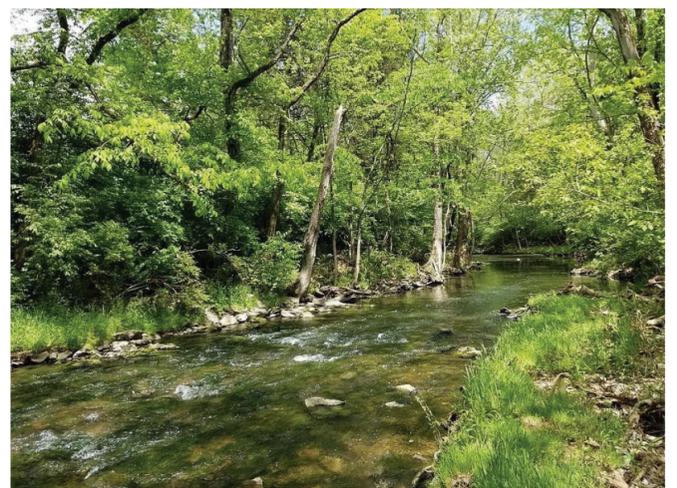
Residents and officials with the city of La Vergne are coming together for a project aimed at curbing erosion and improving water quality on properties bordering local rivers, streams, and creeks.

Alex Thompson, stormwater coordinator for the city of La Vergne, said the goal of the city's revegetation project is to provide various plants that property owners can use to shore up the banks of waterways on their property.

"We have a lot of streams in the city of La Vergne, and we work to protect them as much as we can," Thompson said. "We have some sedimentation in the water. This project is something we can do to help with prevent erosion. By preventing erosion, we are helping the water quality and also helps the homeowners. We decided if we had a budget for it and this was a service we could provide, then why not do it."

When sediment and pollutants build up in waterways, Thompson said the city's stormwater department feels the impact.

"Sinking Creek, Finch Branch, Hurricane Creek, and the East Branch of Hurricane Creek are the big waterways, but we also have several unnamed tributaries in the area," she said. "They are all connected and dump into the Cumberland River, which is also Percy Priest Lake. They are also all connected to the city's stormwater system, which is part of the



The La Vergne Stormwater Department is hoping to tackle sediment issues in local streams and creeks by helping residents find the best plants to secure waterways on their properties. The city and residents benefit from improved water quality and erosion prevention.

reason we are doing this program. Stormwater from the streets and houses goes into these waterways, so anything we can filter out ahead of time is great. Stream vegetation has a ton of benefits like erosion control, water quality control, and flood control. Every five feet of erosion control you do gives more benefits."

Additionally, the project will also benefit homeowners in a variety of ways.

"We want homeowners to prevent the loss of land for them," Thompson said. "This project also brings nature to your yard. It brings more birds and butterflies with the flowering plants. It is a facelift for

a yard as well. Some of these trees, understory trees and shrubs, grasses, and other native plants. The diverse types of plants will create a streamside ecosystem that will better prevent sediment erosion into the water. The city will also provide matting similar to what is used by the city during construction and to line ditches. The matting will help the plants stay in place until their root systems are strong enough to do so.

Thompson said plants will be given to residents including trees, understory trees and shrubs, grasses, and other native plants. The diverse types of plants will create a streamside ecosystem that will better prevent sediment erosion into the water. The city will also provide matting similar to what is used by the city during construction and to line ditches. The matting will help the plants stay in place until their root systems are strong enough to do so.

While the city will be providing guidance on pre-planting and providing plants for residents, the property owners themselves must conduct do the actual planting. Thompson said she hopes the planting date in March can be a citywide event for residents to participate in the project together.

"I am so excited about this program," she said. "This project will not only benefit the residents who participate but also all the wild animals in the area that need places to live."

Nashville's Big Back Yard project highlights small cities of Southern Middle Tennessee

By KATE COIL

A new initiative is highlighting the charm and hometown feel of several rural communities located between Nashville and the Shoals region of Northern Alabama.

The "Nashville's Big Back Yard" movement highlights the rural communities and amenities between Tennessee's capitol city and Northern Alabama. The municipalities of Centerville, Clifton, Collinwood, Hohenwald, Linden, Loretto, Mt. Pleasant, and Waynesboro as well as the unincorporated communities of Hampshire, Leiper's Fork, Santa Fe, and Summertown are among the communities participating in the project. Nashville's Big Back Yard is designed to put a focus on communities with a population of 5,000 or less.

The initiative is being spearheaded by American Picker's star and Williamson County resident Mike Wolfe, Leiper's Fork-based philanthropist Aubrey Preston, and community leaders as a way to showcase the open spaces, small-

town Main Streets, world-class music culture, and other hidden gems in the region. As working from home has become more the norm during the pandemic, the project also intends to show that small town life has its benefits.

Centerville

Centerville Mayor Gary Jacobs said the Nashville's Big Back Yard project is a way for people to learn what rural communities have to offer.

"It's something we are very excited about," Jacobs said. "These are places that are not normally on folks' radar, which makes them the hidden gems they are. They haven't been spoiled. This area comprises of a complex tapestry of life outside the crowded urban areas of Middle Tennessee. Out here there is clean air, clean water, abundance of natural resources, and affordable land. Each one of these towns is unique its own way. Each one of these 13 towns gives you a different experience."

Jacobs said Centerville has a lot to do for people with a wide



The hometown of country music legend Minnie Pearl, the town of Centerville boasts plenty to see and do for fans of music, good food, antiques, and more.

variety of interests.

"This is a great place to both visit and to relocate," he said. "You get away from the hustle and bustle. We are hoping to see an increase in travel for people looking for day trips or to follow historical trails through the state. Centerville has the northern route

of the Trail of Tears, Civil War activity, and our musical heritage is pretty strong. We are the home of Sarah Cannon who became Minnie Pearl. Del Reeves lived here and Blake Shelton lived here when he was first getting started. J.I. Allison who was the drummer for Buddy See **BACKYARD** on Page 3

NEWS ACROSS TENNESSEE



BRENTWOOD

The city of Brentwood ranked seventh on financial planning website WalletHub's Best Small Cities in America survey. Brentwood's high rank was bolstered by its ranking in 16th place for affordability and 36 for economic health. The city also ranked 140 in safety, 294 in education and health, and 442 in quality of life. The survey ranked cities with populations between 25,000 and 100,000 and used 43 metrics to rank cities including cost of living, homeownership rates, housing costs, population growth, income growth, poverty rate, debt per earnings, foreclosure rank, school system quality, high school graduation rate, commute times, average weekly work hours, violent crime rate, and property crime rate.

BROWNSVILLE

Teknor Apex has announced the company will expand its operations in Brownsville, investing \$7.4 million and creating 20 jobs. The international custom compound solutions provider will add new machinery to expand its scope of products being produced in Brownsville. The company currently employs approximately 620 people in Tennessee and more than 2,300 people worldwide. Teknor Apex is an international custom compounder of advanced polymer materials with a focus on vinyls, thermoplastic elastomers, engineered thermoplastics, and colorants. For the U.S. market, Teknor Apex manufactures chemicals such as plasticizers and consumer products including garden hoses. Founded in 1924, the company is headquartered in Pawtucket, R.I.

CHATTANOOGA

The federal government is looking to develop another national cemetery in the Chattanooga area and is presently seeking at least 150-acres of land within a 30-mile radius of downtown Chattanooga. The Chattanooga National Military Cemetery, which was established to bury both Union and Confederate troops during the Civil War, has at least another decade of burial capacity for military veterans. The U.S. Department of Veterans Affairs said railroad lines, underground pipes, and other development have prevented the expansion of the current, 157-year-old cemetery along North Holtzclaw and McCallie avenues in downtown Chattanooga. Properties being solicited by the VA for the future cemetery site must be out of the 100-year flood zone and within 30 miles of the current cemetery site, meaning the future cemetery could be located in Tennessee, Georgia, or Alabama. The Chattanooga National Military Cemetery has about 47,000 occupied grave sites with approximately 4,500 more available sites.

DICKSON

The Dickson City Council has approved the construction of a \$3.2 million addition to Henslee Park that will include a 25,000-square-foot playground and a 4,000-square-foot splash pad. Designs presented by Kimley-Horn call for a multi-generational, inclusive playground and splash pad that will be accessible for parents and children of all abilities to enjoy. Along with the playground and splash pad, the design calls for ADA-compliant restrooms, a green space, seating, a pavilion, musical features, and unique playground equipment. Ideas for the design of the park were generated by online and in-person surveys conducted at local schools and at the 2019 Dickson County Fair.

DYER

A 32-acre site at the Dyer Industrial

Park has become a new Select Tennessee Certified Site. Located off of Interstate 40, the industrial park has access to the West Tennessee Railroad and the Port of Memphis. The Dyer Industrial Park is the fifth state certified site located in Gibson County. The Select Tennessee Certified Sites program has helped communities prepare industrial sites for private investment and job creation since 2012. The program sets rigorous standards to give companies detailed and reliable information during the site selection process. To learn more about the Select Tennessee Certified Sites program, visit tnecc.com/sites/certified-sites/apply-now/.

JACKSON

The Jackson City Council has unanimously voted for a \$5 million lease-purchase agreement that will provide seven new fire trucks to the Jackson Fire Department. The purchase will replace aging trucks fire officials said have become too costly to maintain with the city saving around \$120,000 in maintenance costs. Deputy Fire Chief Don Friddle said savings from the maintenance budget and restructuring of personnel would free up the \$577,000 per year needed for the 10-year lease payment on the trucks. The new trucks will include three conventional pumper trucks, two rescue pumper trucks, a ladder truck, and a tower truck. Presently, the department uses eight trucks that are 15 years or older, three of which are more than 25 years old. The National Fire Protection Association recommends semi-retiring trucks after 15 years and fully retiring them after 25 years. All seven retired trucks will be sold.

KNOXVILLE

Morningside Park on the east side of downtown Knoxville will receive a \$5 million revamp thanks to the BlueCross BlueShield of Tennessee Foundation's Healthy Place project. The Knoxville City Council recently approved the project, which includes \$4.6 million for renovations and \$920,000 for maintenance. Proposals for improvements to the 36-acre park include fitness equipment, multi-purpose fields, pavilions, playgrounds, and trails. Restrooms for public use have also been suggested as part of the redesign. City leaders said the park is accessible to a number of downtown residents and is on a local bus route, making it a desirable recreation location for families with children. The BlueCross Healthy Place project has already opened locations at Henry Horton State Park in Chapel Hill, Huntland, Kingsport, and Memphis with additional projects underway in Chattanooga and Nashville.

LA VERGNE

A new Amazon middle-mile sorting center is coming to La Vergne. The facility will be housed at a 256,000-square-foot building at Park 24 off Bain Drive and Mason Road. This sorting center will sort packages before being transferred to a delivery station or last-mile delivery partner for final delivery for customers. The new center brings with it nearly 1,100 new jobs. The sort center is hiring new full-time and part-time associate jobs, all paying at least \$15 per hour. The facility is Amazon's second major investment within the city in the last year.

LEXINGTON

Autozone, Inc., will expand its operations in Lexington, investing \$42 million and creating 45 jobs in the next five years. The expansion will take place at AutoZone's current distribution center in Lexington. Facility improvements include both building and fixture improvements as well as a parking expansion and other infrastructure upgrades. The expansion will increase distribution network capacity. Headquartered in Memphis, AutoZone is the leading

retailer and a leading distributor of aftermarket automotive replacement parts and accessories in the United States. It currently employs 100,000 people globally and 4,600 in Tennessee. The Lexington distribution center currently has approximately 425 full-time employees.

LOUDON

A former train depot in Loudon will soon be the newest home of a micro-beer brewery with three locations throughout East Tennessee. Monkey Town Brewing Company was founded in Dayton and already runs the Euchee Grill and Brewhouse on Watts Bar Lake and the Old Capital Public House in Kingston. The new location on the old depot on Angel Row in Loudon will actually be the company's fifth location with plans already underway for a brewery in Chattanooga. The owners said the brewery won't be a sit-down restaurant but instead offer craft beer, soft drinks, and a limited food menu. With their other locations drawing a majority of customers from out of town, Monkey Town's owners said they hope the new location will help boost tourism in Loudon.

MCKENZIE

Profile Metal Forming will invest \$2.5 million and create 23 jobs by 2025 as part of an expansion to its operations in McKenzie. The company will expand its present location by nearly 7,000-square-feet, housing a new 1,000-ton press line to increase the company's ability to meet with automotive market needs. The additional space and press line will allow the company to grow with its current customer base as well as focus on vertical integration. Profile Metal Forming manufactures custom engineered stamped metal components and assemblies for the automotive, appliance, materials handling, telecommunications & construction industries, including stamping, welding, punching, rollforming and bending. The company is privately owned and headquartered in New Hampshire, and has operated a facility in the McKenzie area for more than 30 years.

NASHVILLE

Belmont University has announced a plan to establish and seek accreditation for a new medical school. The Nashville-based university will establish the new College of Medicine in partnership with HCA Healthcare, one of the largest hospital chains in the country and a long-time university partner. HCA co-founder Jack Massey is one of the university's largest donor and the namesake of Belmont's graduate School of Business. The school has already secured property for the development of a 150,000-square-foot building to house the medical school and is moving toward searching for the school's first dean. The inaugural class of the college will be 150 students with a planned capacity of between 500 and 600 students. Nashville is already home to two medical schools: Vanderbilt University's School of Medicine and Meharry Medical College.

RED BOILING SPRINGS

Babynov USA announced the company will establish its first U.S. production facility in Red Boiling Springs, investing approximately \$44.9 million and creating 147 jobs. Babynov USA is a new division of Global Baby, a French organic baby food manufacturer. The company will renovate an existing facility in Red Boiling Springs in order to expand its market to the U.S. Founded in 1999, Global Baby provides ready-to-feed baby milk and prepared food products, such as fruit and vegetable purees, full meals and milk-based desserts. The group is headquartered in Paris, France. The Red Boiling Springs facility will be the company's first in North America.

Maryville welcomes first female motorcycle officer



Maryville Police Officer Madison Wethington has become the first female officer to graduate from the city's motor unit training program and is the newest member of the city's eight-person traffic motor team. The motorcycle training program is an intensive two-week program taught by instructors certified by the Institute of Police Technology and Management (IPTM) – a gold standard for training in the police field. Certification requires completion of the rigorous training course which tests the ability to properly and safely operate a police motorcycle and demonstrate a basic mastery of those applicable skills. Officer Wethington has been with the department since Jan. 22, 2019, as a reserve officer and was hired full time on June 23, 2019.

Bartlett dedicates park pavilion in honor of mayor



Mayor A. Keith McDonald along with Alderman Jack Young, Alderwoman Paula Sedgwick, Parks Director Bobby Simmons, Assistant Parks Director Shan Criswell, and architects Dean Thomas and Sam Henry from Daholf Thomas Design Studio cut the ribbon for the opening of the A. Keith McDonald Pavilion. The pavilion will house the Bartlett Station Farmers Market as well as rentals. The project is part of the third phase of five phases of improvements to the city's largest park, W.J. Freeman Park. The pavilion is just under 5,500 square feet and the total project cost came in at just under \$1.8 million, including a new restroom and concession building and lighting for multipurpose fields.

Collierville bridge honors first black alderman, police officer



The town of Collierville recently honored the town's first African-American police officer and alderman who was murdered in what remains the town's only unsolved cold case. The George T. Walker Memorial Bridge on U.S. Highway 72 was dedicated by members of Walker's family, including Collierville Fire Department Battalion Chief Rickey Walker, as well as Collierville Mayor Stan Joyner, Aldermen John Stamps, Taylor Stamps, John Worley, Billy Patton, and State Rep. Kevin Vaughan. Walker was fatally shot at his family's convenience store at 1919 West Street in 2001.

TENNESSEE TOWN & CITY
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WAUFORD

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

What is Your Organization's Biggest Cybersecurity Threat?

BY JOE HOWLAND

VC3 Chief IT Security Officer

The biggest cybersecurity threat to your organization is unprepared employees.

What do I mean? Regardless of where your organization is in its cybersecurity journey, one thing continues to be abundantly clear. Your employees must be adequately prepared to identify phishing attacks and sound the appropriate alarm.

A cybersecurity firm found that 90% of data breaches are caused by human error. And it's the organization's responsibility to provide that training on a regular basis. The good news—employee awareness training doesn't have to cost an arm and a leg.

Hackers often take advantage of a current crisis like COVID-19 or other newsworthy events. Google's Threat Analysis Group has blocked 18 million COVID-19 themed malware and phishing emails per day. While tech tools play a key role in preventing phishing attacks, it's more important than ever that your employees are prepared and trained.

To fully appreciate the risks, we must first understand the data. Phishing attacks are the most successful: 95% of successful cyber-attacks start with a phishing scam.

More of these attacks are happening right now. There is a 350% increase in phishing attempts according to Google since quarantine began.

The financial impact is costly: \$1.1 million is the average cost of a cyber attack. And the long-term effects on your reputation are damaging

with 43% of attacked organizations report a negative customer impact and a loss of reputation

This means the most dangerous attack is being attempted more often which can result in major financial impact and loss of reputation for those attacked. The next two questions you must be asking yourself are:

- What can I do right now to better protect my organization?
- What do I need to do in the long term to become better prepared?

Let's tackle the first question. Now that phishing has our attention, we need to understand how to train ourselves and employees. We can learn from a recent phishing example we caught at VC3 to make things more concrete.

This phishing attack was targeted at our CEO and looked like a folder share from SharePoint Online. It's one of the better-disguised messages we've seen. We'll examine a real folder share and the phish side-by-side so you can see how tricky these can get and what to look for.

The Phishing Attack example

Indicators that it's malicious:

- Note the "External Email" banner at the top of the message. VC3 uses a product to identify messages coming from outside the organization, so it makes it easy to spot that this did not come from our SharePoint site.
- It looks like it comes from VC3 SharePoint Online rather than the user that created the share.
- The statement at the top does not

contain the user's name.

- The link is not to our internal SharePoint site.
- The Privacy Statement does not link to Microsoft.

The legitimate SharePoint Folder share

Indicators that it's legitimate:

- The email comes from the person that created the share and that person's name is listed at the top of the message.
- The hyperlink contains VC3's intranet URL and that should be clear in the email.
- The "External Email" banner is missing because this came from within VC3
- The Privacy Statement Link at the bottom goes to Microsoft.com.

Long Term Answer

You need an employee awareness training program. There are plenty of strong options and it won't be a major investment. However, because there are so many options and it does require time to set up and manage, you also need a long-term cybersecurity partner.

Cybersecurity is a journey, not a destination. Phishing attacks and many other cyber attacks change and evolve, so it's important to have a partner who is aware of the evolving landscape to make sound recommendations.

For more information on VC3 and its services, head over to TML's TECH page, <https://www.tml1.org/tech>



About Joe Howland

Joe has been in the IT industry for more than 20 years and has extensive IT management experience that spans multiple industries. A UCLA grad with a degree in mathematics computation with a computer specialization, he worked with Computer Sciences Corporation for 10 years supporting defense and financial sector contracts. Joe joined VC3 in 2009 and during his time with VC3, Joe has performed in the role of Virtual CIO for some of VC3's largest government customers. Joe is currently VC3's Chief Information Security Officer and is responsible for VC3's IT security as well as advising on security for VC3's customers.



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Technology
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Big Back Yard project highlights rural Middle Tennessee cities

BACKYARD from Page 1

Holly and the Crickets lives here. We have live country music in Centerville at the Grinders Switch Center every Saturday. We have the second oldest live radio broadcast in the country every Saturday morning."

Collinwood

Collinwood City Manager Gary Victory said his community is excited to be part of the Nashville's Big Back Yard initiative.

"Collinwood is located along the Natchez Trace, and we see this as an opportunity to get the word out on what we have to offer here," Victory said. "We are a close community and look forward to receiving visitors that hopefully will realize what a great place Collinwood is and will decide to relocate here. Hopefully this will help in getting better Internet throughout all of Wayne County as this will be a driving force getting people to move here and to work remotely. It's a very exciting time right now and we look forward to the future and what it could bring."

Mount Pleasant

Mount Pleasant City Manager Kate Collier said the program is a great way to show off small town accomplishments.

The city of Mount Pleasant is so excited about being a part of the Nashville's Big Back Yard," Collier said. "We are uniquely situated an hour from Nashville with a very



Built in 1939, the Commodore Hotel in downtown Linden was renovated in 2007, preserving its Art Deco details and oak flooring. It has since been named one of the six great places to stay in Tennessee. Owners Michael and Kathy Dumont moved to Tennessee from Rhode Island and also opened the Commodore Music Cafe in the hotel, which sources fresh ingredients and features Friday night music events. The hotel has become an anchor of downtown Linden and the local arts scene, which is highlighted every year with Linden's annual Blooming Arts Festival.

diverse population and three State Certified S.T.E.A.M. Schools. Why not let the world know about how great living is in our beautiful, rural, historic town? In these unprecedented times people will appreciate the lifestyle these small towns have to offer."

Nashville's Big Back Yard

(NBBY) region is anchored by 100 miles of the scenic Natchez Trace Parkway that connects communities with populations under 5,000. In the age of coronavirus, small communities are seeing a surge of interest from people who are drawn to rural living, remote work, and an affordable lifestyle.

Mike Wolfe said that one of the goals of the initiative is to help people rethink where they live and work.

"This global pandemic is making folks rethink how and where they want to live and work," Wolfe said "I know first-hand how much rural communities have to offer.

Now is the perfect time to think about getting out of the cities, and back to small town Main Streets and open spaces. I'm honored to help shine a light on the communities in Nashville's Big Back Yard."

To help roll out Nashville's Big Back Yard, Wolfe produced social media content that is being used on Facebook, Instagram, and Twitter to promote communities in the region. Wolfe is working alongside Aubrey Preston to promote the initiative.

"While COVID has dealt a devastating blow to our nation's public health and economy, it also has led people and communities to think about who we are and what we do," Preston said. "The land is calling people back, and Nashville's Big Back Yard has an abundance of land, water and world-class music. We're inviting folks to come and play in our big backyard"

The spring 2020 Harris Poll survey found nearly 40% of U.S. adults living in urban areas said they would consider moving "out of populated areas and toward rural areas."

According to data from the National Association of Realtors, median home prices in Nashville's Big Back Yard averaged less than \$170,000 versus the national median home price of \$241,300.

For more information, visit www.nashvillesbigbackyard.org.

No loan is too large or too small



The City of Milan recently closed on a \$1.5 million fixed rate loan with the Tennessee Municipal Bond Fund (TMBF) issued to finance electric system improvements. Seated L to R: Jason Griggs, Superintendent of Public Utilities; Milan Mayor B.W. Beasley; and Autumn Stewart, City Recorder. Standing is Tommy Green, TMBF Marketing Representative.



The City of McKenzie has used the Tennessee Municipal Bond Fund programs since 1987. McKenzie recently closed on three refunding issues in order to lower the rate of interest on the debt. The General Obligation Refunding Bond is in the amount of \$2,648,995 and was placed with a local bank in McKenzie. From L to R: Jennifer Waldrup, City Recorder; McKenzie Mayor Jill Holland; and Tommy Green, TMBF Marketing Representative.

See us for your special projects needs.

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TENNESSEE MUNICIPAL BOND FUND



PEOPLE

Kirk Bednar, city manager of Brentwood, has been selected as one of three new commissioners on the Commission on Accreditation for Law Enforcement Agencies, Inc., or CALEA. Bednar has served as city manager of Brentwood since 2013 and prior to that was the city's assistant city manager. Bednar was also a municipal management consultant for the University of Tennessee's Municipal Technical Advisory Service (MTAS). He holds a master's of public affairs from Indiana University and a bachelor's degree in public administration from Augustana College. Bednar will serve as one of 21 sitting CALEA commissioners who oversee accreditation for police departments in the U.S., Canada, and Mexico.



Kirk Bednar

bachelor's degree in criminal justice from Bethel University.

Glen Johnson has been named the new fire chief for the city of Franklin. A Desert Storm veteran, Johnson's career as a firefighter began in 1990 when he was still actively serving in the U.S. Air Force. He began his 26-year career with the Franklin Fire Department in 1994, during which time he worked his way through the ranks, being promoted from firefighter to lieutenant, captain, battalion chief of training, deputy chief, and most recently interim fire chief. Since 2009, Johnson has also served as the chairman of Tennessee's Homeland Security District 5 Team. In 2018, Johnson received the Tennessee Department of Safety and Homeland Security's First Responder Award. He holds numerous national and state firefighting, emergency medical, and emergency management certifications as well as an associate's degree in fire science from Volunteer State Community College.



Glen Johnson

Justin Bush has been promoted to the rank of lieutenant by the Bristol, Tenn., Police Department. Bush joined the department in April 2010 in the patrol division. After five years in patrol, he transferred to the Criminal Investigation Division (CID), where he served as a general investigator and child abuse investigator for a little more than four years. He recently returned to the department's patrol division and will continue there in his new role of lieutenant. Bush holds a bachelor's degree in criminal justice from East Tennessee State University.



Justin Bush

Sgt. Don Zelaya has retired from the Franklin Police Department after 27 years on the force. He began his career with the department in 1993 and throughout the years has served as a patrol officer, narcotic detective, narcotic supervisor, and patrol supervisor. He has worked as a special federal officer while on assignment for the FBI's Violent Crimes Task Force, working throughout the mid-state. Prior to joining the Franklin Police Department, Zelaya was with the Greeneville, Miss., Police Department where he served a member of their narcotics, SWAT, rescue, and dive teams between 1986 and 1991. He was also briefly employed with the Williamson County Sheriff's Department before coming to work for the city of Franklin. Named Officer of the Year by the Fraternal Order of Police for his work, Zelaya was instrumental in the creation and development of FPD's Flex Team.



Don Zelaya

Jimmy Dillard has been promoted to the rank of lieutenant with the Bristol, Tenn., Police Department. Dillard began his career in law enforcement as a member of the Bristol, Va., Sheriff's Department in 2006. He joined the BTPD in 2013 as a patrol officer then transferred to CID as a general investigator. He is now assigned to the department's support services division. Dillard holds a



Jimmy Dillard

Springfield's Manager Holt to retire after 30 years

Gina Holt will retire as city manager for Springfield after a 30-year career with the city.

Holt is the first woman to serve as city manager when she was selected for the job in 2017 and was the first woman to serve as assistant city manager. Over the years, Holt has received recognition and awards for her leadership including City Manager of the Year by the Tennessee City Management Association (TCMA) in 2019.

Holt's career in public service began after college when she went to work in Washington, D.C., including for President Ronald Reagan's Office of Management and Budget and served a stint at the U.S. State Department. She also served on U.S. Sen. Howard Baker's staff in Washington. After leaving D.C., she came to work for the city of Springfield.

She is an active member, past board member, and past-president of the Tennessee City Management Association. Gina is also a member of the International City/County Management Association. Additionally, she is serving as a board member of the Tennessee Municipal League. She served for nine years on the board of the TML Risk Management Pool – now Public Entity Partners – to further the cause of local governments.

During her city manager career, Holt played a key role working with other local leaders in consolidating the E-911 dispatching service across all of Robertson County. She was also on the leading edge of the trend among public entities to self-fund their health insurance plan.

Because of her effort and fiscally sound plan management, the city



Gina Holt

has saved employees and taxpayers several million dollars in premium payments. Holt also played an integral role in Springfield's downtown revitalization.

Holt is also active in numerous civic and local organizations in Springfield. She is an active member of Springfield Baptist Church and is a member and past-president of the Springfield Kiwanis Club. She is also currently serving on the board of directors of the Robertson County Chamber of Commerce.

"Gina Holt has been a selfless, dedicated and invaluable city manager. She has conducted her job with integrity, intelligence and grace, particularly over the challenging last few months," said Springfield Mayor Ann Schneider. "We will miss her tremendously, but we are better as a city because of her. On a personal note, I will miss working with her every day. However, we are blessed she will remain in Springfield and we wish her the absolute best.

Holt's last day will be Dec. 31, 2020.

Manchester Mayor Lonnie Norman dies

Manchester Mayor Lonnie Norman died Oct. 12, after being hospitalized with COVID-19 earlier in the month. Norman was 79 years old.

Norman had been mayor of Manchester since 2012 and was recently re-elected to a new term in August of this year. Norman had been diagnosed with COVID-19 in September and was hospitalized Oct. 1.

Norman's family issued a statement, honoring his memory and his many accomplishments as mayor.

"Without question Lonnie Norman's greatest accomplishments were as father to Virginia, Deborah, Priscilla, and Lonnie Jr. and as grandfather to Brandi Salis and Kandi Guest. The entire family wishes to thank the people of Manchester, Coffee County, and the state of Tennessee for their support during this difficult time. Even with saddened hearts, we hold tight to Lonnie's favorite quote: 'It's better to light a candle than to curse the darkness.' We as a family appreciate all of the calls, texts, prayers, and well wishes."

In lieu of flowers, the family asked that donations be made in Mayor Norman's name to the Bonnaroo Works Foundation and St. Jude's Children's Research Hospital.

The first African-American mayor of Manchester, Norman previously served a four-year term as the city's mayor from 1991 to 1995 and served as an alderman for the city between 1984 and 1991 and then again between 2000 and 2012. He was also an at-large



Manchester Mayor Lonnie Norman

member of the Tennessee Municipal League Board of Directors since 2016.

Norman was remembered on the city of Manchester's Facebook page for his years of service to the city.

"He was instrumental in supporting the construction and operation of the Recreation Complex, Soccer Park, and so much else," the post stated. "He was kind and respectful to all and had Manchester truly in his heart. We will miss him and that smile."

A lifelong Manchester resident, he retired after more than 40 years as a jet engine technician for the Arnold Engineering Development Complex (AEDC). In addition to serving as mayor, Norman was appointed by both Gov. Bill Haslam and Gov. Bill Lee to serve on the Tennessee Duck River Development Agency. He also served as a member of the Coffee County E-911 Board of Directors, the Manchester Chamber of Com-

merce, and on the advisory board for the Tennessee Rehabilitation Center.

Tulahoma Mayor Ray Knowis also issued a statement honoring his neighboring mayor.

"My sincere condolences to Mayor Norman's family and to the citizens of Manchester in the loss of Mayor Norman," Knowis said. "It has been my honor to know him as a fellow mayor and more importantly as a friend."

Coffee County Mayor Gary Cordell said he's known Norman for several years.

"It's a tragic loss for the city and our county," Cordell said. "He was a great man and a great leader. He and his service will be greatly missed and I enjoyed serving with him."

Jeff Cuellar, vice president of strategic partnerships with AC Entertainment and co-founder of the Manchester-based Bonnaroo Music and Arts Festival, said that he and other staff at the festival had worked with Norman for years.

"We are deeply saddened by the loss of Mayor Lonnie Norman," Cuellar said. "He dedicated his life to trying to make the community a better place for everyone and his spirit will continue to serve as inspiration to all of us to continue his legacy. Our thoughts and prayers are with his family, the Manchester community and to all who had the pleasure of knowing this amazing man."

Manchester Vice Mayor Marilyn Howard will resume mayoral responsibilities, as proscribed in the Manchester City Charter.

Former Secretary of State Darnell dies

Riley Darnell, former Tennessee Secretary of State, died on Oct. 2, at the age of 80 after a battle with cancer.

A native of Clarksville, Darnell retired after spending 16 years as the Tennessee Secretary of State, a post he served between 1993 and 2009. During his tenure, Darnell served under three Tennessee governors: Ned McWherter, Don Sundquist, and Phil Bredesen.

A Democrat, Darnell also served in the state legislature for 22 years, first as a state representative for District 67 from 1971 until 1981, and then as a state senator for District 22 from 1981 until 1993.

After graduating from Clarksville High School in 1958, Darnell earned his bachelor's degree in history and economics from Austin Peay State University in 1972 and his law degree from the Vanderbilt School of Law in 1965. He was admitted to the Tennessee Bar in August 1965. He was also chosen to



Riley Darnell

attend the Eagleton Institute of Politics at Rutgers University in 1973.

After obtaining his law degree, Darnell began his career in public service by commissioning in the U.S. Air Force as a captain in 1966, where he was assigned to the Judge Advocate General Corp until his honorable discharge in 1969. In 1970, he returned to his hometown of Clarksville to practice law.

Darnell was remembered fond-

ly by his successor, current Tennessee Secretary of State Tre Hargett.

"I and our entire office send our condolences to the family of former Tennessee Secretary of State Riley C. Darnell," Hargett said via Facebook. "In addition to serving as secretary of state, he was a husband, father, veteran and member of the Tennessee General Assembly. Our state and nation are better for his service."

U.S. Sen. Lamar Alexander also praised Darnell for his work for the state.

"Riley Darnell was a conscientious Democrat and legislative leader at a time when the political parties worked together to put Tennessee on a sound fiscal track that helped create the job growing environment that our state enjoys today," Alexander said. "I admired his good humor and diligence and enjoyed working with him. Honey and I send to his family our great respect for his life."

Maryville Public Works' Chissay earns 2020 Murphy Snoderly Award

The Tennessee Chapter of the American Public Works Association (TCAPWA) has awarded the prestigious Murphy Snoderly Award to city of Maryville Engineering and Public Works veteran employee Thisday "Stay" Chissay.

The award was presented by TCAPWA Chapter Administrator Mark Miller at the October Maryville City Council Meeting.

Chissay is a native of the White Mountain Apache Tribe Reservation near Cibecue, Ariz., and grew up in Maryville. He began his 32-year career with the city as a sanitation collection worker and was promoted to his current position of crew leader in the Engineering and Public Works Department.

Assistant Public Works Director Tim Phillips said he nominated Chissay for his "dedicated service to the city, his ability to adapt to change, and his impeccable safety record."

"Stay has been one of the most reliable employees in city history, trained countless crew members, and has provided the best customer service to the Maryville community," Phillips said.

Dan Cantwell, public works superintendent, praised Chissay for his work ethic.

"For the first 20 years of his career, Stay never took a sick day," Cantwell said. "He is extremely dependable and conscientious, and I can always count on him to step up to any challenge and help out the city's solid waste efforts. He is humble and kind to coworkers and citizens, and he's just a wonderful



Maryville City Manager Greg McClain, left, congratulates Thisday "Stay" Chissay, right, for winning the TCAPWA's 2020 Murphy Snoderly award.

Photo courtesy City of Maryville

example for our entire organization. I am thrilled that he has been recognized at the state level for his accomplishments."

The Murphy Snoderly Award is an annual honor for public works employees in local government in recognition of dedication and service to their respective communities.

Each year, the recipient is selected from a slate of statewide candidates and is considered the state's "most outstanding non-administrative public works employee."

The award is named for Murphy Snoderly, who was a long-time engineering and public works consultant for the UT Municipal Technical Advisory Service (MTAS) and was also the first City Manager of Johnson City in 1939. Murphy believed that "the working person who picked up garbage or patched potholes on the streets each day" along with other duties that allow a city to function properly should be provided with acknowledgement of their hard work and commitment to public service.

STATE BRIEFS

More than one-third of counties in Tennessee have no access to maternity care, according to a new report issued by the March of Dimes. Known as maternity care deserts, 33 of the state's 94 counties – roughly 37% – have no hospital with obstetric services, no OBGYNs, no certified nurse-midwives, and no birthing centers. Rural areas tend to have less access to care, which is often exacerbated by a lack of transportation options. A further 22 counties have only limited access to pregnancy services. As a result, pregnant women in these areas are less likely to get the pre-natal care they need, which can impact both the health of mothers and infants. The March of Dimes reports that every 12 hours a woman in America dies from pregnancy complications while two babies die each day as a result of inadequate pre-natal care. The U.S. was recently ranked as the most dangerous developed nation to give birth in.

The average Tennessee resident will spend \$951,727 on retirement, according to a new study from the financial planning website 24/7 Wall Street. Tennessee has a cost of living that is 10.1% less than the national average with 16.3% of the state's population being 65 or older. The study found Tennessee's average monthly housing cost for those 65 and older who own their homes was estimated at \$384. The analysis used data from the Bureau of Economic Analysis, Bureau of Labor Statistics, and the independent Institute for Health Metrics and Evaluation to examine what it costs to retire comfortably in each state. On the national level, Americans will spend an average of \$987,000 during retirement years.

The state's unemployment rate decreased to 6.3% in September 2020, a 2.3% decrease from the August rate of 8.6%. The September 2020 unemployment rate is also 9.2% lower than the state's April rate of 15.5%, which was the all-time highest unemployment rate for the state since it began reporting unemployment data. The unemployment rate for September 2019 was 3.3%. Employers across the state created 11,100 new nonfarm jobs between August and September. The leisure/

hospitality sector was responsible for the largest number of new hires for the month. The manufacturing sector created the second-largest increase, followed by the education/health services sector.

The Tennessee Department of Commerce and Insurance (TDCI) will have a more paperless insurance licensing process as a result of a recent system upgrade. On Oct. 13, TDCI went live on the newest version of State Based Systems (SBS), a web-based application through the National Association of Insurance Commissioners (NAIC) that supports states' insurance regulation. The upgrade is part of ongoing efforts to modernize insurance licensing, save money and remove barriers that hinder the Volunteer State's economy. Entities with questions pertaining to licensing should contact TDCI Agent Licensing at 1-888-416-0868 or 615-741-2693. Questions about the SBS transition should be directed to the SBS Service Desk at sbshelp@naic.org or 816-783-8990.

The Tennessee Department of Agriculture (TDA) is alerting consumers to an increase in fraudulent credit card devices found at gas pumps across the state. Consumers are urged to take note of the credit card reader they are using. If it appears to be different from other readers at the gas pumps or if it is not securely affixed to the display panel, report it to the gas station manager or TDA and move to another pump. If a card skimming device is detected at the pump, TDA inspectors immediately remove the pump from service and contact local law enforcement. A skimming device reads and stores data from the magnetic stripe on a credit or debit card when the card is used at a point of sale. Even at locations where chip readers are in use, stolen data from the strip can be used for fraudulent transactions. Consumers should always track purchases and be aware of balances on their bank accounts. To report a suspected issue at a gas pump, call TDA at 1-800-OCTANE1 (1-800-628-2631) or 615-837-5109. The business name and full address with a description of the issue should be reported along with the pump number.

USDA to invest \$60M in rural TN

U.S. Department of Agriculture (USDA) is investing \$60 million to assist more than 78,000 rural Tennessee residents access essential community services in rural Tennessee.

"Supporting essential services in our rural communities is vital to improve the quality of life for its residents," said Tennessee USDA Director Jim Tracy. "Under the leadership of President Trump and Agriculture Secretary Perdue, USDA has been working tirelessly to be a strong partner to rural Tennessee in building stronger and healthier communities, because we know when rural America thrives, all of America thrives."

Through the funds, the town of **Ashland City** will use a \$896,500 loan and \$100,000 grant to purchase a new fire truck. The new truck will serve as both a ladder truck and fire engine.

The city of **Athens** will use a \$35 million loan to construct a new elementary school that will

house pre-kindergarten through fifth grade students.

Chattanooga Area Regional Council of Governments will use a \$150,000 grant to improve the housing capacity of the local governments in southeast Tennessee by providing technical assistance in housing rehabilitation, improve the planning capacity by providing planning professionals support to local planning commissions, provide Community Development Technical Assistance by assisting with the preparation of utility grant applications, and improve the economic development by providing technical assistance in the implementation of major economic development projects.

Lewis County will use a \$210,900 disaster grant and \$176,100 grant to make runway improvements to the Lewis County Airport at John A. Baker Field in **Hohenwald**. These improvements will allow the airport runway to be a safe reliable place for aircraft landings.

State releases COVID-19 PSA "Choices"

Ad will run statewide on broadcast, cable, and digital media



The state of Tennessee is launching a new ad campaign to promote responsible decision-making in the wake of the ongoing coronavirus pandemic. More information about the campaign and how the state is handling the pandemic can be found at <https://covid19.tn.gov>.

The state of Tennessee has launched a new ad campaign, "Choices," to promote responsible decision-making by Tennesseans as the state continues to fight the spread of COVID-19.

The ad will air across the state on broadcast, cable, and digital media.

"The most effective way for us to combat this virus is through individual Tennesseans making responsible decisions for the safety of themselves, their loved ones,

and their neighbors," said Gov. Bill Lee. "Masks remain one the most effective, widely available tools as we await a safe, approved vaccine. We recognize that life looks different during a pandemic, and we're encouraging Tennesseans that as they live their lives they make the responsible choice and choose to wear a mask."

The PSA launches in tandem with a new COVID-19 website from the Tennessee Department of Health that provides Tennesseans

with improved tools to make informed decisions for their health. The website can be found at <https://covid19.tn.gov/>.

As part of the new campaign, a COVID-19 PSA Toolkit is available to local government and community organization to use on Facebook pages, community access channel and other existing media outlets. To access the toolkit, go to <https://www.tn.gov/content/tn/governor/covid-19/psa-toolkit.html>

State revenues exceed September estimates

Tennessee revenues exceeded budgeted estimates for September, which is the second month of the state's fiscal year.

Finance and Administration Commissioner Butch Eley reported that September revenues were \$1.6 billion, which is \$23.2 million more than September 2019, and \$197.5 million more than the budgeted estimate. The growth rate for September was 1.48%.

"September tax revenue growth was slightly positive compared to the same month last year," Eley said. "While September sales tax collections, which reflect consumer activity in August, exceeded estimates by nine percent, we

must remember that Tennesseans have continued to receive considerable stimulus funding, which will decline over time. Corporate tax receipts, reported as franchise and excise taxes, also remain flat compared to 2019; however, gasoline and motor fuel taxes have declined by 5.6 percent, indicating the decline in demand for business and leisure travel. Overall, we are pleased that tax revenues are performing better than estimated, but we do remain cautiously optimistic, planning for the worst but hoping for the best, as we continue to monitor the pandemic's effect on our economy and our state's finances."

On an accrual basis, September is the second month in the 2020-21 fiscal year.

For September, general fund revenues exceeded the budgeted estimates in the amount of \$199.4 million, and the four other funds that share in state tax revenues were less than the budgeted estimate by \$1.9 million.

Sales tax revenues were \$71.2 million more than the estimate for September. The September growth rate was positive 1.56%. Year-to-date revenues are 2.70% more than this time last year.

Franchise and excise taxes combined were \$119.3 million more than the September budgeted estimate of \$380.3 million. The September growth rate was 2.10%, and on a year-to-date basis 1.62%.

Gasoline and motor fuel revenues for September decreased by 5.61% and were \$5.5 million less than the budgeted estimate of \$108.2 million.

Motor Vehicle Registration revenues were \$100,000 more than the September estimate, and on a year-to-date basis have exceed estimates by \$4.1 million.

Tobacco tax revenues for the month were \$6 million more than the budgeted estimate of \$19.4 million. The growth rate for September was 19.01%.

Privilege tax revenues were \$9 million more than the budgeted estimate of \$31.6 million, and on a year-to-date basis have exceed estimates by \$11.1 million.

Business Tax receipts were \$1.1 million more than the budgeted estimate for September. For two months revenues are \$100,000 more than the budgeted estimate.

Hall income tax revenues for September were \$400,000 less than the budgeted estimate.

Mixed drink, or liquor-by-the-drink, taxes were \$3.6 million less than the September estimate, and on a year-to-date basis, revenues are \$7.6 million less than the estimate.

All other taxes were greater than estimates by a net of \$300,000.

Year-to-date revenues for two months were \$312.5 million more than the budgeted estimates. The general fund exceeded estimates by \$308 million and the four other funds that share in state tax revenues exceeded estimates by \$4.5 million.

The budgeted revenue estimates for 2020-2021 are based on the State Funding Board's consensus recommendation of Nov. 26, 2019, and adopted by the second session of the 111th General Assembly in June 2020. Also incorporated in the estimates are any changes in revenue enacted during the 2020 session of the General Assembly.

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

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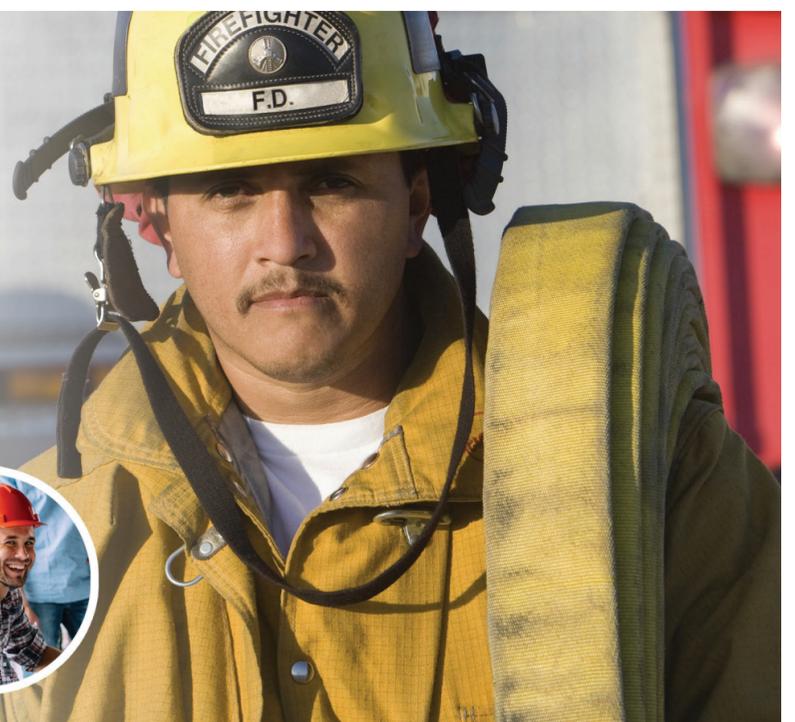
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ACCOUNTING TECHNICIAN/HR ASSISTANT

PIPERTON. The city of Piperton has an immediate opening for an accounting technician/HR assistant. The successful candidate must have the ability to interact with a variety of city staff, appointed and elected officials, vendors and contractors and possess effective communication (oral and written) and interpersonal skills and attention to detail. Experience with automated applications is desirable; computer literacy and extensive knowledge of Microsoft Office, especially MS Word and Excel, is required. The candidate must have attained a high school diploma or G.E.D., plus a minimum of two years accounting experience. A valid driver's license from state of residence is also required. The individual employed in this position will perform bookkeeping and fiscal work for various financial and accounts management functions as well as all human resource functions including payroll processing. The accounting work involves receiving, preparing and processing financial documents; performing accounts payable and/or receivables work; advanced customer service tasks; reconciling accounting transactions; maintaining and balancing accounting ledgers; creating and maintaining accounting databases and automated files; and preparing records, reports and summaries regarding assigned fiscal operations. Hourly wages will be commensurate with experience. A background check will be conducted. Health insurance and retirement benefit package is provided. Email letter of interest and resume to admin@pipertontn.com. EOE.

CHIEF BUILDING INSPECTOR

PIPERTON. The city of Piperton has an opening for a full-time chief building inspector. Duties will include residential and commercial construction inspections (building, plumbing, and mechanical), plan review, responding to public requests for service and resident's concerns, enforcing city ordinances, and assisting the building official as necessary. At least one ICC commercial certification is required. Remaining ICC commercial certifications must be obtained and maintained within one year (building, plumbing, and mechanical inspector) of hire. Must have five years code enforcement/inspection experience, including two years supervisory experience. Valid driver's license is required. Background check will be conducted. Salary is commensurate with experience. Medical and retirement benefit package is provided. Applications may be obtained at the Piperton Administrative Office at 3725 Hwy 196 Suite B, or at www.pipertontn.com/jobs. Return application and resume to tjohnson@pipertontn.com. EOE.

CITY MANAGER

OAK HILL. The city of Oak Hill (Pop 4700) is seeking a city management professional to be their next city manager. Oak Hill is located just a few miles south of downtown Nashville. The city manager is appointed and reports to a five member board comprised of commissioners popularly elected at-large to staggered, four-year terms of office. The city has a \$2.1M budget with five employees and several contracted services. Serving this satellite city is a unique and rewarding opportunity to be part of the greater Nashville community. Candidates should possess a bachelor's degree in public administration, business administration, or

a field closely related to municipal management, with a master's degree in a related field preferred; and a minimum of 10 years of progressive responsible management experience that includes experience in city management, planning, zoning, and finance. Position profile is available at www.oakhilltn.us. Send cover letter and resume by electronic mail to the City of Oak Hill, attention Jeff Clawson (jeff.clawson@oakhilltn.us). Initial review of applications will occur by the first week of October. Position opened until filled. For additional information please contact: Jeff Clawson (jeff.clawson@oakhilltn.us) and/or Gary Jaeckel (gary.jaeckel@tennessee.edu)

CITY ENGINEER

HENDERSONVILLE. This position directs the operations of 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 8 years of increasingly responsible experience in civil engineering, and 5 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. Entry level salary: \$83,768 annually or DOQ. Interested candidates must submit a completed job application, resume, and a cover letter highlighting your career experience as it relates to this position and explaining why you are interested in this job. Information can be found of the 'Job Openings' page on the City of Hendersonville Human Resources website or picked up at the Personnel office at Hendersonville City Hall. Open until filled. EOE

FIRE CHIEF

NOLENSVILLE. The town of Nolensville is seeking a qualified and innovative individual for an exciting opportunity to become the town's first fire chief. The ideal candidate will have a strong background in, and knowledge of, fire administration services and programs, be resourceful, and have a professional interest in influencing strategies for a rapidly growing community that is establishing a fire department. The chief will supervise, regulate, and manage the department and maintain control of all personnel and activities including fire safety education, fire protection, fire extinguishment, emergency medical service, and administration. Minimum qualifications include: 10 years previous experience in fire-fighting operations; and five years previous experience in firefighting operations as a paid battalion chief officer or higher and training that includes progressively responsible emergency management operations, emergency/disaster planning, public safety, hazardous materials regulations, program/personnel management, and public relations; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Must have a bachelor's degree in emergency management, fire science, management, public administration, or closely related field. Preference may be given to candidates who are graduates of the Executive Fire Officer (EFO) program from the National Fire Academy and/or possessing personal accreditation as a Chief Fire Officer (CFO) from the Center for Public Safety Excellence. Required certifications from the Tennessee Commission on Fire Fighting Standards and Certification include: Fire Fighter-I; Fire Fighter-II; Fire Instructor-I; Fire Officer-I; Fire Officer-II; Ability to obtain Fire Officer-III and Fire Office-IV within first 24 months of employment; Tennessee

certification as a Fire Code Inspector. For additional details, please see full job ad at www.nolensvilletn.gov.

INFORMATION TECHNOLOGY (IT) DIRECTOR

FAYETTEVILLE. The city of Fayetteville is accepting applications for the position of Information Technology (IT) Director. The position will be a full-time, FLSA Exempt position with City paid and Employee elected benefit options. Application and job description may be picked up at the City of Fayetteville Municipal Building, 110 Elk Ave S. Fayetteville, TN 37334 or online at www.fayettevilletn.com. Applications will be accepted through Oct. 30, 2020. EOE.

LAND DEVELOPMENT ADMINISTRATOR/SENIOR PLANNER

MARYVILLE. The city of Maryville is seeking to fill one open position in the planning division of the development services department as either a senior planner or land development administrator. The position will be filled based on departmental needs and the candidate's experience and qualifications. Applicants seeking the land development administrator position will: perform intermediate skilled technical work administering and enforcing the city's zoning ordinance and subdivision regulations; serve as staff support to various boards and commissions; prepare and present reports; maintain files and records; and prepare related work as apparent or assigned. Work is performed under the limited supervision of the deputy development services director. Bachelor's degree with coursework in urban planning, public administration, geography or related field and considerable experience in professional planning preferably in municipal government, or equivalent combination of education and experience. Applicants for the senior planner position will be responsible for: professional and technical work in the city's planning program including review of land use applications' staffing of city boards, preparing reports plans and planning related regulations. Provides information to the public regarding land development regulations and processes. Reports to the deputy development services director. Master's degree in urban planning, public administration, or a related field required and extensive experience in professional planning

preferably in municipal government or equivalent combination of education and experience. AICP certification preferred. The position is open until filled. Applications are available at the city of Maryville Municipal Center, Human Resources, 400 W. Broadway and on our website www.maryville.gov. Nepotism policy prohibits hiring relatives of city employees. EOE. In addition to a city of Maryville employment application, applicants should submit a cover letter, resume, and writing sample. Incomplete applications will not be considered. Please direct inquiries to humanresources@maryville-tn.gov.

LONG RANGE/SPECIAL PROJECTS PLANNER

CLARKSVILLE. The Clarks-ville-Montgomery County Regional Planning Commission (RPC) has an opening for a Long Range/Special Projects Planner. Located just 40 miles northwest of Nashville, Clarksville's affordability is hard to beat. Clarksville was named Best Place to Live by *Money Magazine* in 2019, one of the Top 10 Cities Where Millennials are Moving, and the best place to live on \$50,000 in Tennessee. This position requires a working knowledge of land use planning and how policy, the economy, and laws affect the built environment. The LR Planner must be a proficient reader, writer, and researcher. Must be knowledgeable in conducting surveys and analysis. Must possess knowledge of the capabilities of Geographical Information Systems (GIS) as it relates to planning and demographics. Experience in implementing infill development projects or policy is a plus. Minimum of a bachelor's degree in city, urban, or regional planning, public administration, landscape architecture, civil engineering, or related field is desirable with a minimum 2 years' experience in the areas of long-range planning, zoning, and/or public policy; preferably in government or consulting with the public sector. Membership(s) in the American Institute of Certified Planners (AICP), Urban Land Institute (ULI), and/or Congress for New Urbanism (CNU) is desired but not required. The RPC offers a comprehensive benefits package including medical, dental, and vision insurance, paid time off, flexible spending account access, and TCRS package. Pay Range \$44,304-\$55,848, DOE. This position will remain open until filled. A complete copy of the job description is

available online. Applications/resumes must be submitted online at <https://www.cityofclarksville.com/> EOE.

PLANNING DIRECTOR

CLEVELAND. The city of Cleveland (pop. approx. 50,000) seeks an experienced planning director to coordinate its overall land use and development programs for both current and long-range planning activities. Home to a mid-sized university, strong industrial footprint, substantial residential and commercial development pressure, and redevelopment opportunities. Duties include reviews and coordination of small area plans, site plans, subdivisions, rezoning requests; preparing and presenting reports to the city council, planning commission, board of zoning appeals and other community groups; assisting in ordinance and policy creation and amendments; and issuing commercial and residential permits. Graduation from an accredited university with 6 years community planning, or comparable work, and possession of AICP certification is required. Master's degree preferred. Strong writing and presentation skills required with working knowledge of technology, Excel and GIS software required. Salary DOE plus strong benefits and retirement packages. Submit resume and cover letter to Kim Miller (Human Resources) at kimmiller@clevelandtn.gov. Position open until filled. First review of applications will begin on Nov. 6, 2020. EOE.

UTILITY ENGINEER

LAVERGNE. The city of La Vergne is seeking applications for a utility engineer. The utility engineer is responsible for providing technical assistance and work products for the city's utilities (water, stormwater, and wastewater) in addition to providing support to public works for roadway, traffic, and structures. Typical job duties may include project management and engineering, administrative tasks, correspondence, citizen customer service, minor design, and technical writing. Graduation from an ABET accredited college with a degree in civil engineering or a closely related field is required; minimum of five years related experience and/or training; or equivalent combination of education and experience is required; P.E. Certification is required. Salary range is \$69,841 - \$80,929. Job posted until filled. For more details and to Apply visit the city of La Vergne's website www.lavergnetn.gov



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Management Consultant - Municipal Technical Advisory Service - 1900001Y1 Regular Full-time, Pay Grade 43, Nashville, TN

The University of Tennessee Municipal Technical Advisory Service (MTAS) seeks applications for a Municipal Management Consultant in its Nashville office. MTAS is an agency of the University of Tennessee Institute for Public Service and provides consulting, technical assistance, training, and research services to Tennessee cities.

Duties and Responsibilities:

The position provides professional advice and assistance in the area of municipal management primarily to an assigned set of cities in Tennessee, regardless of size, on a broad range of issues and problems. In addition to providing direct client assistance, the Management Consultant researches, develops and maintains timely reports on critical issues; teaches municipal training courses within the context of a well-defined training curriculum; and assists other consultants in the agency in the performance of individual and team projects. This position performs other special project work as assigned.

Required Qualifications:

Education:
The position requires a Master's degree in public administration or in a related field.

Experience:

This position requires at least five years employment in local government, including three years as a city manager or six years as an assistant city manager. Preference is given to experience as a city manager or assistant city manager in a city with a minimum 10,000 in population. Extra consideration will be given for additional experience in city management or Tennessee specific experience.

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The position requires knowledge and understanding of the problems faced by city officials. It requires independent planning and processing of projects, questions, training, etc. The work is performed in both the field and the office and as such, requires constant scheduling and updating of work activities.

This position requires extensive travel.

Each employee that drives a vehicle for work-related business must have and maintain a valid driver's license and appropriate automobile insurance. Applicants are encouraged to review all position requirements prior to applying. Salary is based on a combination of professional experience and qualifications. For best consideration, applications should be submitted by October 30, 2020. Applicants should apply electronically at <https://hr.utk.edu/staff-positions/>. All applicants must submit a resume, cover letter, and a minimum of three professional references. Position is open until filled.

For more information and to apply, please visit: https://ut.taleo.net/careersection/ut_system/jobdetail.ftl?job=1900001Y1&tz=GMT-04%3A00&tname=America%2FNew_York

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How state and local governments are crucial to the economy

State and local governments spend as much as \$2 trillion each year purchasing goods and services from private businesses. They employ millions of people and buy trillions of dollars in goods and services from the private sector. Congress and the White House should keep these numbers in mind as they debate pandemic aid.

BY RONALD C. FISHER
Governing Magazine

In the debate in Washington over additional pandemic fiscal aid to state and local governments, the fact that they constitute a huge component of the economy seems to have been overlooked or forgotten. State and local governments' severe fiscal problems could cause the recession to drag on longer than otherwise while also hurting public services.

Many people — both federal officials and the public — don't seem to realize how crucial state and local governments are economically.

Most of us likely think only about our own city or state, which may not seem that large. However, state and local governments, taken together, comprise one of the nation's largest industries, so they have a much greater economic impact than many understand.

State governments, local governments (including not only cities but also counties, towns, and school districts) and public colleges in aggregate employ almost 19 million people, one in seven of all workers nationally. (It was nearly 20 million before the recession, but more than 1 million already have lost jobs.) More people work for these governments than in manufacturing, construction, leisure and hospitality, and retail and wholesale trade.

These workers include more than 4 million on the

front lines of public service dealing with the pandemic, including those in public hospitals, police and fire, public health, transit, and corrections.

Other state and local government workers provide crucial services including K-12 and higher education, management and maintenance of water and sewer systems, waste collection, administration of social insurance programs such as unemployment insurance and Medicaid, and the judicial system. State and local government employees earn more than \$1 trillion annually, money that they, like other Americans, use to pay for housing, food, clothing, health care, transportation, utilities and many other goods and services sold by private businesses.

But the overall economic impact of state and local governments is even greater than employment suggests. State and local government expenditures, as reported by the Census Bureau, represent nearly 19% of GDP and more than 21% of personal income. More than half of that spending goes to provide education and health services, crucial for all families and individuals.

In addition to paying employees and providing public services, it is sometimes forgotten that state and local governments are substantial buyers of goods and services from private businesses. By one estimate, state and local governments spend as much as \$2 trillion each year purchasing goods and services from private businesses. When a state or a county repairs a road or bridge, or when a school district builds a new school, private contractors are hired to do the work. Governments buy computers, furniture, vehicles and other equipment from private

business. Medicaid and other health-care programs pay for services from doctors and nurses, hospitals and pharmacies. These governments also purchase materials and supplies, including motor fuel, electricity and natural gas, books, paper, software, and chemicals (salt for the roads in winter, for example).

In my state, Michigan, spending by the state and its localities accounts for 21% of personal income, those governments employ 550,000 people, they pay about \$26 billion in wages and salaries to those workers, and they buy about \$59 billion worth of goods and services from private businesses. Check out the numbers for your own state.

As the pandemic continues, our state and local governments are facing substantial and yet uncertain budget challenges due both to severe revenue declines and additional service requirements stemming from the pandemic. Estimates vary, but projected budget deficits of at least 5 to 10 percent are common and seem likely.

What Congress and the Trump administration decide will have major implications for every state and community. Without federal support, additional cuts in state and local spending, or higher taxes, seem likely. Even a 5% cut in state and local employment and spending could mean 950,000 more unemployed or furloughed workers and \$100 billion less in purchasing from private businesses. Either would slow the recovery of the overall economy, given both how large the state and local sector is and how interconnected it is with private business.

Simply put, we cannot afford that.

NATIONAL BRIEFS



The number of new coronavirus cases in the U.S. is again surging with medical officials predicting a third peak in cases even higher than both the April and July surges. The number of new cases has been on the decline in the late summer, but has begun to increase since mid-September with more cases being reported in rural areas. Many states have set weekly records for new cases in previous weeks. Officials expressed concern in how high the case count could reach since the surge being seen now is starting from an even higher number of active cases than were recorded at the beginning of the July or April surges.

U.S. jobless claims reached their highest since August in early October with more Americans moving toward

longer-term jobless aid. Economists said the increase in claims and the fact more Americans are seeking long-term aid is concerning in a labor market whose recovery was already stagnating. Initial jobless claims for the week ending in Oct. 10 were up 53,000 from the prior week with 898,000 Americans applying to regular state programs. On an unadjusted basis, the figure is the largest one-week increase since July. The number of continuing claims — or Americans seeking ongoing unemployment assistance — was around 10 million in the week ending Oct. 3. Economists said many state aid programs are becoming exhausted, leading more Americans to seek assistance from the federal Pandemic Emergency Unemployment Compensation program that provides up to 13 additional weeks of jobless benefits.

The number of Americans living in poverty has grown by 8 million since May with poverty rates increasing since the end of

federal coronavirus relief. A study conducted by Columbia University found that the federal CARES Act — while initially successful at offsetting growing poverty rates in the spring — was too short-lived to have a long-term positive impact on poverty rates. The CARES Act gave Americans a one-time stimulus check of \$1,200 and unemployed workers an extra \$600 each week. When the federal aid diminished toward the end of the summer, poverty rates rebounded. Minorities and children were those hardest hit by these increased poverty rates. The results of the Columbia study are underscored by another recent study published by the University of Chicago and the University of Notre Dame, which found within the last three months alone, 6 million Americans entered poverty. A family of four earning \$26,200 a year or less is considered living below the poverty line, according to the U.S. Department of Health and Human Services.



Nov. 7: Townsend
Grits and Grain Festival
The Townsend Visitor Center hosts the annual Grits and Grain Festival, celebrating the legendary distillers of the Smokies. Whiskey-tasting events, regional craft spirits, food, and music highlight this event. For more information, visit gritsand-grainfest.com

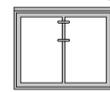
Nov. 15-24: Greeneville
Sixth Annual Greeneville Tourism Festival of Trees
The Greeneville Tourism Festival of Trees is a 10-day event and silent auction that features more than 50 decorated trees, wreaths, garlands, and centerpieces donated by local organizations. The kick-off event includes refreshments, live music, and photos with Santa. For more information, visit www.greenevilletn.com/events/sixth-annual-tourism-festival-of-trees

Nov. 24-Jan 1: Clarksville
Christmas on the Cumberland
Celebrating 21 years, come enjoy displays of more than 1 million lights along the half-mile RiverWalk. Weekends bring additional activities like seasonal crafts, dances, and other events. For more information, go online to visit visit-clarksvilletn.com

Nov. 28: Wartrace
Wartrace Christmas Marketplace
Walk off Turkey Day by supporting local small businesses. Christmas-themed items and treats will be on sale by local artisans bakers, crafters, and others throughout downtown Wartrace. For more information, visit wartracechamber.org

Nov. 28-Dec. 19: Collierville
Christmas in Collierville
Come celebrate Christmas in Collierville featuring Santa visits in the gazebo, a horse-drawn carriage ride around the Town Square, and more free events. Named one of the Southeast Tourism Society's Top 20 Events in the Southeast for December, Christmas in Collierville has fun for the whole family. For more information, visit www.colliervilleparks.org.

COMING UP



November 18-21, 2020
NLC City Virtual Summit
<https://citysummit.nlc.org/>

March 15-16, 2021
TML Legislative Conference
Nashville

July 31 - Aug 3, 2021
TML Annual Conference
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Ed Stewart, ChFC, CLU, CF
Financial Advisor

Athens community takes positive steps forward in race relations

By LISA DOTSON
Main Street Athens Director

In the wake of the death of George Floyd, I was led to gather community leaders together—our city manager, police chief, county mayor, county sheriff, three African American leaders, pastor/leader of the ministerial association, a member of Athens Thrive, and myself—and have a conversation about race relations in our community.

This two-hour Zoom conversation led to planning a bigger conversation with our community.

A diverse group of approximately 400 citizens came together on June 11 (while practicing physical distancing) to listen and to share for three hours on the grounds of historical J.L. Cook Memorial Park, which is the landmark of the former African American school. Then we walked/marched peacefully from Cook Park to downtown, around the courthouse and back, filling the approximately 1.5 miles with chanting, singing, talking, laughing and believing that our community is “Better Together.”

A Transformational Impact

This peaceful conversation and demonstration is helping to transform our city. The impact of this conversation brought an awakening to many of our community members about things they were not aware of, and it has encouraged our black community members to join forces and become more knowledgeable of the opportunities that are available in the community. Together, we are taking a seat at the table to bring about change for the betterment of all.

As a result of the June 11 event, several black community members met for a brainstorming session in downtown Athens at the Market Park Pavilion on June 22. The purpose of this gathering was to determine how we can become more involved in the community and work peacefully with police officers, city and county leaders, and become more hands-on so that we can impact the development of our community for generations to come.

We then took it a step further and met with the Athens police chief, an officer, the city manager, and two city councilmen at J.L. Cook Memorial Park on June 29. This meeting allowed for a more intimate public discussion with approximately 40 citizens. It allowed the community to ask and get answers to tough questions that had been on the hearts and minds of people for years.

From this conversation, walls of communication were torn down and an open door was extended from the city officials for citizens to freely walk through if they had a problem or concern that needed to be addressed. At this meeting, we agreed that we don't have to wait for a group to fight our battle for us. We can be our own advocate and take our personal concerns to city hall and allow them to be reviewed individually.

The community advocate group is meeting on a regular basis, and as a result, our first task is to assist with voter's registration and to encourage the citizens of the community to register and then GO VOTE! Our vote is our voice and we should all use our right to make changes.

We are also working hard to continue to build strong partnerships and strengthen connections between our past and present. For example, our community advocate group, along with the Athens Parks & Recreation Department, is working with our THRIVE team—a subcommittee of Main Street Athens—to develop an educational walking tour for J.L. Cook Memorial Park. This will consist of historical markers placed on the walking trail at Cook Park. These markers will explain the history of the school and preserve this information for generations to come.

The THRIVE team has an opportunity to connect this tour to the already existing historic walking tour that was created as a partnership of Main Street and a diverse group of local historians. This effort is grant funded and is inclusive of a combination of men, women, and youth of various racial ethnicities.

The collaboration of these two walking tours makes a connection between our downtown art and heritage district which are being established as a result of Main Street Athens' networking with THRIVE Regional Partnership, Tennessee



Athens celebrated the unveiling of a beautiful mural that commemorates the 100-year anniversary of women's suffrage. The new mural by artist Sam Welty was painted on the wall of White Street Market, one of downtown Athens' newly renovated buildings.

Photo credit: Main Street Athens

Arts Commission, Southeast Tennessee Development District and the Lyndhurst Foundation. Additional Efforts to celebrate and unite the community have included:

Centennial of Women's Suffrage

On Aug. 20, we celebrated the unveiling of a beautiful mural that commemorates the 100-year anniversary of women's suffrage. Harry T. Burn, the gentleman that cast the final vote giving women the right to vote in 1920 was from Athens. This mural was placed on a revitalized building that is located at the entrance of our Main Street district and is seen by many on a daily basis as not only a transformation in our nation but in our community.

Thank You to Police Officers

On Aug. 28, a private ceremony was held at Athens City Hall to commemorate the 100th year anniversary of the last time a police officer was killed in the line of duty. In a season of unrest, we are taking the time to say “Thank You” to our police officers. For the next 100 days, yard signs, and window decals were placed in businesses within the Main Street district and throughout the city that read, “We Support Our Police.” This campaign was sponsored by Main Street Athens and the Council Advisory Committee. Business owners were happy to participate in this campaign.

National Black Business Month

In celebration of Black Business Month, Main Street Athens did a live video recording of the only African American business within the downtown business district. Salon 214 was located in one of the buildings downtown, but had to move in 2019 due to maintenance issues in the building. Because the owner, Marsenia Smith, liked being in the downtown area, she moved to another location within the district. We promoted her reopening on Aug. 31. From this promotion on social media, Salon 214 gained more public awareness, and Marsenia's business has increased.

From this promotion, I realized that we need to be more intentional about supporting our African American community; therefore, Main Street Athens is partnering with our downtown entrepreneurial center—The LITE House—and the Small Business Development Center of Cleveland to develop programs that are geared towards minorities in business (women, African American, Asian American, etc). Due to COVID-19, these programs will not kick off until January 2021.

My Growth as a Leader

The negativity that has impacted our nation has also impacted my role as a Main Street director, but in a positive way. My day-to-day role is not just working to transform buildings and public spaces, but it is about transforming the heart and mindset of people.

In order to have a better community, it starts with the individual. I realize instead of talking about change, I must “BE” the change that I want to see for my community. The motto for Athens is “The Friendly City,” and my desire is that we become who we say we are.

Recently, a vacant seat became available on our city council, and according to the charter, it had to be filled before the November election. I have never had an interest in serving in a political role. However, my heart shifted within three days of the vacancy, and I became interested in serving in this capacity.

Although this interim term is for only four months, I felt in my heart that serving in this role as a city council member would give me



Local citizens participate in a “Better Together” Walk through downtown Athens. The 1.5-mile walk allowed residents to come together with a sense of community after discussing social issues at an event at J.L. Cook Memorial Park.

Photo credit: Alan Armstrong (Local freelance photographer)



A diverse group of approximately 400 citizens came together on June 11 to listen and to share for three hours on the grounds of historical J.L. Cook Memorial Park, which is the landmark of the former African American school.

Photo credit: Alan Armstrong

the opportunity to learn more about our city government, and in turn, city leaders would learn more about me and my role as the director of an organization that is the driving force for change in the downtown district.

I felt it was a win-win. I put my name in the running and was nominated for the position by two of the councilmen and received a unanimous vote from the council. On Aug. 18, 2020, I became the first African-American woman to serve on the Athens City Council. I just made history!

In this historical moment, I am still just a citizen, working daily in my various roles to help my community become better in the midst of a chaotic nation.

Better Together

As the director of Main Street Athens and active in various other positions in the community, and mainly a concerned citizen, my desire is that we walk in love, unity, and respect and bring about change for the ENTIRE community, creating a safe haven for the betterment of ALL races and all ages. I truly believe in my heart that we are better if we work together. I hope we can be a catalyst for positive change, a small spark that lights a fire throughout



In celebration of Black Business Month, Main Street Athens did a live video recording from an African-American owned business in the downtown business district.

the nation, and hearts will have a burning desire to be at peace with one another.

Little ole' Athens, Tennessee, with a population of less than

15,000, is being proactive in this fight against racism and social injustice. One conversation is transforming our world. “It started with the one in the mirror!”