



TML Legislative Conference March 14 - 15 in Nashville

Transportation funding, proposed cuts to the Hall Income Tax, Rural Economic Development, new regulations for airbnbs, and the state's budget surplus are just a few of the many topics planned to be addressed at TML's Annual Legislative Conference, slated for March 14 - 15 in Nashville.

A host of state officials are lined up to speak, including Lt. Gov. Ron Ramsey, House Speaker Beth Harwell, Sen. Transportation Chair Jim Tracy, and Tennessee State Comptroller Justin P. Wilson, among others.

Conference registration opens at 11 a.m. on Monday, March 14, followed by a buffet lunch at 12 noon.

The conference will kick off at 1 p.m. and run through 4 p.m. on Monday afternoon. On Tuesday, March 15, things will get underway at 7:30 a.m. with a breakfast served until 8 a.m.. The conference program will begin at 8 a.m. and continue until 10 a.m.

The two-day conference provides an excellent forum to network with other municipal officials and interact with your legislators.

The voice of Tennessee's municipal governments must be heard in the legislative process, and the TML Legislative Conference is a great opportunity to communicate that message.

For information regarding registration and hotel reservations, visit www.TML1.org



Ron Ramsey



Beth Harwell



Jim Tracy

EPA solicits comments on updates to NPDES stormwater regulations

Accepting comments through March 21

BY CAROLYN BERNDT
National League of Cities

Stemming from a 2003 court decision, the U.S. Environmental Protection Agency (EPA) is seeking comments on updates to its Phase II stormwater regulations regarding the procedures to be used for providing coverage to small municipal separate storm sewer systems (MS4s) under general permits.

The purpose of the NPDES Stormwater Proposed MS4 General Permit Remand Rule is to fix certain deficiencies that the Ninth Circuit Court of Appeals found in the permitting process for small MS4s covered under general permits, namely the lack of permitting authority review and the lack of public participation in the permitting process. This rulemaking applies to operators of a "regulated small MS4," of which 94 percent are permitted under a state general permit. There are 6,380 small MS4s covered by general permits nationwide.

EPA has proposed one option for satisfying the court order, while also taking comments on two other options. The three options are:

- Option 1 (EPA's proposed approach) – A traditional general

permit approach whereby the general permit includes clear, specific and measurable provisions and the permittee is required to submit a Notice of Intent that the requirements will be met.

- Option 2 – A procedural approach whereby the permit authority establishes a mechanism to approve individual MS4 programs.
- Option 3 – A state choice approach whereby the permit authority can choose to follow either option one or two or a hybrid of the two.

Seven states do not issue general permits, but rather individually permit their small MS4s and would therefore not be affected by this rulemaking: Delaware, North Carolina, Michigan, Iowa, Alaska, Idaho (EPA is the permitting authority), and Oregon.

Along with the proposed rule, EPA issued a compendium of state and EPA permit provisions, that includes provisions from existing and draft permits that exemplify how Option 1 has been implemented in state and EPA permits.

EPA is accepting comments on the rulemaking through March 21. NLC is currently evaluating the proposal and will submit comments.

Haslam rolls out budget in state address

Gov. Bill Haslam rolled out his proposed Fiscal Year 2016-2017 budget during his annual State of the State Address held earlier this month before a joint session of the 109th General Assembly.

The \$34.8 billion budget proposes \$261 million in new dollars for Tennessee K-12 education, including \$104.6 million for teacher salaries. Additionally, Haslam proposed funding the 12th month of health insurance for teachers and doubling the state's recurring contribution for technology needs at schools.

Other notable budget investments are:

- \$130 million from the General Fund to repay the Highway Fund;
- \$100 million into the state's Rainy Day Fund, bringing it to an estimated \$668 million on June 30, 2017;
- \$60 million for salary increases for state employees; and another \$36 million for market rate adjustments for state employees making less than \$50,000 annually;



Photo by State of Tennessee photographic services

TN Gov. Bill Haslam delivers his sixth State of the State Address.

- \$12.8 million for facilities and homeland security upgrades for the Military Department;
- \$10 million for the Department of Economic and Community Development's Rural Development Initiative;
- \$1.27 million to increase the number of drug recovery courts from 41 to 50 and for two additional veterans courts; and
- \$581.6 million in state and other funds to build new buildings and fix existing higher education and general state government facilities. This includes the top recommended capital projects for both the University of Tennessee system and the Tennessee Board of Regents.

See more at: <https://www.tn.gov/news/>

City crews brave hazardous conditions to keep streets clean, basic services running



Snow blankets the grounds of the Fred J. White Municipal Building in Portland. The city was hit by 10 inches of snow during recent storms. Street crews, firefighters, police officers and other employees were out in full force in cities across the state to ensure streets were passable, utilities were still working and residents were safe.

BY KATE COIL

TML Communications Specialist

As inches of snow blanketed much of Tennessee in January, employees from municipalities were hard at work during inclement weather to keep streets clean and basic services running.

Elizabethton City Manager Jerome Kitchens said city employees sometimes have to brave dangerous conditions to ensure citizens are provided with basic services.

"Public safety is out, utilities are out, and our street crews are out in the weather," Kitchens said. "Safety is a major issue, because you have people out there working in dangerous conditions. I don't think most people understand how many employees we have out there. I think they understand the results more than anything."

Portland Mayor Kenneth Wilber said working in city government opened his eyes to how many people are really involved in dealing with inclement weather on the municipal level.

"They face the road conditions because they are the first ones out there," he said. "They work so many hours, and fatigue can set in. The weather conditions and being exposed to those temperatures is a danger. I don't think people realize as a whole how many people we have out working, doing their jobs. I didn't realize it until I started working in city government that it's not just one or two people out there; it's the city organization as a whole. I really appreciate our employees and



Snowplows work to clear the streets in Lafayette, which saw some 13.5 inches of snow during the weekend storms.

all they do during these times."

Kitchens said preparation for winter weather often begins long before any snow hits the ground.

"As the season rolls around, we get our fleet ready by putting snow plows on, checking hydraulics and making sure we have salt on hand," he said. "When we get snow, we are ready. We keep salt on-standby pretty much all winter."

Elizabethton, like so many other cities in Tennessee, was hit by two snow storms – the first hitting on Wednesday, Jan. 20, and the second on Friday, Jan. 22. During that time, the city used 781 tons of salt of its

1100-ton salt bin.

"We put salt down if we think something is coming," Kitchens said. "We don't pretreat with a liquid yet, but we will probably be doing that next year. You use less salt and it's more effective that way. But we will have to buy new equipment before we begin using the brine."

To keep streets clear, Kitchens said employees worked 128 regular man hours and 152.5 hours of overtime on Wednesday. Before Friday's storm, Kitchens said employees set out Thursday night and kept working until 1 a.m. that Sunday, working a *See SNOW on Page 3*



FACT:

A total of 19 percent of Tennessee bridges are in need of repair, improvement or replacement. Five percent of the state's bridges are structurally deficient and 14 percent are functionally obsolete.

Source: A new study released by The Road Information Program, or TRIP, a national transportation research firm.

NEWS ACROSS TENNESSEE



ATHENS

Construction will soon be complete on a 4.9-mile section of a rails-to-trails conversion project that will eventually connect Athens and Englewood in McMinn County. The Eureka Trail is now part of more than 22,000 miles of rails-to-trails nationwide and will connect downtown Englewood to an area northwest of downtown Athens when it is complete. The trail follows the original rail line built by the Eureka Mills textile factories to transport workers between the two communities. The former Ocoee Knoxville West rail line is one of several 12 potential corridors the Rails to Trails Conservancy identified last year with greenway potential.

BARTLETT

Medical equipment manufacturer Olympus announced they will construct a new East Coast national service and distribution center in Bartlett Corporate Park, investing \$12 million in the facility and creating 280 new jobs in Shelby County. The company will be distributing equipment such as endoscopes, surgical devices and generators from the new facility, which will be Olympus' second national service center. The company's first location residing in San Jose, Calif. The decision to build a second national service center was based on Olympus' need for additional capacity to handle the growth expectations in the service, supply chain and logistics areas of its medical business. Construction is expected to begin this spring. Olympus is a global company with its headquarters, Olympus Corporation, based in Tokyo, Japan. Olympus Corporation of the Americas – a wholly owned subsidiary of Olympus Corporation – manages the company's operations and business activities throughout North and South America.

CROSSVILLE

Crossville will soon be home to the state's largest wind farm as Charlottesville, Va.-based Apex Clean Energy completes construction of 20 to 23 wind turbines by the end of 2017. The project will bring more than \$100 million to the area and is expected to create 50 jobs. The wind farm will produce up to 71 MW of power, which is enough to power 20,000 homes every year. The project began several years ago when Apex began placing testing equipment to determine the feasibility of a wind farm. The project will be constructed on private land that will be leased from owners. The project area will encompass about 1,800 acres, but only about 50 acres will be used by the project. The 25-year lease would continue to allow the current land use to continue.

DICKSON

Bavarian Polymers officials announced the company will be investing \$2.7 million to expand operations at its facility in Dickson, creating 27 new jobs in the area. The door and window extrusion profile manufacturer was founded in 2005 and will add 30,000 square feet of production and warehouse space to house new extrusion lines to keep up with increased demand. This will be the company's second expansion at the Dickson facility since 2013. The company specializes in manufacturing PVC extrusion profiles, which are sold to window and door manufacturers in North America producing vinyl window and door systems.

FAYETTEVILLE

Nippon Steel and Sumikin Materials USA, Inc. officials announced they will be opening a new manufacturing facility in Fayetteville, investing \$5.7 million and creating 65 new jobs. Nippon Steel's new 62,000 square foot manufacturing facility is located in the Fayetteville-Lincoln County Industrial Park. The company will be making modifications to the manufacturing space, installing equipment as well as building out the office space. Nippon Steel is a major subsidiary of Nippon Steel & Simitomo Metal Corporation, the second largest steel making company in the world, and manufactures a metal substrate for the automotive industry and is the only metal substrate manufacturer that produces the stainless foil raw material that is used in the final product. The metal substrate is distributed globally.

JACKSON

Officials with the city of Jackson are hoping the acquisition of new property will help woo industry to the city. The Jackson City Council recently approved the purchase of 80 acres in 2016 and 35 acres in 2017 from Tall Oaks Farms LP with the option of purchasing two adjoining pieces of property with 101 and 98 acres respectively. The property along Fiberglass Road in West Madison County is close to the existing industrial park and Interstate 40 as well as rail lines and the McKellar-Sipes Regional Airport. City officials said that these factors will make the land attractive to industry and are among 12 pieces of property the city has looked into purchasing. The land will cost \$1.6 million and \$700,000 for the first two sections. The city also has the option to purchase the adjoining 101 acre tract for \$2.52 million and the 98 acre tract for \$2.45 million.

LENOIR CITY

R&S Logistics has leased the 222,000-square-foot former Yale Locks & Hardware building in Lenoir City with plans to open the facility toward the end of the first quarter of 2016. The company plans to install a new sprinkler system, rinsing outside walks, fixing roof leaks and other renovations before opening its doors. The building, which has been vacant since 2012, will be used to help with production distribution and will be R&S Logistics' fourth location in Loudon County. The company is already using 50,000 square feet of the building to receive freight. The company expects some job growth as a result of the new location.

NASHVILLE

Nashville's tourism industry has celebrated 60 consecutive months of year-over-year growth in hotel rooms sold and hotel tax collections. The five-year streak started December 2010 and was officially marked on November 2015. The streak is the longest in Nashville's history and beats out any other top U.S. destination tracked by Hendersonville-based research firm STR. Houston came the closest with a 59-month streak that ended in January 2015 followed by Dallas with a 45-month streak of year-over-year record growth. October 2015 holds the Nashville record for the most hotel rooms sold in a single month with 691,544 and hotel tax revenue collected with \$6.2 million. It's also the only month hotel tax collections have ever topped \$6 million. Projections for November 2015 estimate hotel tax revenue of about \$4.3 million. Hospitality is Nashville's second largest industry, generating \$5.42 billion in annual visitor spending and accounting for 31 percent of all visitor spending in Tennessee. Nashville Mayor Megan Barry said the industry creates 58,000 jobs.

SPRING HILL

General Motors has announced it is moving the production of the GMC Acadia to its Spring Hill plant. The Acadia was previously built at the Lansing Delta Township Assembly plant in Michigan, along with the Buick Enclave and Chevrolet Traverse. The 2017 redesign for the vehicle will go on sale this spring. The Acadia netted its strongest sales year ever in 2015 with 96,393 deliveries. The Spring Hill plant has already been hiring 1,100 more workers in recent days due to output of another GM product, the 2017 Cadillac XT5 (SRX). The company began accepting applications for those positions in October.

VONORE

JTEKT Automotive Tennessee will be expanding its manufacturing facility in Vonore, investing \$218.5 million and creating 50 jobs in Monroe County. The company manufactures high-quality hydraulic, manual and electric steering parts for both foreign and domestic automakers and has been doing so for over 25 years. JTEKT Automotive Tennessee operates as a subsidiary of JTEKT Corporation. The new facility will be producing the next generation steering for customers such as Toyota, BMW, Honda and Nissan. The company plans to start production for its new facility in September 2016.



Kingsport is blessed with committed city leaders, volunteers, business owners and citizens who are proud to live in and support their community. One Kingsport strives to foster a common goal to promote and recognize all the unique and positive elements of Kingsport.

New online marketing initiative promotes economic development, community pride

BY KATE COIL

TML Communications Specialist

Kingsport citizens are chiming in on what their community means to them as part of an online marketing campaign aimed to promoting local growth.

Mayor John Clark said the city's previous long-range growth plan first implemented in 1999 was coming to a close, and local leaders decided it was time for a new initiative to help Kingsport keep moving forward. Clark said the campaign began with a summit of residents, business leaders and city officials to determine what direction was best for Kingsport.

Held in 2015, this meeting resulted in a five-year plan to help provide the city with new direction moving forward. Clark said the theme "One Kingsport" was kept from the summit as it embodies the goals for the city's future.

"We wanted to bring together people for a common cause and have folks get back to our city by providing their thoughts and energies around where we should be going with our city," Clark said. "At the same time, we have used the One Kingsport phrase to be our mantra, to come together as a city and continue working together to move the city forward. Anything we do we are going to try and tag One Kingsport next to it."

Cumberland Marketing is heading up the campaign and Emily Carrier, a spokesperson with the company, said the campaign helps residents and those interested in coming to the community connected with what is happening in Kingsport.

"In July of 2015, Cumberland

Marketing formed a partnership with the Kingsport Chamber of Commerce, the city of Kingsport, and the Kingsport City School System to all work together to create One Kingsport," she said. "One Kingsport is a vision, a campaign, a voice – developed to share the exciting events, news, and growth occurring in Kingsport. We distribute news through interesting articles and lively videos both on our Charter TV channel 192, Facebook, Twitter, Instagram, and on onekingsport.com."

Residents and business owners can participate in the campaign through a variety of means ranging from attending local meetings to using social media hashtags and participating on the One Kingsport website. Citizens can upload a picture and their own stories about why they love Kingsport, which will then be used as part of the marketing campaign.

"We are trying to get people to embrace the One Kingsport," Clark said. "We are encouraging people to share what that phrase means to them and what they like so much about this city. Kingsport has excellent community spirit."

Through citizen input Clark said the city has devised seven primary goals and improvements needed to make Kingsport a destination city. Clark said those areas include arts and entertainment, continued downtown revitalization, destination city investments, health and wellness, improved housing, higher education innovation, and job creation and entrepreneurship.

Carrier said the goal of the campaign is to bring residents from all walks of life together to support and

grow Kingsport.

"We're devoted to everything tasty, interesting, healthy, and entertaining in our community," Carrier said. "Kingsport is blessed with committed city leaders, volunteers, business owners and citizens who are proud to live in and support their town. Our goal with One Kingsport is to unite these people, organizations, and businesses to embody this passion for the greater good of our community. I want the entire city to stay connected with all that Kingsport has to offer."

Clark said marketing and branding is essential for municipalities today.

"One of the reasons we want to utilize this One Kingsport concept is to market and brand our city moving forward," he said. "It is very essential to our success. Every city, state and country are all out there competing for residents and jobs. I think the most successful cities in the future are the ones that can market and brand their cities."

The ultimate goal of the campaign is to bring new residents and businesses into the community.

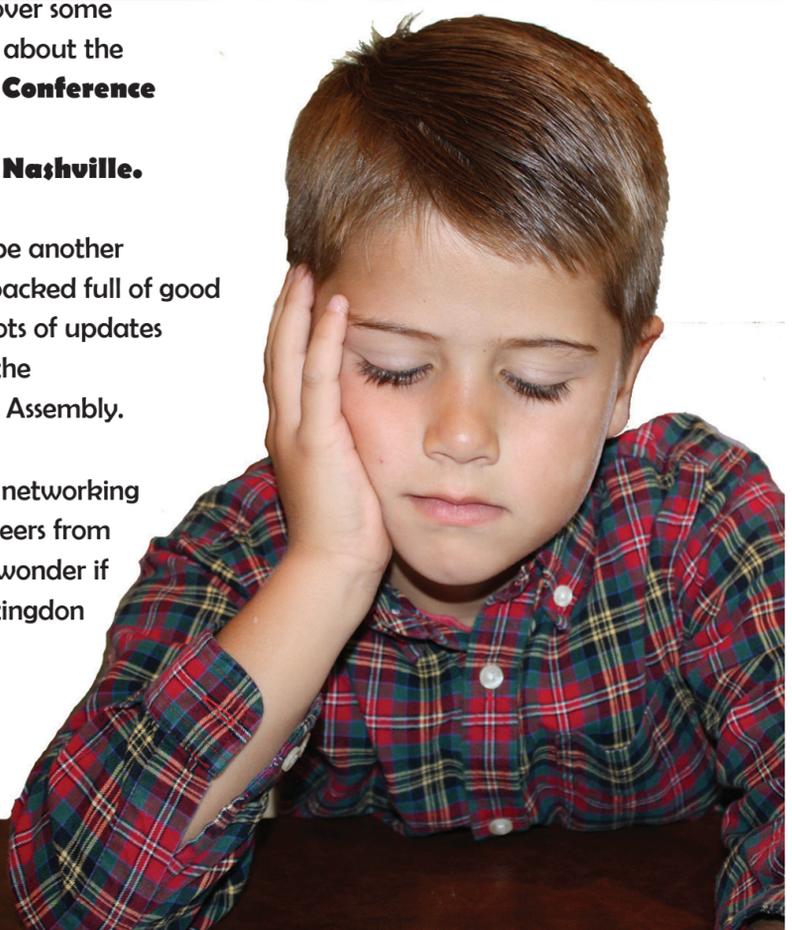
"The end result for us to retain and attract more residents, businesses, developers and visitors to Kingsport," Clark said. "One of our concerns is that we are experiencing some retention issues. A lot of people are working here, but they are deciding not to live and raise a family here. Everything we are doing around the One Kingsport campaign is to achieve our vision of becoming the premier location in northeast Tennessee for people to live, work and raise a family and for businesses to grow and prosper here."

I've been looking over some of the information about the **TML Legislative Conference** scheduled for **March 14 & 15 in Nashville.**

It looks like it will be another great conference packed full of good information with lots of updates from members of the **Tennessee General Assembly.**

Plus, I always like networking with some of my peers from across the state. I wonder if the Mayor of Huntingdon plans to attend?

www.TML1.org



City crews brave hazardous conditions to keep streets clean, services running

SNOW from Page 1

total of 136 regular hours and 605 hours of overtime.

"It hit on a weekend, so we generally don't have as many working then," he said. "Typically, we have a couple of sanitation workers and two or three people on call for the highways, service crews on call for electric, and one for the water. That can be different if we have some kind of a special event."

Kitchens said the best way for citizens to help out when snow hits is to be patient and to watch where they park their cars.

"We prioritize our snow removal so its major streets, secondary streets and then minor streets," he said. Most people understand that their street may not be the first on the list. We try to get to as many streets as we can, though sometimes cars parked on the street make it impossible to get through."

Phillip Brawner, public works director for the city of Lafayette, said city crews were out for two days clearing the 13.5 inches of snow that fell in the area. Though the city doesn't pretreat roads with salt, Brawner said public works crews were still out preparing before the storm hit.

"We scheduled employees and got our equipment together. You have to get everything loaded up and ready to go beforehand," he said. "Once it starts, we are ready to go out. We have snowplows we put on the front of our dump trucks, just like the state does."

Lafayette had 10 public works employees working nearly 150 man hours to clear the snow. Brawner said typically only around seven or eight employees are out working on roads during normal conditions.

"They stayed from 7 a.m. Friday morning and kept working until 7 p.m. that night," he said. "We came in the next day at 6 a.m. and worked the whole day Saturday. It's pretty tiring to be out working in the snow, but it went a lot better than we expected. The temperature rising made a big difference for us."

Wilber said crews from various city departments began preparation before the storm hit and were on-call throughout the weekend after around 10 inches of snow blanketed the municipality.

"One of the first things our street department does is make sure all of the equipment is ready to go and make sure the spreaders and plows operate properly," Wilber said. "They make sure the salt is ready to go. They make sure they have their plans down and know which priority roads they are going to hit first. We have a few intersections that are a higher priority, like the one near the hospital emergency room and the water plant."

In addition to city streets crews, other city departments were also working to keep residents safe. In Elizabethton, the city's police and fire crews responded to 13 car accidents with no injuries, two with injuries, 13 calls from motorists needing assistance, and 49 other calls for assistance amid four inches of snowfall.

Elizabethton also offers electric and water services to residents, which meant those crews were on

duty during the snow as well.

"We normally have service crews on call and standby for our water and electric services. But they step things up when a major storm is coming," Kitchens said. "For example on Friday, we had a significant water leak and had crews out working on that. We were lucky the snow wasn't a heavy wet snow that can cause major power outages."

In Portland, Wilber said the city had extra crews on call in case there were any service interruptions with their water, gas, or sewer services.

"The main thing with our gas service, is when it gets cold you have to make sure the pressure stays up," Wilber said. "With water and sewer, there isn't much you can do other than some prevention at the plants to winterize them. You also have your police department out and your fire department out. We also bring some of our public works and utilities employees in to help with the streets."

Once the snow starts to melt, other issues arise for municipalities.

"You have to worry about drainage, especially if you have ice blocking storm drains. That can cause localized run off," Kitchens said. "You may also start to notice road maintenance issues while you're out there. Salt gets in the cracks of the asphalt, which takes time to work its way through."

Even after the snow is gone, Brawner said crews still have to deal with issues like pot holes and other road hazards snow can create.

Wilber said these issues can often create more work for the city in the aftermath of the storm.

"When it warms up, the ground moves, and that can create pipe leaks and other issues," he said. "When this storm first started, we had more ice than we did snow. We also had tree limbs breaking and had to clear those off the roads. Limbs have also broken off and are in people's yards, so we are anticipating more limbs during brush pickup."

Portland also had to delay garbage pickup because of the storm.

"We suspended it for the safety of the employees who have to get on and off trucks, get into ditches and then walk on ice back and forth to the cans," he said. "Their trucks are also big, and a lot of our city streets are not very wide. People have a hard time getting around in good weather, so if you throw snow and ice into that mix it becomes a danger to those on the road."

Government, non-profit partnership looks to expand Franklin Civil War battle sites

BY KATE COIL
TML Communications Specialist

A partnership between the state, city of Franklin and a local non-profit hopes to create a 20-acre park space to eventually connect the Carnton Plantation with the Carter House, both key sites in the Battle of Franklin.

Laurie McPeak, director of development with the Franklin Battlefield Trust, said a lot of the current city of Franklin was built on land that was part of the battlefield. As part of historic preservation efforts, the trust has been slowly acquiring land for more than 15 years.

The trust's most recent acquisition is 1.6 acres on the corner of Strahl Street and Columbia Avenue, which currently houses a flower shop and the Williamson County CASA offices. The trust received nearly \$1.3 million to help purchase the land, which borders the Carter House. The funds came from the American Battlefield Protection Program, which acts as a federal agency under the National Park Service that assists with preserving battlefield properties.

"The Carter Hill Battlefield Park is a combination of private, city and state property," McPeak said. "The Franklin Battlefield Trust operates the Carter House, but it is a state-owned land and structure. Ultimately, our dream is to connect the battlefield in some way all the way from Carnton Plantation to the Carter House. It's a lot of land, but we would like a walkway so visitors can get from once property to the other. Of course, that is a long-range plan."

McPeak said the property will be turned over to the city of Franklin in the future, save for a small parcel. The trust has been working with officials at Middle Tennessee State University as part of a campaign to preserve the Carter House outbuildings once located on the recently acquired property. MTSU and other agencies have also helped with ongoing archaeological digs on the battle sites.

The state's plans for the Carter House property include a new 4,000-square-foot visitors' center and the restoration of the garden and outbuildings that were on the Carter family property around the time of the Battle of Franklin on Nov. 30, 1864. In order to accomplish this, a former gym at the site will be demolished with



Plans for the Carter House site include demolishing structures built on land formerly belonging to the Carter family. The land will be used to construct a new visitors' center and reconstruct period garden and outbuildings, including a cottin gin.



In addition to expanding the Carter House, the battlefield trust is in talks with the city and state to see about erecting a greenway between the Carter House and Carnton Plantation, seen above. The two homes are two of the main surviving structures involved in the Battle of Franklin.

a \$500,000 grant provided by the state of Tennessee. The plans are estimated to cost \$7 million with \$3.2 million of that going to construct the agrarian-style visitors' center.

"The Battle of Franklin was really the beginning of the end of the Civil War — the war ended six months after that," McPeak said. "I think some of our plans are for a passive, greenspace park that offers historical interpretation of what happened here."

Civil War tourism has grown significantly in Franklin in recent years ranging from re-enactors and Civil War history buffs to the descendants of those who fought in the battle looking for family history. McPeak said there are descendants of soldiers who fought on both sides

of the battle in all 50 states and the battlefield regularly holds descendant reunions.

"Every year our visitor traffic has grown, and has grown about 10 percent each year during the last five years," she said. "We see approximately 100,000 visitors a year, and only about 35 percent of those are from Middle Tennessee. We have visitors from all 50 states as well as a lot of Scotch-Irish visitors as well. We have thousands of school children that come here every single year as part of their curriculum. We have also seen our visitor demographic changing. We used to have school children and the older population, but now we are getting a lot more visitors between the ages of 35 and 50."

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PEOPLE

Rachel Butzler has been hired as the city of Knoxville's new solid waste manager, a position that is crucial to the city's public service department and oversees \$9.34 million worth of solid waste contracts. Butzler is the first woman to serve as the city's solid waste manager, replacing the recently retired John Homa. Butzler has previously served the city as a public service coordinator and engineering technician. Before joining the city in 2011, she worked as an agriculture specialist for the U.S. Department of Homeland Security, as a research technician at the William H. Miner Agricultural Research Center in Chazy, N.Y., and at the University of Vermont. She earned a master's of science from Texas A&M and a bachelor's degree in environmental resource management from Pennsylvania State University.



Rachel Butzler

and was first hired in 1981. She saw the city change from a city manager-based form of government to the mayor-aldermanic form in 1986. Palmer served as the city's media contact and oversaw several projects such as the implementation of Hendersonville's Sister City program with Tsuru, Japan. Palmer became the city recorder and budget officer in 1986 and then was named human resources manager in 1988. She obtained her MBA from Vanderbilt University while working for the city.

Roger A. Page has been appointed to the Tennessee Supreme Court by Gov. Bill Haslam to replace Justice Gary R. Wade, who retired in September. Page has been a judge on the Tennessee Court of Criminal Appeals since 2011 and before that served as a circuit court judge for the 26th Judicial District. Prior to his time on the bench, Page served as the assistant attorney general for the state in Jackson from 1991 to 1998. He practiced at Holmes, Rich, Sigler & Page, P.C. in Jackson from 1987 to 1991. He was also an associate at Peterson, Young, Self & Asselin in Atlanta and a law clerk for then-U.S. District Court Judge Julia Smith Gibbons. Page received his law degree with honors in 1984 from the University of Memphis. He received a bachelor's degree in pharmacy in 1978 from the University of Tennessee College of Pharmacy in Memphis. He attended the University of Tennessee at Martin.



Roger A. Page

Buck Dozier has announced his retirement as director of The Fairgrounds Nashville at the end of February, ending a long career with Metro Nashville government. Dozier was hired as the executive director of the fairgrounds in 2008. Dozier served as the Metro fire chief for six years and was a member of the Tennessee Fire Chiefs Association. He was elected an at-large Metro councilman in three separate periods, with his last term ending in 2006. Dozier served as president pro tempore of the Metro Council from September 2004 to August 2005 and on various council committees. A graduate of Cohn High School, Dozier received a degree from David Lipscomb University where he later taught for 10 years.



Buck Dozier

Robert Holtz has been named director of buildings and codes for the city of Murfreesboro after serving as the interim director since December 2014. Holtz began his career with the city in 1996 as a plans examiner in the building and codes department, and then he was promoted to deputy director in November 2008. Prior to joining the city, he worked as a project manager and estimator for a general contractor and then a structural steel company. He also serves as a part-time instructor for the Tennessee Fire and Codes Academy. Holtz holds certification from the International Codes Congress as a certified Building Official, Fire Inspector I, Plans Examiner, Building, Mechanical and Plumbing Inspector. He graduated from Memphis State University in 1984 with a bachelor's degree in architectural engineering technology.



Robert Holtz

Shira McWaters has been hired as director of the Oak Ridge Department of Public Works, replacing longtime director Gary Cinder who retired in September. McWaters will administer all public works activities for the city and will be responsible for approximately 100 full-time employees. A professional engineer, she has more than 22 years of experience with the water and wastewater industry in the private sector before coming to Oak Ridge. She is presently employed with the firm Tata & Howard in Flagstaff, Ariz. McWaters also holds a bachelor's degree in civil engineering from Worcester Polytechnic Institute in Massachusetts and professional engineering licenses in Massachusetts and Arizona.



Shira McWaters

Kaye Palmer, the human resources manager for the city of Hendersonville, has announced her retirement effective March 1. Palmer has been with the city for 35 years



Kaye Palmer

Dr. Avice E. Reid has been selected as the senior director of community relations for the city of Knoxville by Mayor Madeline Rogero following the retirement of Thomas "Tank" Strickland. Reid will supervise community engagement efforts including the City's Save Our Sons initiative, the Police Advisory and Review Committee (PARC), and the Equal Business Opportunity Program, among other responsibilities. Reid joined the city in 2007 as executive director of PARC. Prior to that, she spent 34 years at the Tennessee Valley Authority in roles including senior project manager and senior manager of information technology. A Knoxville native, she has a bachelor's degree in mathematics from Knoxville College and both a master's and doctorate of ministry from Covington Theological Seminary.



Avice Reid

Portland Police Chief **Richard Smith** retired on Jan. 8 after 31 years in law enforcement. Smith was hired as a full-time patrol officer for the city in 1985 and promoted to lieutenant in 1994. Two years later, he was promoted to captain and then served as assistant chief from 2001 to 2010. He has served on the 18th Judicial District Drug Task Force since it was formed in 1987 and was promoted to assistant director of the task force eight years later.



Richard Smith

Gary Whitaker has been named the new director of the Murfreesboro City Planning Department. Whitaker stepped in as interim director of the department after the retirement of former director Joseph Aydelott in December 2014. Prior to that, he served as director of building and codes for the city. Whitaker began his career with Murfreesboro in February 1988 as a mechanical inspector in the building and codes department before being promoted to assistant director in 1994. He is certified as a commercial and residential building inspector, and also holds an electrical and plumbing license with the state of Tennessee. Whitaker has held a state commercial and residential general contractor's license for 15 years.



Gary Whitaker

TN Rep. Timothy Hill elected GOP Whip

House Republicans elected Rep. Timothy Hill, R-Blountville, to succeed Jeremy Durham as majority Whip in the Tennessee General Assembly.

The caucus voted 38 to 33 to make Hill the new Whip, defeating Rep. Ron Travis, R-Dayton. Hill and Travis were the only two declared candidates to seek the position.

The Whip is in charge of counting votes within the caucus.

Currently serving his second term, Hill was first elected to the Tennessee Legislature in 2012 to represent House District 3, which encompasses Carter, Johnson, and part of Sullivan counties. He currently serves as vice chair of the House Calendar & Rules Committee, and is a member of the House Insurance and Banking Committee, House Transportation Committee, and House Transportation Subcommittee.



Rep. Timothy Hill

U.S. Congressman Fincher won't seek re-election

U.S. Rep. Stephen Fincher, R-Tenn., recently announced he would not seek re-election.

In a prepared statement Fincher said, "I have decided not to seek re-election to the 8th Congressional District seat this year. I am humbled by the opportunity to serve the people of West Tennessee, but I never intended to become a career politician. The last six years have been the opportunity of a lifetime, and I am honored to have been given the chance to serve."

Currently in his third term, the 42-year-old was first elected to Con-

gress in 2010.

He is a native of Frog Jump, a small community in Crockett County. In his prepared statement he didn't give a specific reason for not seeking re-election other than he plans to return to Frog Jump to his family and business. Fincher is a managing partner in Fincher Farms, a seventh generation West Tennessee based agribusiness that produces cotton, corn, soybeans and wheat.

Hours after Fincher's announcement, state Sen. Brian Kelsey, R-Germantown, confirmed he will run for Fincher's 8th District seat.



U.S. Rep. Stephen Fincher

Political figure John Jay Hooker dies at 85

Longtime Tennessee political figure, businessman and attorney John Jay Hooker died at the age of 85 in Nashville following a year-long battle with cancer.

A Nashville native, Hooker's career in the law and Tennessee politics stretched for nearly 60 years.

Born on Aug. 24, 1930, Hooker was the son of well-known Nashville attorney John Jay Hooker Sr. and Darthula Williamson Hooker. He graduated from Montgomery Bell Academy in 1948, followed by the University of the South in Sewanee in 1952.

He served two years in the U.S. Army Judge Advocate Corps as an investigator before earning his law degree at Vanderbilt University Law School, becoming a member of the school's famous class of 1957. After graduating, he joined his father's firm of Hooker, Keeble, Dodson and Harris in Nashville.

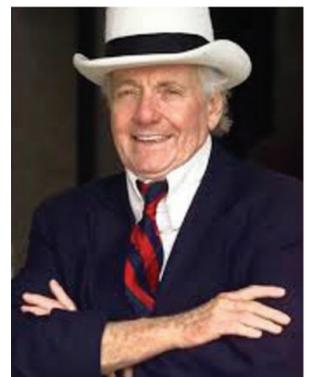
In 1958, Gov. Frank G. Clement asked Hooker to assist Jack Norman Sr. in the corruption investigation of Hamilton County Criminal Court Judge Raulston Schoolfield, who was accused of accepting money from teamsters. Following the investigation, Hooker and Norman were

chosen to prosecute the case before the Senate and one of their key witnesses was the counsel to the U.S. Senate committee investigating labor union corruption, Bobby Kennedy. Hooker and Kennedy formed a fast friendship, and from 1961 to 1963, Hooker served as a special assistant to Kennedy, who was then serving as U.S. Attorney General.

In 1960, Hooker formed his own firm of Hooker, Hooker and Willis and worked there until 1973. He served as Chairman of Performance Systems Inc. - also known as Minnie Pearl Chicken from 1967 until 1972 and then as president of the STP Corporation from 1973 until 1976. Hooker was publisher of the newspaper the *Nashville Banner* from 1979 until 1982, and then chairman of United Press International until 1983.

Hooker ran for governor for the first time in 1966, losing the Democratic primary to Buford Ellington. He won the Democratic nomination for governor in 1970, but lost the seat to Republican Winfield Dunn. He would run for governor again as a Democrat in 1998, 2006 and as an independent in 2014. Hooker also ran for U.S. Senate in 1976 and in 2006.

During his political career, Hook-



John Jay Hooker

er was also known for his legislative agenda. He spoke out against the Tennessee Plan for the selection and retention of judges, leading to the state legislature to pass a constitutional amendment in 1971. His most recent fight at the Capitol was for the Death with Dignity bill, a piece of legislation Hooker helped galvanize after his own cancer diagnosis.

He is survived by a brother, Henry, and his four children: Dara Wimberly Hooker, Kendall Hooker Hightower, John Blount Hooker and James "Jay" Thomas Lovell.

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STATE BRIEFS

The Tennessee Department of Tourist Development has released its 2016 Official Tennessee Vacation Guide featuring international entertainment icon and native Tennessean Dolly Parton. More than 550,000 guides are available to inspire potential guests to book a trip filled with authentic experiences that are part of "The Soundtrack of America - Made in Tennessee." The 228-page guide is a compilation of stories, photographs, annual events, regional overviews, maps, and listings showcasing the state's incomparable scenic beauty, outdoor recreation, history, family fun, the arts and spectacular culinary scene with accompanying handcrafted spirits. An initial printing of 550,000 guides will be distributed free at the state's 14 Welcome Centers and to guests requesting the publication via tnvacation.com and 1.800.GO2.TENN. It is also available as an e-guide at tnvacation.com/guide. As in previous years, an iPad app of the guide will be available soon in iTunes offering additional rich media and interactive content, as well as links to all advertisers. For bulk requests of

the 2016 Tennessee Vacation Guide, contact tourdev@tn.gov.

The Tennessee Department of Safety and Homeland Security has reorganized its Homeland Security office to better deal with the evolving threat, particularly that of homegrown violent extremists. The office of Homeland Security will now be comprised of three bureaus: analytics, operations, and preparedness. The reorganization allows Homeland Security to continually monitor any threat, and adjust the department's security posture accordingly and more effectively. Assistant Commissioner and Homeland Security Advisor David Purkey said, "Changing threat indicators across our nation and state require us to adapt our structure and focus to protect the public. This reorganization model prepares us at the state level to more fully support our local, state, and federal partners while extending our preparedness services to public entities as well." The mission of the Office of Homeland Security is to protect the citizens and critical infrastructure of Tennessee from the threat of terrorism.

Cities receive ECD Façade Improvement Grants to assist with downtown repairs

Tennessee Gov. Bill Haslam and Economic and Community Development Commissioner Randy Boyd recently approved \$585,000 in Commercial Façade Improvement Grants to assist Tennessee communities with downtown improvements.

Commercial Façade Improvement Grants are derived from Tennessee's federal Community Development Block Grant (CDBG) funds and are used to improve commercial buildings in downtown districts that have active revitalization programs in place through the Tennessee Main Street and Tennessee Downtowns programs. Grants can be used for improvements including new awnings and signs, painting, building repair and other upgrades.

"Renovations like these can help communities thrive and, in turn, attract future economic development opportunities and promote continued growth - important steps to help us reach our goal of making Tennessee the No. 1 location in the Southeast for high-quality jobs," Haslam said. "I congratulate the six communities selected this round and encourage all of our Tennessee communities to work toward enhancing their downtown districts." "Through the CDBG Commer-

cial Façade Improvement program, we assist communities in making their downtown commercial districts ready for new investment," Boyd said. "In two previous rounds, we have assisted in repairing historic brick storefronts, windows, doors, awnings, signage and other repairs that complement all the other activities these communities are engaged in to encourage a thriving downtown."

The 2015 Commercial Façade grantees are:

- Brownsville - \$85,000
- Fayetteville - \$100,000
- Greeneville - \$100,000
- Lawrenceburg - \$100,000
- McKenzie - \$100,000
- Union City - \$100,000

All six of the grantees are accredited Tennessee Main Street programs and are required to provide a 25 percent match for the funds and administer the façade improvement programs.

Each application was supported by the community's senator and representatives in the Tennessee General Assembly.

TNECD will accept applications for the 2016 CDBG Commercial Façade Improvement Grant program in May.

TDEC seeks environmental achievers, Stewardship awards deadline March 31

The Tennessee Department of Environment and Conservation (TDEC) is inviting Tennesseans to submit nominations for the 2016 Governor's Environmental Stewardship Awards. The 2016 Awards will mark 30 years of recognizing Tennesseans who have taken outstanding action to protect the state's diverse environment.

The Governor's Environmental Stewardship Awards include 10 unique categories: Building Green, Clean Air, Energy and Renewable Resources, Environmental Education and Outreach, Environmental Education and Outreach (school category), Land Use, Materials Management, Natural Heritage, Sustainable Performance, and Lifetime Achievement.

Any individual, business, organization, educational institution, or agency is eligible, provided it is

located in Tennessee and the project was completed during the 2015 calendar year.

All nominees must have a minimum of three consecutive years of overall environmental compliance with TDEC. Self-nominations are encouraged.

A panel of judges representing agricultural, conservation, forestry, environmental, and academic professionals will select award recipients based on criteria including level of project or program completion, innovation, and public education.

The deadline for nominations is March 31. Award recipients will be announced in May 2016.

For more information about each category, judging criteria, and nomination forms, visit TDEC's website at <http://www.tn.gov/environment/topic/sp-gesa-governors-environmental-stewardship-awards>.

Tennessee fire death rate hits new low

Fire Marshal commends partnerships with local fire departments

For the second consecutive year, Tennessee fire deaths decreased to a new state-record low while the number of lives saved by smoke alarms installed by the state's fire departments continues to climb. The Tennessee State Fire Marshal's Office (SFMO) announced that fewer unintentional structure fire fatalities occurred in 2015 than in any year in recorded Tennessee history, including a milestone year achieved last year.

Seventy-two (72) people died in accidental home fires across the state in 2015 — down from 76 fatalities in 2014. Both years were record-breaking improvements compared to 2013's fire fatality total of 100.

The three leading causes of 2015's fire fatalities were smoking, electrical distribution (wiring, outlets,) and heating, according to the Tennessee Fire Incident Reporting System (TFIRS). TFIRS indicates that nearly 80 percent of last year's state fire deaths took place in homes where no smoke alarm was known to have been present.

"The loss of life in a fire is a tragic event that we are committed to stopping," Tennessee Commerce & Insurance Commissioner and State Fire Marshal Julie Mix McPeak said. "Our partners in the Tennessee fire service community have worked diligently to prevent loss of life, and our teamwork is paying off. Going forward, we will not be complacent, and we will continue to make risk-reduction initiatives our top priority."

Tennessee has seen a 28 percent reduction in fire fatalities over the last five years (2011-2015) from the previous five-year average (2006-2010) when the National Fire Protection Association (NFPA) ranked Tennessee as No. 6 in the nation for fire deaths.

"The continued reduction of fire fatalities in our state is a result of the dedication and commitment of the entire Tennessee fire service," said Gary West, TDCI deputy commissioner for Fire Prevention. "A key part of the SFMO's lifesaving mission is promoting the importance of smoke alarms. Our 'Get Alarmed' program continues to see great success due to partnerships with local fire departments and agencies like the Red Cross."

Launched in November 2012, the "Get Alarmed Tennessee" program is responsible for over 100,000



smoke alarms being distributed by the SFMO. More than 450 fire service partners work to install the 10-year battery alarms in homes statewide. This program, along with focused fire prevention in high-risk areas of the state, has helped increase awareness about the dangers of fire. The smoke alarms provide the basic level of protection in homes, (early detection) and have directly prevented tragedies from occurring. Smoke alarms installed as part of the "Get Alarmed" program are credited with saving 121 Tennesseans from fire danger so far. Thirty-six of those saves occurred in 2015 alone.

Last year's reduction in loss of life could not have happened without the support of local, state, and nationwide organizations, including:

- The American Red Cross
- The National Fire Protection Association, the National Association of State Fire Marshals, and the U.S. Fire Administration Vision 20/20
- Local fire departments, code inspectors, the Tennessee Fire Service and Codes Enforcement Academy, the manufactured housing community and the Tennessee Firefighting Personnel Standards and Education Commission.

The first "Get Alarmed" smoke-alarm canvass of 2016 was held Feb. 6, when the SFMO, Fentress County Emergency Management Agency, Fentress County Fire Department, and the American Red Cross canvassed the Clarkrange and Jamestown areas to install free smoke alarms for homes in need. The event comes in the wake of two separate fire fatalities that recently occurred in Fentress County.

The SFMO urges all Tennesseans to make fire safety a priority. A comprehensive home fire safety checklist can be found at www.tn.gov/fire.

Location of 2015 Fire Fatalities

Sum of Fatalities*	
County	Total
Shelby	10
Davidson	7
Knox	5
Montgomery	4
Greene	4
Washington	3
Franklin	2
Hancock	2
Carter	2
Blount	2
Robertson	2
Haywood	2
Houston	2
White	2
Rhea	1
Marion	1
Sumner	1
Hamilton	1
Gibson	1
Crockett	1
Giles	1
Cumberland	1
Grundy	1
Bradley	1
McMinn	1
Fayette	1
Morgan	1
Henry	1
Roane	1
Hickman	1
Clay	1
Fentress	1
Tipton	1
Claiborne	1
Lincoln	1
Hardeman	1
Hawkins	1
Grand Total	72

Tennessee arts groups participate in nationally-led Arts and Economic Study

The Tennessee Arts Commission has signed on with Americans for the Arts (AFTA) to conduct, a national study of the economic impact of the nonprofit arts and culture industry. In Tennessee, the Commission has partnered with 25 local arts councils, universities, city and county government agencies, as well as the nine development districts to ensure comprehensive study data by city, county and region.

The study will document the key roles played by nonprofit arts and culture organizations and their audiences in strengthening the state's economy. It is the fifth study conducted by AFTA, stretching over a 25 year period. Data is being collected throughout 2016 and complete national, state and custom local reports will be released in June 2017.

"We have heard from communities across the state on the impact of arts and culture," says TN Arts Commission Executive Director Anne B. Pope, "and with this being the first statewide and largest endeavor of its kind in Tennessee, we anticipate this study will provide important data on how the arts and culture positively affect economic development, tourism and quality of life."

Local partners will receive a customized final report on the economic impact of spending by the community's nonprofit arts and culture organizations and their audiences, including: the number of full-time equivalent jobs supported by the industry, the amount of resident household income generated by the industry, and the amount of local and state government revenue generated by the industry.

This valuable data is being collected through two types of surveys; one targets nonprofit arts and culture activity attendees, and the other is specific to eligible nonprofit arts and culture organizations.

All nonprofit arts and culture



The Tennessee local study partners are:

- ArtsMemphis (Shelby County)
- Metro Arts Commission (Davidson County)
- Arts & Culture Alliance of Greater Knoxville (Knox, Anderson & Blount Counties)
- ArtsBuild (Hamilton County)
- City of Murfreesboro (Rutherford County)
- City of Kingsport Arts & Culture Office (Sullivan & Hawkins Counties)
- Clarksville/Montgomery County Arts & Heritage Development Council (Montgomery County)
- Johnson City Area Arts Council (Washington County)
- Jackson Arts Council (City of Jackson)
- Sevier County and City of Gatlinburg (Sevier County)
- Tennessee Tech University (Putnam County)
- Tusculum College (Greene County)
- Rose Center for the Arts (Hamblen County)
- Athens Area Council for the Arts (McMinn County)
- West TN Regional Art Center (Gibson County)
- Monroe Area Council for the Arts (Monroe County)
- Campbell County Historical Society (Campbell County)
- The University of Tennessee at Martin (Weakley County)
- City of Columbia Arts Council (City of Columbia)
- Paris Henry County Arts Council (Henry County)
- Arts in McNairy (McNairy County)
- Grinder's Switch Foundation (Hickman County)
- Macon County Arts Council (Macon County)
- City of Tullahoma Arts Council (City of Tullahoma)
- Grundy Area Arts Council (Grundy County)

organizations including informal arts groups are encouraged to contact their local study partner or the TN Arts Commission in order to be included in the study.

Contact TN Arts Commission staff Carol White at carol.white@tn.gov 615.253.8914 or Grace Robinson at grace.robinson@tn.gov or

615.253.5133 or visit the Economic Study webpage for more information.



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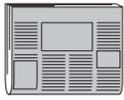
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BUILDING, MECHANICAL & PLUMBING INSPECTOR

MT. JULIET. The city of Mt. Juliet is seeking candidates for a state certified building, mechanical & plumbing inspector. Electrical certification is a plus. Detailed job descriptions and requirements are available on the city's website. Applications must be filed electronically and are available online at www.cityofmtjuliet.org. The city will accept electronic applications until such time when a qualified candidate is chosen with the first cut-off date being Friday, February 19, 2016. The city of Mt. Juliet reserves the right to stop accepting applications at any time. For questions, regarding the electronic application process, please call (615) 754-2552. The city of Mt. Juliet does not discriminate based on race, color or national origin in federal or state sponsored programs, pursuant to Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d). EOE/Drug-free Workplace

CITY RECORDER.

UNICOI. The town of Unicoi (population 3632, 16 sq. miles) is seeking candidates for a city recorder. The town has 9 employees and a \$2 million general fund budget. Duties include accounting, project management, attends and/or facilitates meetings, supervises office, maintenance and parks and recreation employees and volunteers. Job starts as assistant city recorder for approximately four-months until current city recorder retires after more than eight years of service. Target starting date for the position is March 14. Starting pay is \$40k. Upon successful completion of training the applicant will be promoted to city recorder with pay of \$45k to \$48k. College degree required, MPA preferred. Send resume with cover letter no later than Feb. 19 to Larry Rea, P.O. Box 39, Unicoi, TN 37692-0039 or email: unicoitownhall@comcast.net.

ELECTRICAL INSPECTOR/BUILDING OFFICIAL

MT. JULIET. The city of Mt. Juliet is seeking candidates for a Electrical Inspector/Building Official. Selected candidates will be required to complete pre-employment testing as deemed necessary for the position. You will need to hold a valid TN driver's license. Detailed job descriptions and requirements are available on the city's website. Applications must be filed electronically and are available online at www.cityofmtjuliet.org. The city will accept electronic applications until such time when a qualified candidate is chosen with the first cut-off date being Friday, February 19, 2016. The city of Mt. Juliet reserves the right to stop accepting applications at any time. For questions, regarding the electronic application process, please call (615) 754-2552. The city of Mt. Juliet does not discriminate based on race, color or national origin in federal or state sponsored programs, pursuant to Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d). EOE/Drug-free Workplace.

FINANCE DIRECTOR

BRENTWOOD. The city is currently seeking an experienced professional to serve as finance director. This position, which reports directly to the city manager, oversees a small and talented staff in the finance department and directs all accounting and financial operations of the city. The finance director oversees purchasing, accounts payable, utility billing, accounting, auditing, and revenue collection services and activities. In addition, the finance director performs a variety of professional level financial management responsibilities including analysis, preparation, and maintenance of the annual budget, financial records, statements, and reports with significant responsibility and interaction regarding the annual financial audit. The ideal candidate will have a broad based knowledge of governmental accounting and methods of financial control and reporting as well as outstanding organizational skills and a focus on timely delivery of reports and projects. The position requires a bachelor's degree in accounting, finance, or closely related area (CPA

or advanced degree preferred with consideration given for TN CMFO designation), with eight years of progressively responsible experience in governmental accounting, auditing, or related areas and experience in a supervisory capacity of accounting functions and personnel; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Previous experience as a local government finance director or assistant finance director or equivalent is preferred. Salary Range: \$76,000-\$114,500 (starting salary is DOQ) Interested parties can apply by visiting the city website at www.Brentwood-TN.org/employment. Questions should be directed to Mike Worsham, human resources director, at 615-371-0060.

PARKS MAINTENANCE SUPERVISOR

WHITE HOUSE. The city of White House is currently accepting applications for the position of parks maintenance supervisor. This position is responsible for the organization and management of employees that maintain the park facilities, grounds, greenways, and other city property maintained by the department. Visit www.cityofwhitehouse.com for full job description and information on how to apply. Applications and resumes should be returned to the HR office located at 105 College Street or emailed to abrewton@cityofwhitehouse.com. Starting compensation: \$14.50 - \$17.66 per hour or \$30,160.00 - \$36,732.80 per year DOE. Application Deadline: Open until filled. EOE.

PARKS & RECREATION DIRECTOR

PIGEON FORGE. The city of Pigeon Forge is seeking to hire a director of Parks and Recreation. This department head position reports directly to the city manager. The city offers a highly competitive compensation package, commensurate with the qualifications of the successful candidate. Job responsibilities include: plan, organize, implement and oversee the activities of the city's comprehensive parks and recreation department, including managing the recreation programs, daily operations, maintenance of the city's two existing parks, greenway, community center, seven city buildings and their grounds and road medians throughout the city. The director will prepare and administer the annual budget, administer the 5-year CIP, make recommendations as to the need of additional facilities in accordance to the park and recreation master plan and administer polices established by the city commission. Qualifications include: graduation from an accredited college or university with a bachelor's or master's degree in parks and recreation administration, leisure studies, or a closely related field. A minimum of five years' experience in a full-time, comprehensive parks and recreation department with increasingly responsible experience. The candidate should be certified or certifiable As a Certified Park and Recreation Professional (CPRP). Must possess a thorough knowledge and demonstrable skill in the areas of leadership, planning and executive decision making with the ability to handle multiple tasks. Must be highly motivated and able to work effectively under minimal supervision. The candidate must possess a general knowledge of the principles and practices associated with the diverse areas of athletics, aquatics, cultural arts, park maintenance, community center operations, community-oriented special events, health and wellness programs, adaptive recreation for special populations, community education and special interest workshops/classes. Must have experience in writing grants and working with various types of consultants. Experience in overseeing construction projects is extremely important. Interested candidates should submit a resume, cover letter and list of references to: Human Resources Department, City of Pigeon Forge, P.O. Box 1350, Pigeon Forge, TN 37868 Resumes will be accepted for consideration until the position is filled. The city of Pigeon Forge is an EOE and complies with the ADA and Title VI. Candidate will be subject to a background check, driving history check, and drug testing in accordance with city policy.

PERMIT TECHNICIAN I

GALLATIN. The city of Gallatin is currently accepting applications for a Temporary Permit Technician I in the Codes Department. This is a 40 hrs per week, day shift position with no weekend work required. Duties include assisting the public and providing

technical office duties related to the processing and issuance of building permits. The successful candidates will possess: knowledge of internal and external public agency permitting requirements; knowledge of construction plans, construction terminology, construction practices, and basic math; ability to use and manipulate Microsoft Office; and ability to review, interpret, and explain written documents. Any combination of education and experience equivalent to a bachelor's degree and at least 5 years of clerical experience is required. The starting rate is \$14.78 per hour. Interested persons must apply on-line at www.gallatin-themove.com under "Employment" at the top of the webpage and follow the instructions. EOE.

POLICE CHIEF

LEBANON. The city of Lebanon is currently accepting applications for chief of police. This position is responsible for the overall strategic planning, direction, leadership and activities of the department. Minimum qualifications include graduation from an accredited institution with a bachelor's degree in criminology, criminal science, law enforcement, political science, criminal justice, public administration or related field; plus, 15 years law enforcement experience with 10 years recent managerial experience which shall include 5 years' experience at a rank level of captain or above. Must be currently Tennessee P.O.S.T. Certified or, if certified in another state, complete Tennessee P.O.S.T. transition academy within 6 months of hire date. Valid Tennessee Driver's License required with clean driving record. Successful report from physical examination including drug screening. Candidates interested in this position should present a completed employment application along with a detailed resume with cover letter and salary history to the Human Resources Director at Sylvia.Reichle@lebanontn.org Applications may also be downloaded here <http://www.lebanontn.org/images/global/departments/personnel/application.pdf> and returned to Human Resources at City Hall, 200 North Castle Heights Avenue, Lebanon, TN, 37087 or by FAX 615-443-2844. The city of Lebanon does not discriminate on the basis of race, sex, color, religion, national origin, age, handicap, or veteran status in provision of employment opportunities and benefits.

Feds designate Blount County High Intensity Drug Trafficking Area (HIDTA)

Blount County is one of 14 newly designated counties nationwide that will work to disrupt drug trafficking through coordinated approaches to law enforcement

Blount County is one of 14 additional counties in 10 states designated as High Intensity Drug Trafficking Areas (HIDTAs). The designation will enable Blount County to receive federal resources to further the coordination and development of drug control efforts among federal, state, local, and tribal law enforcement officials. It also will allow local agencies to benefit from ongoing HIDTA-coordinated initiatives working to reduce drug use and its consequences across the United States.

"With the designation of new counties as High Intensity Drug Trafficking Areas (HIDTA), we are enhancing the ability of Federal, state, and local authorities to coordinate drug enforcement operations and improve public health and safety," said Director Botticelli. "The High Intensity Drug Trafficking Areas program is an important part of this Administration's work to expand community-based efforts to prevent drug use, pursue 'smart on crime' approaches to drug enforcement, work to reduce overdose deaths, increase access to treatment, and support millions of Americans in recovery."

The newly designated counties are:

Appalachia HIDTA

- Blount County, Tennessee
- Carroll County, Virginia
- Grayson County, Virginia

Gulf Coast HIDTA

- Escambia County, Florida
- Santa Rosa County, Florida

Michigan HIDTA

- Muskegon County, Michigan

New England HIDTA

- Bristol County, Massachusetts
- New York/New Jersey HIDTA
- Broome County, New York
- Ulster County, New York

Oregon-Idaho HIDTA

- Linn County, Oregon
- Texoma HIDTA

- McIntosh County, Oklahoma
- Pittsburg County, Oklahoma

Washington/Baltimore HIDTA

- Carroll County, Maryland
- Jefferson County, West Virginia

Created by Congress in 1988, the HIDTA program serves as a catalyst for coordination among federal, state, local, and tribal law enforcement agencies operating in areas determined to be critical drug trafficking regions of the United States. Law enforcement organizations working within HIDTAs assess drug-trafficking issues and design specific initiatives to decrease the production, transportation, distribution, and chronic use of drugs and money laundering. There are currently 28 HIDTAs across the country.

The Obama Administration's drug policy treats the national drug challenge as both a public health and public safety issue. This approach is built upon the latest scientific research demonstrating that substance use disorders are a chronic disease of the brain that can be successfully prevented and treated, and from which one can recover. The Administration has directed federal agencies to expand community-based efforts to prevent drug use before it begins, empower healthcare workers to intervene early at the first signs of a substance use disorder, expand access to treatment for those who need it, support the millions of Americans in recovery, and pursue "smart on crime" approaches to drug enforcement.

In August, the Office of National Drug Control Policy announced additional funding for HIDTAs, including an unprecedented partnership among five regional HIDTA programs—Appalachia, New England, Philadelphia/Camden, New York/New Jersey, and Washington/Baltimore—to address the severe heroin threat facing those communities through public health-public safety partnerships across 15 states. This HIDTA Heroin Response Strategy is fostering a collaborative network of public health-public safety partnerships to address the heroin and opioid epidemic from multiple perspectives.

For more information about the Office of National Drug Control Policy visit: www.whitehouse.gov/ONDPCP. For information on the High Intensity Drug Trafficking Areas program visit: www.whitehouse.gov/ondcp/high-intensity-drug-trafficking-areas-program

UT-MTAS FEBRUARY MAP CLASSES

PURCHASING UPDATES

No city, large or small, can operate without purchasing as it is one of its daily business functions. This course will provide an overview of purchasing and will focus on understanding the state purchasing law and other legal provisions, including the city's charter, which collectively governs each city's purchasing policy. It will also review with the participants the basic elements of a purchasing policy and current efforts in cooperative purchasing.

Target Audience: CMFOs, Elected Officials, City Recorders, Finance Directors, Municipal Accountants.

Dates/Locations

Feb. 10	Johnson City
Feb. 11	Knoxville
Feb. 12	Collegedale
Feb. 17	Bartlett
Feb. 18	Jackson
Feb. 19	Franklin

Times: All classes will be held from 8:30 a.m. – 12:30 p.m. (local time).

Credits: .4 CEU or 4 CPE/CMFO (Financial) (PA)

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Five strategies for inspired leadership that move cities forward in budget process

BY BRENDA MORRISON
and CHRIS ADAMS
NLC's Cities Speak

Citizens are increasingly disconnected from the public budgets that impact their pocketbooks and daily lives, but smart leadership in the budget process can change this.

The 2012 Census of Governments counts 89,005 public budget entities in the United States, including the federal government, 3,031 counties, 19,522 municipalities, 16,364 towns, 12,884 school districts, and 37,203 special purpose districts (utility, fire, police, library, etc.).

That's a whole lot of public budgets that need inspired leadership to move communities toward their common vision and goals.

To harness the power of their constituents and create broadly supported budgets, government leaders should consider these five strategies:

1) Continuously revisit why you ran for office.

In a recent budget toolbox session for city leaders, participants summed up the reasons they ran for office in single words. The most notable of these were "transparency," "development," "growth," "connectedness" and "accountability."

It's difficult to keep these larger goals in mind when budgets bring about tough questions with no single right answer. When conflicts arise, keep returning to the reasons you ran for office, and this will help you stay focused on larger budget goals.

2) Frame the budget as a leader.

Savvy municipal leaders understand that the budget is many things to many people:

- a financial plan;
- a communications document;
- a reflection of local government priorities; and,
- a tool for accountability.

But once budget negotiations begin drilling down into math and minutiae, budget leaders can lose sight of the larger themes. To avoid this, stay focused on values and problem solving. Leave the administrative and technical issues to professional staff, or seek help from your state municipal league or state government.

3) Hone your negotiating skills.

Strong negotiating skills are necessary when trying to solve the toughest budget problems – the right vs. right problems. Effective leadership while negotiating means you must consider the larger themes, as articulated by the Institute for Global Ethics:

- short-term versus long-term;
- individuals versus communities;
- justice versus mercy; and,
- truth versus loyalty.

The book "Getting To Yes: Negotiating Agreement Without Giving In" describes a negotiating style of constantly searching for mutual gains and what is most important to each party. Interest-based negotiation starts with developing and preserving the relationship. Parties educate each other about their needs, and then jointly problem solve on how to meet those needs.

It's important to note that bad negotiators are like bad drivers: harmful to themselves and dangerous to others. Unfortunately, the history of policymaking is littered with missed opportunities due to bad negotiators. Unless we want to keep having the same conversations about the same issues with the same inadequate solutions, policy makers need to be excellent negotiators.

4) Engage the public.

"Public engagement" and "government transparency" are more than buzz words in the budget process.

Successful public engagement on the budget can counteract the political apathy so increasingly prevalent in our democracy. Innovators in technology and public policy are developing a range of high touch and high-tech methods as alternatives to the giant budget PDFs and budget sessions that offer participants three minutes at the mic but not much genuine participation.

These new budget methods both educate and involve citizens so they can develop better governments that improve society. They include:

- open data platforms that bring financial transparency to government;
- participatory budgeting practices that bring groups of citizens together to allocate public dollars; and,
- civic technology tools that both broaden and deepen citizen input through web and mobile-based tools.

To ensure effective public engagement, leaders need to plan and

Brenda Morrison and Chris Adams explain how to bring your constituents together for better budget solutions that move your city forward. This article is based on the budget toolbox session led by Morrison and Adams and presented by NLC University at the recent 2015 Congress of Cities in Nashville.

Morrison is a partner at Engaged Public and co-founder of Balancing Act, an online budget simulation app, and the Taxpayer Receipt tool. Adams is president of Engaged Public, a Denver-based public policy firm that created Balancing Act.

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April 13-15
TCMA Spring Conference
Embassy Suites in Murfreesboro. Variety of sessions geared to the educational needs of TCMA members. Online registration for the conference to begin during the week of Feb. 15. Be on the lookout for an email communication with a link to registration. For more information, please contact Mike Walker at Walker@TNCMA.org.

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TDEC Environmental Show of the South. The 45th annual event will be held at the Gatlinburg Convention Center. The largest and most comprehensive environmental conference and tradeshow in the region. Its goal is to provide high-quality, low-cost environmental training as well as updates on government/industry developments and trends, with a particular focus on solid and hazardous waste issues. For more information, go to <http://www.tennessee.gov/environment/article/sw-environmental-show-of-the-south>

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Tennessee Town & City (ISSN 00403415, USPS 539420) is published semi-monthly except in the months of June and December 19 times per year by Tennessee Municipal League, 226 Capitol Blvd, Suite 710, Nashville TN 37219-1894. Subscription rates: \$6 per year to members, \$15 to nonmembers, \$1 a copy. Periodicals Postage Paid at Nashville TN. POSTMASTER: Send address changes to Tennessee Town & City, 226 Capitol Blvd, Suite 710, Nashville TN 37219-1894.
Official publication of the Tennessee Municipal League. **Publisher:** Margaret Mahery (mmahery@TML1.org); **Editor:** Carole Graves (cgraves@TML1.org); **Phone:** 615-255-6416. **Advertising:** Publisher reserves the right to reject any advertising deemed unacceptable. Fax classified ads to *TT&C*: Attention Carole Graves at 615-255-4752, or e-mail cgraves@TML1.org. Fax advertising copy to *TT&C*: Attention Debbie Kluth at 615-255-4752, or e-mail to dkluth@TML1.org. Opinions expressed by non League officials or staff do not necessarily reflect policies of TML.

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Jim Henry reflects on 45 years of public service, looks forward to new challenges as Gov. Haslam's Chief of Staff

BY LINDA BRYANT

Jim Henry seems like a person who was destined to lead a life of public service. Although he's enjoyed success in the private business sector, Henry's life has woven in and out of various layers of government for more than four decades.

The 71-year-old had his first taste of politics in 1971 when he won a Kingston City Council seat at the age of 26. He was on the council for two years and then took the helm as mayor until 1978, at which time he was elected to the Tennessee House of Representatives from the 32nd District. During his second term he was the minority leader, a position in which he served for three two-year terms. He also served as chair of the Tennessee State Republican Party.

Henry left office after 12 years in 1990 and subsequently went into private business. He was a one-time candidate for Tennessee governor, losing his 2002 bid for the GOP primary to former U.S. Rep. Van Hilleary, who was defeated by Phil Bredesen.

Increasingly, Henry found success — and great meaning — in his role of president and CEO of Omni Visions Inc., a company serving adults with developmental disabilities and children and families in crisis. He has even been called the state's patron saint of children and social workers for his ongoing service to children and families.

Henry sponsored numerous bills that focused on the safety and well-being of some of the state's most vulnerable residents, including legislation to prohibit the placement of children in adult jails and to provide state supplement funding to improve juvenile court services. He also sponsored several bills aimed at improving the adoption system.

Henry was appointed by Gov. Haslam as deputy to the governor and chief of staff on June 30, 2015, after serving two years as commissioner for the Department of Children's Services. He was previously the first commissioner of the Department of Intellectual and Developmental Disabilities.

Through the years Henry has developed many close bonds, including friendships at home in Kingston and trusted relationships at the legislative level.

"Jim and his wife Pat have been friends with my parents for over 45 years, and Jim watched me grow up," said Kingston Mayor Tim Neal. "One of the reasons I started in politics in 1993 was because of Jim Henry. He has been a mentor throughout my career. I am glad to call him my friend."

Tennessee State Parole Board Chairman Richard Montgomery, a longtime friend and colleague, has known Henry since they were college students together at Hiwassee College. They remained friends and both went on to serve at the state legislature for many years.

"Jim was always a leader at the college in student government, and as he moved on through his life, he was elected to serve in the legislature, where he became Minority Leader for the Republican Party," Montgomery said. "He developed a lot of friends because he was honest and straight-forward and willing to help anyone he could. He has always been a well-respected person who people could look up to."

"I feel the governor made a tremendous decision in bringing him on to help him move his agenda through the legislature," Montgomery added. "Jim Henry can bring all factions together to make policy for the good of people in the state."

Larry Martin, commissioner of the state Department of Finance and Administration, said Henry is respected on both sides of the aisle.

"If you looked up the word 'integrity' in Webster's Dictionary, it would have Jim Henry's picture next to it," Martin said. "Jim is a man of his word, period. His thoughts, words and actions reflect his unwavering integrity."

TT&C: You have a long list of accomplishments throughout your career, including serving in local government, in the Tennessee State Legislature, as a commissioner of two different departments and now as Deputy Governor/Chief of Staff. This is the first time you have held this type of role. How is it different from the others? And how have

the past positions prepared you for this one?

JH: Being a part of local government, especially being a mayor, was an excellent training ground. When I came to the legislature, I was already familiar with a lot of issues that were affecting city and county governments. It really helped me to get a head start. Having ties at the local level meant I was often the go-to person for city and county initiatives.

In 1980, I was elected to the Tennessee House of Representatives from the 32nd District. I remained the mayor of Kingston for a short time after that. Being a mayor showed me how tough it was to grapple with tax-related issues. As difficult as they are at the state level, they are even more so at the county and city levels. In my opinion, serving in city and/or county governments are among the most difficult forms of government. You are working for people you see every day. You have to learn to work together with people on both sides of an issue. Most city and county issues are nonpartisan. I really liked working in that atmosphere.

I entered a career in private business when I first left the state legislature. I had a placement agency, Omni Visions that delivered services for people with intellectual disabilities in Tennessee, Kentucky, North Carolina and Georgia. When I got ready to retire, Gov. Haslam asked me to serve as first commissioner of the Department of Intellectual and Developmental Disabilities. I'd said for years that developmental and intellectual disabilities needed to have its own department. The legislature took the initiative the last year Gov. Bredesen was in office and created the department. I moved over to the Department of Children's Services in 2013, and it was familiar territory. The largest part of my business at Omni Visions was taking care of children. One of the best things we did there was therapeutic foster care, taking kids that had difficulties and placing them in homes with active services.

TT&C: How are you approaching your role as chief of staff? Are there strategies, qualities or pitfalls that you have observed in others that you will emulate or avoid?

JH: I represent Gov. Haslam when he can't make it to important events and functions. It's my job as chief of staff to lend advice. Everyone who's had the job has approached it differently. Mark Cate had a different style than me, and Tom Ingram approached being chief of staff and deputy governor in his own way. My way is to bring a positive impact to the people working around Gov. Haslam. The governor is very inclusive about the people he gets advice from, so no one here is actually his "chief advisor." All of us give input. Everybody's got a different opinion about what needs to be done, so we have lively discussions. Gov. Haslam and I do have private conversations, but he also gets a lot of advice from people outside of the Capitol. I think that's a very good thing. Gov. Haslam has a 67 percent approval rating in a very difficult time for politicians. To me, that's an indication that he does a lot of things right. He always listens.

TT&C: Do you play a role in the governor deciding which issues to focus on moving forward? It sounds like you favor a synergistic approach.

JH: Yes, we usually have a collaborative approach with the staff. It includes a lot of people — Chief Operating Officer Greg Adams; Senior Advisor Leslie Hafner; Chief Policy Advisor Will Cromer, Director for Legislation Warren Wells and Communications Director Dave Smith. They are just some of the people who collectively advise Governor Haslam. He also talks to people outside the inner circle. That's a wise thing to do. If you're just getting your information from just two or three people, it's not good.

TT&C: What is your relationship like with Gov. Haslam?

JH: I didn't know him until he ran for governor, but I knew his dad and I knew his brother. I've learned a lot working with him over the past five years, and I have a great deal of respect for him. Gov. Haslam is a very astute person. He has a very good heart and wants to help people. He thinks a lot about the future and how fiscal actions we take today might impact future administrations.



Jim Henry

TT&C: Local governments have particularly been interested in transportation funding and applaud Gov. Haslam's efforts to learn more about the issues through his statewide tour. Do you foresee that going anywhere? Will there be changes to the funding formula to bring in additional dollars to infrastructure needs?

JH: We need to have a wide conversation about how we pay for the roads in this state. There are only four states that haven't raised the gas taxes. We haven't raised them in Tennessee since 1989. We don't want to raise them, but we won't be able to build roads without coming up with workable solutions. It takes eight years in many cases to build roads. If you wait until the last minute with roads, you end up being behind even as you are starting out. You risk stopping growth in the state. There may be negative results that could act as a deterrent for growth and tourism.

We haven't recommended anything to solve the problem of how we are going to pay for roads and transportation in the future, but we think the first step is to ask, "Is there a need?" I think there is.

Now, you have cars getting 25 miles to the gallon, and they're going to get 50 miles to the gallon by 2025. We aren't going to be able to take care of the roads if drivers are getting twice as much today for the same amount at \$0.21 a gallon.

Another issue is the cost of asphalt. A mile of paving now costs about \$100,000. It was \$35,000 in 2004. Prices of materials are going up significantly. How are we going to deal with the people with electric cars? Also, trucks have doubled their mileage in the past 20 years. That's a great thing, but they are paying half as much taxes as they were. There are so many questions.

TT&C: Please keep talking about some of those questions and issues surrounding transportation.

JH: There's a discrepancy between the diesel and the gas tax that will have to be addressed. We need to find a way to get revenue from electric cars. There are a lot of hybrid fuels like propane and natural gas that aren't taxed. We're likely going to have a wide-ranging debate about how we're going to pay for the roads in the future. We used to pay for 99 percent of transportation needs with diesel and gas taxes, but as we transform to new means of fuel, we'll have to make sure everyone is paying their fair share. It's hard because a lot of people are against taxes. I can understand that, but I think that this is a case where you can keep the taxes down by improving the transportation

system and by having a road program that accommodates growth.

If we continue to attract more tourists to Nashville, it will lower taxes. If we bring more industries into the state, that will help, too. It's more about paying for things than it is about raising taxes. This is the longest time we've gone in Tennessee history without raising taxes. What administrations usually do is spend money when we're having a good year and, when we hit a low point, spend all the money. Then you have to raise taxes.

We have typically put money aside in a rainy day fund. We've used it when we needed it. We've put money back into the fund when we're doing well. Sales taxes are a great revenue source, but it's difficult to get correct projections on sales taxes. And if you have a recession, the dependence on sales tax is a factor because you almost always have an immediate drop in buying and consumption. At the same time, when you're bouncing back from a recession people start buying again sooner. You can have a quicker recovery. The trick is to have a little money in the bank so that when you have some good times, like now, you can address the pent-up demands. For example, there are a lot of construction and maintenance needs for higher education buildings now. They haven't been addressed for years.

TT&C: Can you talk more about the university-level issues with buildings?

JH: Because of the recession we put off maintenance on those buildings. We just haven't maintained the buildings like we should. Our Tennessee State Parks are the same way. We have great parks, but they need work. I know it isn't sexy, but we have an obligation to take care of them. We'll take a look at the state parks and the higher ed buildings. Hopefully, we'll get back to where we ought to be.

TT&C: What are some other big challenges we're facing as a state?

JH: Insurance is a big one. People who work for a living are paying exorbitant amounts for it or they can't buy it. It's a serious issue, and that's why Gov. Haslam put out his Insure Tennessee program. I don't know what the end result will be, but it's hard to deny that insurance and healthcare aren't challenging issues.

One of the biggest challenges this year is to try to reorganize and restructure higher education. If we get locals involved and raise money at a local level, I think that it will make the colleges stronger. If you have local boards that have authority to hire a university president or raise tuition, they will have more money at the local level. K-12 funding is also always an issue.

TT&C: How is your relationship with the Lt. Gov. Ron Ramsey and the Speaker of the House Beth Harwell?

JH: Very good on both counts. There is also a very good relationship between Lt. Gov. Ramsey and Speaker Harwell, which is a must for getting things done.

TT&C: Veterans issues have been very important to you throughout your career. Why?

JH: I came from a family of military service. My dad served in World War II. My uncle was in the Korean War, and my grandfather and great uncles were in World War I. I am a Vietnam veteran. When we came back from Vietnam many people were insensitive about veterans. It was amazing to me that we weren't even invited to participate in parades. As veterans, we were answering the call of duty to our country. We had nothing to do with policy. Thankfully, things have changed and people now understand. Many have regained their respect for the military. These days you see people go up to members of the service and tell them they appreciate their service. That was unheard of in the Vietnam era.

TT&C: What led to your interest in developmental disabilities, even going into business with Omni Visions and serving for 13 years as president and CEO?

JH: The Michael Dunn Center was (and still is) located in Kingston. I became very good friends with the director, and as the mayor I got involved with raising money for the center. In 1977, my son John was born with developmental disabilities and several other health problems. We had difficulty finding services for him. We started a company to provide services for children with disabilities and also therapeutic foster care. Working at Omni Visions gave me an opportunity to help my son and others. During the time I was in the legislature, I became a voice for people with disabilities. It was one area in which I felt I could really help. It made sense because my family went through the experience of caring for a loved one with disabilities.

TT&C: You have a local government background from serving on the Kingston City Council and as the mayor for 12 years. Do you still maintain a good relationship with the folks back home?

JH: I used to take vacations with a family friend of mine. We would go to Florida and our two families spent a lot of time together. One of these kids I watched growing up, Tim Neal, is now the mayor of Kingston. I've tried to be as helpful as I can and keep up with that relationship. I was also very involved in Kingston's local effort to bring industries to the community. I have worked closely with their county commission. I believe in working together. I can't imagine an initiative that the state or counties would have that wouldn't be good for the state government or the people as a whole.

TT&C: Have there been any mentors or people that have been very influential in your life?

JH: Former state Sen. Tom Garland from Greenville was an important influence. I really liked the way he operated. He never got partisan, and he always tried to do the right thing. I probably watched Tom more than anyone in the legislature. I have different mentors for different parts of my life. John J. Hooker was a big influence because he taught you a lot about forgiveness. You have got to be able to forgive people to move on. You can't hold grudges, because it just doesn't get you anywhere. I have been in office with a lot of characters over the years, too many to name. My favorite president is Teddy Roosevelt. He was strong when it came to national defense and a huge conservationist. He was a very decisive person.

TT&C: Is there anything you'd like to add? How is your family?

JH: This is the first Christmas we have celebrated since our son John died in 2012. We used to decorate everything in a big way because John was so enthusiastic about Christmas. We have two other children, one boy and one girl, Leisa and Jimmy. We have an 80-acre farm in Kingston, about two hours from Nashville. I spend all of my time off there.