



## 79th TML Conference slated for June 9-12 in Knoxville

Beginning April 2, city officials will be able to register for the 79th Tennessee Municipal League Annual Conference, slated for June 9-12 in Knoxville.

To be held at the Knoxville Convention Center, dynamic conference sessions will focus on two central themes – big challenges and big ideas. Some of the topics scheduled to be addressed include TIFs, Pilot programs and tax incentives; cyber security; preemption laws; age-friendly communities; downtown success strategies; social media; new small cells legislation; plus much more.

Award winning journalist Elaine Weiss will serve as the keynote speaker on Monday, June 11. Author of the newly released book, *The Woman's Hour*, Weiss tells the nail-biting climax of one of the greatest political battles in American history – the fight to ratify the 19th amendment that

gave women the right to vote.

Other highlights include gubernatorial candidates invited to speak during the Opening General Session on Sunday, June 10.

In addition, the Municipal Technical Advisory Service will offer several sessions that will provide CPEs for CMFO graduates.

The conference kicks off on Saturday, June 9, with afternoon workshops and a welcome reception that evening. The conference concludes on Tuesday, June 12, with the annual awards breakfast.

The conference provides an excellent opportunity to enhance your knowledge while networking with other city officials from across the state.

On April 2, you can register for the TML Annual Conference online at [www.TML1.org](http://www.TML1.org). For assistance, contact Sylvia Harris at (615) 425-3903 or by e-mail at [sharris@tml1.org](mailto:sharris@tml1.org).

## CDBG funds keep municipal water, sewer projects afloat

BY KATE COIL  
TML Communications Specialist

If there is one thing people in the town of Tiptonville know it's water.

Sandwiched between a bend in the Mississippi River and Reelfoot Lake, the only natural lake in the state, Tiptonville has relied on water for recreation and tourism for more than a century. The seat of Lake County, Tiptonville also oversees municipal water service that not only provides water and sewer to citizens of Tiptonville but also to the Lake County Jail, the federal Northwest Correctional Complex, and the Port of Cates Landing, an intermodal inland port located on the Mississippi river just north of town that is adjacent to the county industrial park.

To help keep the water flowing, the town has received Community Development Block Grants (CDBG) for water and sewer projects in 2011, 2014, and 2016. Tiptonville City Clerk and Treasurer Fran Hearn said one of the town's most recent CDBG projects was the result of an issue no one in the town had anticipated cropping up.

"We had to clean out our sewer lagoon because at the prison facility we have here, they were flushing debris that would block up the lagoon," she said. "We had to dredge the lagoon, and then create something that would both catch the debris and grind it up so it wouldn't make any more blockages. This wasn't something we anticipated. If we didn't have the Community Development Block Grant funds, we would have had to use city funds for this project, funds we needed for other things."

Kent Robertson, superintendent of the Tiptonville Water Plant, said the system was being overloaded with the dumping of



The Ports of Cate Landing, an intermodal inland port located on the Mississippi river just north of Tiptonville, is one of many important areas served by Tiptonville's water and sewer plants. Adjacent to the county industrial park, the port joins a county and federal prison as two important facilities the town services. Without a recent project funded by Community Development Block Grants, these services might have been harder for Tiptonville to deliver.

everything from condiment packages to plastic bags to t-shirts.

"We were getting so much non-biodegradable stuff coming through our lagoon system," he said. "We had to use the money to get our lagoon cleaned out, get

rid of the non-biodegradable stuff, and keep it out of the lagoon. We split off the prison water and sewer system through the lagoon—we had to build a line specifically for them – with a screw auger placed at the

See CDGB on Page 5

## Haslam proposes \$30 million for school safety

Governor's FY 2018-19 Budget Amendment also includes additional improvements for broadband, higher education and treatment for opioid addiction.

Tennessee Gov. Bill Haslam has proposed \$30 million to improve school safety across the state in the amendment to the fiscal year 2018-19 budget proposal to be considered by the General Assembly in the coming weeks.

The funding includes \$25 million in nonrecurring and \$5.2 million in recurring school safety grants. Earlier this month, the governor appointed a School Safety Working Group to review school safety in Tennessee and provide recommendations to enhance the security of school children. In the coming days, the working group will submit options for consideration that will serve as a basis for state action and approved school safety measures.

"Our children deserve to learn in a safe and secure environment and I've asked the working group to make specific recommendations on school safety measures," Haslam said. "These additional school safety funds, which include doubling the current amount of recurring funding we have through our school safety grants, will provide our schools with additional resources to meet their specific needs."

The budget amendment also contains \$3 million in nonrecurring funds for grants to provide funding for school districts to address the ex-

tra costs associated with purchasing buses equipped with seat belts.

Other notable investments in the FY 18-19 budget amendment include:

- \$5 million in nonrecurring broadband accessibility grants, in addition to the \$10 million initially included in the FY 18-19 budget. The governor's Broadband Accessibility Act became law in 2017 and committed \$30 million in grants over three years.
- \$9 million in nonrecurring funds to purchase equipment at the 27 Tennessee Colleges of Applied Technology to improve and modernize a broad variety of workforce development programs.
- An additional \$1 million in recurring funds to provide mental health treatment and recovery services as part of TN Together – the governor's comprehensive plan to end the opioid crisis in Tennessee.
- \$2 million in nonrecurring funds for an addiction services research program at the University of Tennessee Health Science Center in support of TN Together
- \$10 million in nonrecurring funds for the Aeronautics Development Fund to create jobs and investment opportunities in Tennessee's aviation industry.

The amendment includes \$74 million in nonrecurring funds and \$9.8 million in recurring funds.

The budget amendment is traditionally introduced in the final weeks of the legislative session for consideration and approval by the General Assembly.

## Memphis honors sanitation strikers

April marks 50 years since strike, MLK assassination

BY KATE COIL

When civil rights leader Dr. Martin Luther King Jr. arrived in the city of Memphis 50 years ago to support African-American employees with the city sanitation department, no one in the city knew that the next few days would not only catapult Memphis to the national spotlight but also contribute to one of the most turbulent years in American history.

Workers had staged a walkout in February 1968, protesting what they felt were unsafe working conditions as well as being paid less than their white counterparts. On the evening of April 3, King addressed a crowd at the Mason Temple giving his famed final speech "I've Been to the Mountaintop." The following day, King was assassinated while standing outside his room at the Lorraine Motel in Memphis by an escaped fugitive from Missouri.

Ursula Madden, chief communications officer for the office of Memphis Mayor Jim Strickland, said city officials knew the 50th anniversary would be an important event for the city and began planning it in 2016.

"The mayor asked us to think about what we wanted to do to commemorate Dr. King's assassination and what brought him to Memphis, but also to think about what we were doing to make sure we were addressing the needs and concerns of current solid waste employees," Madden said. "One of the things our HR team came up with was to grant them [each] \$50,000 on this 50th commemoration. Hindsight being 20-20, we now consider those striking workers to be heroes; they were on the right side of history."

The city has awarded 30 grants to municipal solid waste employees who were part of the strike in 1968 and worked at least 25 years



U.S. Rep. and civil rights icon John Lewis stands behind a wreath, along with U.S. Rep. Steve Cohen, U.S. Sen. Lamar Alexander, and Memphis Mayor Jim Strickland during the 2018 Congressional Civil Rights Pilgrimage at the National Civil Rights Museum in Memphis. Lewis, Alexander, and Cohen led the event with nearly 30 bipartisan members of Congress, community leaders, and Faith and Politics Institute leadership to explore the life and legacy of the Rev. Dr. Martin Luther King, Jr.

for the city. At least two of those employees are still with the city - Elmore Nickleberry and Cleophus Smith. The city is adding \$210,000 separate from the grants to pay the taxes on the grants, which will be administered by First Tennessee Bank and Operation HOPE, a financial literacy and advocacy organization who will provide financial guidance to the recipients. Funds will come from the more than \$90 million in reserves, according to a statement from the city.

"One of the reasons they were unable to retire was that back in 1968, they were so distrustful of city government and were somehow convinced to vote themselves out of the pension plan," Madden said. "They were left with Social Security, and that is not as robust as if they had stayed in the pension plan. Because of that, they were not able to retire at the same level as

other employees. We were able to correct that issue with the grant."

In addition to the grants, the sanitation workers who participated in the strike will be awarded the city of Memphis' highest honor – the Luminary Award – at a special concert event held in their honor.

Madden said the city also wanted to ensure that its current solid waste employees were taken care of. Employees with 20 years or more of service will see every dollar they put into the deferred compensation plan matched with \$1.50 from the city up to three percent of a worker's salary.

"We came up with a 104A with up to a 4 percent match," she said. "It's a special retirement account specifically for our solid waste employees."

Solid waste trucks with the city were also given a makeover to See MEMPHIS on Page 3

Mark your calendar!

### Infrastructure Week May 14-21



The 6th Annual National Infrastructure Week is a national week of events, media coverage, and education and issue advocacy to elevate infrastructure as a critical issue impacting America's economy, society, security, and future. Hundreds of organizations and thousands of leaders are uniting around one message: The future won't wait. Neither can we. It's #TimeToBuild. To learn how you can become involved, visit: <http://infrastructureweek.org/>

# NEWS ACROSS TENNESSEE



## BRENTWOOD

The city of Brentwood has reported an addition of 3,493 citizens following a recent special census. The city currently has 43,894 residents total and could see additional tax dollars for the city. City employees, including many members of the Brentwood Fire Department, went door-to-door canvassing residents as part of the special census efforts. The census will be sent to the Greater Nashville Regional Commission for confirmation. The last special census Brentwood undertook was completed three years ago. Cities may conduct up to four special censuses each decade.

## BRENTWOOD

SpecialtyCare, Inc. will expand its Brentwood headquarters and create 124 new jobs in the process. SpecialtyCare, Inc., is a healthcare company that supports surgeons and medical centers with highly-skilled people, equipment, and data that increases reliability, drives improved clinical outcomes, and reduces costs. SpecialtyCare plans to consolidate multiple locations to a 40,000 square-foot facility within the Eastpark Office Park in Maryland Farms in Brentwood. The company is investing in state-of-the-art clinical training facilities with an expanded simulation operating room and classrooms with enhanced technology features, such as touchscreen smartboards and significantly broader and faster wireless capabilities.

## CALHOUN

Resolute Forest Products has begun construction of a 300,000-square-foot distribution center at its mill in Calhoun. The new center will store tissue products manufactured at the mill and will be finished in August. The amount of jobs being created by the new facility has not yet been determined. The recently-constructed tissue machine and converting operation in Calhoun has positioned Resolute as one of the fastest growing providers of quality tissue products in North America.

## CHATTANOOGA

The city of Chattanooga has received \$1.65 million from the U.S. Department of Housing and Urban Development (HUD) to help remediate homes with lead contamination. The grant is aimed at assisting low-income homeowners and renters who may be experiencing lead poisoning risks from lead paint, lead pipes, and electrical or safety issues. The grant will provide lead remediate for 70 homes and additional safety work for 40 of those homes. The city is working with local organizations and volunteers to help remediate the homes. Lead is considered one of the biggest environmental threats to children in America with prolonged exposure to lead causing lower IQ levels in children, among other health issues.

## CHATTANOOGA

The Chattanooga Police Department has launched a new app that will give citizens a direct link to the police. The app is free to the public and has features such as neighborhood crime tracking, real-time emergency notifications, access to CPD social media feeds and an anonymous tip-reporting portal. The tip portal allows users to anonymously include photos, locations and contact information as well as speak to an officer using a private, two-way chat room. While the app does allow users to report things, such as a robbery or domestic assault, the police department stresses that it should

not be used in replacement of 911. A neighborhood-tracking feature in the app also allows users to see crimes reported near them in the past couple of days.

## DICKSON

A new stage will be built on the backside of the War Memorial Building in downtown Dickson to offer another venue for outdoor performances. The city is currently accepting bids for the structure, which will face the Dickson Municipal Building. The 40-foot-by-20-foot stage will be made of concrete and a monument that stands in the area will be moved to another hillside on the property to accommodate the stage. City leaders hope the stage's construction will be complete in time for the annual Old Timers Day in May. The Dickson War Memorial Building was constructed in 1929 to honor county residents who served in World War I and was completed in 1933.

## ELIZABETHTON

The city of Elizabethton has entered into a licensing agreement with the state and Tennessee Department of Transportation to create a boat ramp on the Watauga River adjacent to Lovers Lane at the Master Sgt. Jefferson Donald Davis Memorial Bridge. The boat launch project has been spearheaded by Elizabethton Parks and Recreation, the IDEAS Group, and Carter County as a way to boost local tourism and recreation opportunities. The ramp could also be used by first responders for water rescues. The Tennessee Wildlife Resource Agency has committed to building the ramp and handling the engineering of the area while the Tennessee Valley Authority will pave the area to be used as a parking lot.

## FRANKLIN

The Tennessee Historical Commission and Tennessee Wars Commission have awarded \$700,000 through its Battlefield Protection Program to help preserve more sites associated with the Battle of Franklin. More than 15 acres of land known as the Spivey Tract along Columbia Avenue will be added to the Carter Hill Battlefield Park. Funds for the acquisition will be administered by the Civil War Preservation Trust and Franklin's Charge.

## FRANKLIN

The city of Franklin is now home to a proton therapy clinic, joining Knoxville as one of the few homes of such cancer treatment practices in the country. The Provision Care Proton Therapy Center is the first of its kind in Middle Tennessee and will join the Provision Cares Proton Therapy Center in Knoxville, which opened in 2013. An alternative cancer treatment, proton therapy employs a machine called a cyclotron to pinpoint cancer cells, targeting diseased cells while minimizing damage to surrounding tissue. The clinic's cyclotron was supplied by ProNova Solutions, a subsidiary of Provision. The company developed the \$44 million, 220-ton cyclotron that is used for the treatment.

## GALLATIN

The city of Gallatin has broken ground on a new \$2.5 million fire station that is expected to open later this year. The city's fifth fire station will be located at the corner of Clear Lake Meadows Boulevard and Nichols Lane to serve an area

of the community that has experienced growth and is also some distance from other stations. The 11,700-square-foot station will have two fire engine bays and an ambulance bay and is being constructed by Cookeville, Tenn.-based King Construction Group. The city has already purchased a new \$450,000 fire engine for the station.

## KINGSPORT

Master Tool & Die, Inc., will expand its operations in Kingsport, investing \$557,500 in facility upgrades and creating 25 new jobs. Founded in Kingsport in 1988, Master Tool & Die provides custom CNC machining, welding, fabrication, and other services for businesses throughout the Southeast U.S. To meet growing demand, Master Tool & Die will add new equipment and upgrade its existing facility in Kingsport. Master Tool & Die plans to fully staff its first shift within the next year, positioning the company to support a full second shift in the future.

## MEMPHIS

FedEx Corp is making a capital investment of more than \$1 billion to modernize its Memphis hub and improve operational efficiency and reliability. The Memphis hub project includes construction of a new large sort facility and installation of state-of-the-art sort systems, construction of a bulk truck load building, and a new area to improve handling of the oversized shipments that have increased with the growth in e-commerce. Following plan approval, construction is expected to begin in 2019 and be completed by 2025. The FedEx hub in Memphis, which currently has 11,000 team members and 163 aircraft gates, is the largest sort facility in the FedEx Express global network. It processes 47 percent of total FedEx volume and 69 percent of U.S. domestic volume each business day. FedEx employs an estimated total of 30,000 people in the Memphis area.

## MONTEREY

The Monterey Depot Museum has welcomed a new piece of history to celebrate the area's legacy as a railroad community. A call board used by the Tennessee Central Railway was recently returned to the museum by the Cookeville Depot Museum. The board had been taken by resident Walter Valaitis in 1973 after Monterey's original train depot was torn down and then donated to Cookeville's Depot Museum. The Cookeville museum decided to return the board back to its original home to celebrate the Monterey Depot Museum's sixth anniversary. The call board was used to let railroad employees know when they were scheduled to work and still features names of depot employees.

## MOUNTAIN CITY

Star LED will establish new operations in Mountain City, investing approximately \$1 million and creating 50 new jobs in the next five years. A subsidiary of Green Applications, LLC, the LED lighting manufacturer specializes in lighting products for commercial, residential, marine and automotive applications. Star LED plans to renovate and occupy a 55,500-square foot facility in the Johnson County Industrial Park. The company will manufacture and distribute LED lighting products from the facility, which is expected to be operational in the third quarter of 2018.

## Eaglets hatch in Johnson City's Winged Deer Park



Millions of people around the world watched as eagles Shima, pictured with eaglets, and Noshi oversaw the hatching of two of their three eggs in Johnson City's Winged Deer Park. East Tennessee State University biology researchers have been monitoring the bald eagle pair since they took up residence in the park five years ago, as have local residents and bird watchers. The eagles have laid their largest clutch this year with three eggs. Monitoring the eagles has allowed researchers to learn more about the family dynamics of this once endangered species as well as delighted local residents. As the eaglets grow and prepare to leave the nest, viewers can join researchers in monitoring their progress at [www.etsu.edu/cas/biology/eagle-cam/default.php](http://www.etsu.edu/cas/biology/eagle-cam/default.php).

## New granite panels installed at Sparta Rotary Veterans' Park



The installation of 10 new granite panels at the Sparta Rotary Veterans' Park is complete. Part of an expansion of the park, the installation was conducted by the Sparta Rotary Club. Opened in 2013, the veterans' park contains the names of more than 900 local residents who fought in conflicts from World War I onward.

## Harriman opens new facilities at David Webb Riverfront Park



Officials with the city of Harriman cut the ribbon on three new additions to the city's David Webb Riverfront Park, including newly installed playground equipment and a new farmers' market pavilion that will aid the sales of local goods and agricultural products. Not pictured is the new dock constructed by Smoky Mountain Deck Builders LLC provides access to the Emory River from the park. Renovations, which have been taking place at the park for several months will be completed in time for both the Harriman Farmers' Market to begin sales as well as for the city's annual Cobbler Festival, which is held in the park.

## Bristol opens first new fire station in more than 50 years



Officials with the city of Bristol and Bristol Fire Department celebrate the official opening of Bristol Fire Station No. 5, the city's first new station in 56 years. The ceremony included both current and retired members of the department. The \$2.4 million, 10,500-square-foot facility is in the west end of town near The Pinnacle and Bristol Regional Medical Center. The new station is equipped with a decontamination room, training room, a TV room that doubles as a training room, a kitchen, sleeping quarters, a self-contained breathing apparatus fill station, a workout room paid for with a federal grant, a new ambulance, and Quint, which serves as an engine and ladder truck.

### TENNESSEE TOWN & CITY

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# Memphis honors MLK, sanitation strikers 50 years later

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honor the anniversary of the strike and King's death. Pictures from the strike along with the slogan "I Am Memphis" were added to the trucks last year to honor both past and present solid waste employees.

Mayor Strickland and the Memphis City Council have also introduced grants of up to \$10,000 to activities dealing with poverty, youth, jobs/economic development, community empowerment, nonviolence, and justice/peace.

Two public art installations will also be unveiled in Memphis to honor both King and the municipal sanitation workers who brought him to Memphis. The first is the "I Am A Man Plaza," which is adjacent to the Clayborn Temple.

"The Clayborn Temple was a staging area for the sanitation workers," Madden said. "They would go there to plan and would go there to take shelter after they had been threatened by police officers in 1968. That was where they would meet. It is part of the city of Memphis' Heritage Trail, which we are developing as part of MLK 50. In addition, the city of Memphis commissioned the 'I Am A Man' Plaza. It's a simple design: 12 feet tall, stainless steel and brass. It is basically the words 'I Am a Man.' Around the plaza will be engraved the names of the 1,300 employees who were involved in the strike. We hope people will use it for constructive discussions, peaceful protest, and frank conversations about the tough issues that surround us as well as remember the heroes of the strike. We will cut the ribbon on April 5."

The second is a tribute to King, a reflection site that will pay homage to the civil rights leader. Located at MLK Boulevard and Second Avenue, Madden said the site is only a few blocks away from Clayborn Temple.

"It is a meditation garden on about a half-acre," she said. "It is a space where people can go and read why Dr. King was in Memphis. There will be never-before-seen photos from the Ernest Withers Collection. He was a famous civil rights photographer who documented so much of the 1968 strike and Dr. King's visits here."

Today, Madden said the city of Memphis works to both honor and reflect on its role in this historical event while still thinking about the future.

"Memphis is a great city, and what is different about commemorations in years past is that no one ever talked about the reason why the sanitation workers were on strike in the first place," she said. "Really it is because city government had a lack of vision and was on the wrong side of history. It was a different time. We have had to say this happened here, city government was part of why it happened here, and had to embrace that. A horrible thing happened to us – and I say us collectively to mean the city of Memphis. We cannot erase that history, but we can acknowledge our role in it. We can do better now that we know better. And we can move forward."

Now, 50 years later, some things in Memphis have changed: the Lorraine Motel is now the National Civil Rights Museum, which Madden said is "the crown jewel"



Above: Past and present Memphis Solid Waste employees break ground on the "I Am A Man" plaza, commemorating the participants in the 1968 Memphis Sanitation Strike that brought Dr. Martin Luther King Jr. to Memphis. The plaza will commemorate the workers and the strike's famous slogan and is located next to Clayborn Temple, where the strikers organized. The city has been working to give grants to sanitation workers who gave up their pensions as part of the strike as well as help with retirement plans for current solid waste employees.

Right: In honor of the 50th anniversary of the strike, the city of Memphis has also added a commemorative image to its sanitation fleet, honoring both King, the sanitation workers, and the city's legacy.



of the city. St. Joseph Hospital, where King was treated after being shot, was demolished to make way for a new unit of St. Jude Children's Research Hospital.

Other things in Memphis haven't changed. The Clayborn Temple where the sanitation workers began their march has had some renovations since 1968, but is still in the same location it has been in since 1891. The Mason Temple still stands in the same place it has since 1941. Now, both join the Lorraine Motel as destinations on Tennessee's new branch of the U.S. Civil Rights Trail.

Madden said one of the city's goals moving forward is to continue having hard conversations to address issues the city still faces. Celebrations will culminate from April 2-4 with the "MLK50: Where Do We Go From Here? Symposium," hosted by the University of Memphis and National Civil Rights Museum. A 50th Anniversary Commission and storytelling event featuring both older civil rights figures and young activists will be held at the National Civil Rights Museum on April 4. That evening, from 6:05 to 6:10, churches across Memphis have been asked to ring their bells 39 times in King's honor.

"It was devastating to the city of Memphis to have Dr. King assassinated here," Madden said. "We have partnered with the National Civil Rights Museum to discuss

where do we go from here. We embrace that, and it's a conversation we need to continue to have. Just because we are commemorating Dr. King and the sanitation workers doesn't mean we don't need to focus on the issues we have today. We have to ask how we make our city a better city, and those are conversations we have to have. And they have to be honest conversations, both about where you currently are and where you need to be. That takes work. Fortunately, we have city leadership who is realistic about our challenges and willing to do the work to change things for the better."

The city of Memphis has been honoring King's legacy since August with events including youth poetry slams, concert series, marches, and storytelling events. A march was held from Dundee, Miss., to Memphis on March 31 2018, marking 50 miles or a mile for every year since King's death.

On Feb. 12, volunteers commemorated the anniversary of the sanitation strike by following the same route workers did between Clayton Temple to Memphis City Hall. Despite rain, on Feb. 24 several participants marched from Memphis City Hall to Clayborn Temple in Downtown — the reverse of the route the sanitation strikers took— before participating in a program at the Orpheum Theater.



Above: Fed up with dangerous working conditions, low pay, and a lack of benefits, 1,300 mainly black sanitation workers in Memphis went on strike in 1968. Below: Their walk-out drew support from civil rights leader Martin Luther King Jr., who came to Memphis, where he was fatally shot on the balcony of the Lorraine Motel.



## MEMBER FOCUSED



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## PEOPLE

**Mike Carrier** has been appointed the new fire chief for the city of Bristol. While serving as interim chief, Carrier was selected from a pool of 42 candidates, narrowed down to eight and then three finalists. Carrier has been with the department since 1988, rising through the ranks from firefighter to training safety officer, captain, and finally assistant chief in 2007. He is also a certified paramedic, fire instructor, and fire officer level 4. He also serves as an instructor for many courses offered by the Tennessee Emergency Management Agency, the National Fire Academy as well as a credentialed instructor for the Tennessee Fire and Codes Enforcement Academy.



Mike Carrier

and CPSE as a whole. Goss has been Brentwood's fire chief since 2010 and has served as Tennessee's state consortium coordinator. He began his firefighting career in 1983 in Bangor, Mich., and was also employed with the Grand Rapids, Mich. Fire Department before coming to Brentwood in 2008.

**Gina Holt**, city manager for the city of Springfield, was chosen as one of five female city managers from across the U.S. to be profiled in Public Management, the official publication of the International City/County Management Association (ICCMA). Holt and five fellow city managers from Washington, New Hampshire, Texas, and Minnesota were featured in an issue designed to showcase women in the profession who were also the first female managers for their municipality. Holt was appointed as Springfield's city manager last fall and served for many years as assistant city manager. Holt has more than 30 years of government and management experience, including stints with the U.S. Senate, White House, and U.S. State Department. She is also a member and past president of the TN City Management Association.



Gina Holt

**Rob Ellis**, chief of police for the city of Humboldt, has announced his intention to retire in April after 30 years with the department. Ellis' last day will be on April 20. Ellis began working with the department in 1988 after graduating from the police academy. He was selected to serve as Humboldt's police chief in 2014 after working his way up through the department. Assistant Chief Reynard Buchanan has been named interim police chief once Ellis' retirement goes into effect.



Rob Ellis

**Brentwood Fire Chief Brian Goss** has been selected as the 2018 Ambassador of the Year for the Center for Public Safety Excellence (CPSE), an international organization that oversees fire department accreditation and professional credentialing. Goss was presented the award at the organization's annual conference in Orlando, Fla. The Ambassador of the Year is awarded to an individual for going above and beyond in support of accreditation, credentialing,



Brian Goss

**Kelly Wolfe** has resigned from his position as mayor of Jonesborough after nearly a decade of service to the community. Wolfe announced his decision to step aside at a March 12 council meeting citing a desire to move on to other things, particularly to focus on his family and growing business. During his tenure with the city, Wolfe has overseen major infrastructure improvements especially to downtown including the restoration of the Booker T. Washington School in the new McKinney Center for the Arts and the purchase of the historic Jackson Theatre. Alderman Chuck Vest has been named interim mayor until an election for the position in November.



Kelly Wolfe

## Reeves elected to Senate's 14th District

Shane Reeves has been elected as the new state senator for Tennessee's 14th District.

The Murfreesboro Republican will take the seat vacated by Sen. Jim Tracy, R-Shelbyville, last November to take a position with the U.S. Department of Agriculture's Rural Development program, serving as state director for Tennessee. Reeves will serve the remainder of Tracy's expired term, which ends in 2020. The 14th Senate District is comprised of Bedford, Lincoln, Moore, and Marshall counties plus the eastern half of Rutherford County.

"I am humbled and honored to be elected to represent the 14th district as our state senator," Reeves said. "I will work hard to be the people's voice across Rutherford, Bedford, Marshall, Lincoln, and Moore counties. I am



Shane Reeves

proud of the campaign we ran and commend the efforts of my opponents. We had a great team, and I am thankful to those who worked hard to get us across the finish line. Whether Democrat or Republican, conservative or liberal, we must all move forward together to grow

our district, bring new jobs, keep taxes low, and confront the issues facing Tennessee. My family and I have been overwhelmed and blessed as we have gotten to know so many new friends across our great district. I look forward to getting to work in Nashville to tackle the issues that are important to the 14th district."

In the election, Reeves carried 71.7 percent of the vote over Democratic challenger Gayle Jordan with a 16 percent turnout of voters. Reeves previously defeated former state Rep. Joe Carr in the primary to stand as the Republican nominee for the senate seat.

Reeves previously owned the local Reeves-Sain drug store chain in Murfreesboro and presently operates some non-retail portions of that business under TwelveStone Health Partners.

## Baltz retires after 40 years in government

After nearly 40 years in municipal government, Tullahoma City Administrator Jody Baltz has announced he will be retiring from the city in May.

Baltz said his desire to serve the public came at an early age.

"I always wanted to be in public administration," he said. "My grandfather was a police officer with the city of Nashville and later a chief deputy with the Davidson County Sheriff's Office. In our family, we always had quite a bit of involvement in serving the public. We were brought up to be of public service if we could. It was something that always appealed to me."

Baltz earned a bachelor's degree in public administration from Memphis State University in 1979. He then began working for the city of Brentwood as director of public works and later as assistant to the city manager.

"When I graduated from college, I had intended to immediately go into graduate school, but then I was offered the position of public works director for the city of Brentwood," Baltz said. "When I started with them in 1979, Brentwood was nothing like the Brentwood of today. It was before the growth they have today, and city hall was a small 800-square-foot frame house in downtown. It was a unique experience. I was there through the 1980s and 1990s when things began to move from being a smaller community to a larger one. I spent nearly 20 years there."

In 1992, he graduated from the University of Virginia's Senior Executive Institute and in 1995,



Jody Baltz

earned a master's in public administration from Tennessee State University. In 1999, Baltz was appointed as Tullahoma's city administrator, a position he has held ever since.

"I have really enjoyed my experience with Tullahoma," Baltz said. "The thing I like the most is that no two days are the same. The variety of the work, the types of issues you deal with, and being able to make an impact on a community are all very appealing aspects of city management. Even the things that are cyclical, like your budget season and board meetings, still have variety to them because you are dealing with different topics and issues that are important to the community. To me, it's always been an exciting and rewarding career."

Baltz said helping see Tullahoma through the Great Recession is one of the things he is proudest of in his career.

"We were able to maintain services, cut costs, and get through

some tough times in the community," he said. "Since then, like most of the rest of the country, we have rebounded. I think being able to help guide a community when times are hard is just as rewarding as building a new project, building a new road, or introducing new services."

In addition to his role as city administrator, Baltz has served a past-president of both the Tennessee Chapter of the American Society for Public Administration and the Tennessee City Management Association as well as a former Tennessee Municipal League board member, among others.

Networking through professional organizations is something Baltz said is essential to public management.

"I think it is very important to be involved in professional organizations, whether it's TML or TCMA," he said. "I think it's important that you learn about new trends or new laws as well as talk to other managers who can bring their experiences to a particular problem. Even though your town may not be the same size or in the same part of the state, there can be pieces of advice you can apply to your own issues."

Baltz said being a life-long learner is also a vital management skill.

"For city management, I think having experience at the department-head level is very important. I think that positions you in the future for top-level management," he said. "If you can get a position where you work through a department and then expand your education you gain a broader managerial experience through that."

With children and grandchildren spread out throughout the country, Baltz said he is looking forward to traveling in his retirement.

"I have told people that my life since 1979 has basically revolved around the second and fourth Monday of each month," he said. "Not having the constraint of board meetings, I'm looking forward to having a bit more flexibility to do things. I'm ready to pass the torch and let the next generation move forward. We've got a very strong staff here at Tullahoma and a good Board of Mayor and Alderman. I feel comfortable the city is in good hands and will continue the progress that's been made."

## February 2018 state revenue collections less than expected

Tennessee Department of Finance and Administration Commissioner Larry Martin announced that Tennessee tax revenue fell short of budgeted estimates in February. Overall February revenues were \$884.9 million, which is \$38.2 million more than what the state received in February one year ago, but were \$3.4 million less than the state budgeted. The overall growth rate for February was 4.51 percent.

"The state experienced growth in sales tax revenues compared to last February and receipts exceeded the budgeted estimate. However, franchise and excise revenues recorded negative growth for the month. All other revenues combined revealed healthy growth for the month, but were slightly less than our budgeted estimate," Martin said. "On a year-to-date basis, the total reported revenue growth is 3.88 percent and includes several one-time events. Removing those events, one-time franchise and excise receipts and pre-payments made for 2017 Hall income taxes, the underlying growth is 4.93 percent."

Corporate tax revenues show a negative growth of 7.57 percent for the year, but after adjusting for the 2017 and 2018 one-time payments included in the receipts, the growth rate is a positive 3.72 percent. All other combined revenues, on a year-to-date basis, reflect a positive 13.21 percent, but after adjusting for the accelerated payments made in the Hall income tax the growth rate is 9 percent.

General fund revenues were short \$1.2 million while the four other funds that share in state tax revenues were \$2.2 million less than the estimates.

Sales tax revenues were \$13 million more than the estimate for February and were 5 percent more than February 2017. For seven months, revenues are \$52.6 million higher than estimated. The year-to-date growth rate for seven months

was 4.01 percent.

Franchise and excise tax revenues combined were \$14.5 million less than the budgeted estimate in February, and the growth rate compared to February 2017 was negative 18.43 percent. For seven months, revenues are \$45 million more than the estimate and the year-to-date growth rate is negative 7.57 percent. Adjusting for the one-time payments received last fiscal year and the one received in this fiscal year reduces the year-to-date underlying growth rate to 3.72 percent.

Gasoline and motor fuel revenues for February increased by 19 percent compared to February 2017 and were \$6.4 million less than the budgeted estimate of \$85.9 million.

Year-to-date revenues have exceeded estimates by \$6.7 million.

Motor vehicle registration revenues were \$2.1 million more than the February estimate, and on a year-to-date basis they are \$10.8 million more than estimates.

Tobacco taxes were \$2.3 million less than the February budgeted estimate of \$20.8 million and \$4.8 million less than the year-to-date budgeted estimate.

Inheritance and estate taxes were \$500,000 less than the February estimate. On a year-to-date basis, revenues are \$2.4 million less than the budgeted estimate.

Privilege taxes were \$2.8 million more than the February estimate, and on a year-to-date

basis, revenues are \$9.7 million more than the estimate. Business taxes were \$1.1 million less than the February estimate. For seven months, revenues are \$900,000 more than the budgeted estimate.

Hall income tax revenues for the month were \$1.9 million more than the budgeted estimate. Revenues on a year-to-date basis are \$63.5 million in excess of the estimate.

All other tax receipts exceeded estimates by a net of \$1.6 million. Year-to-date revenues were \$181.7 million more than the budgeted estimate. The general fund recorded \$135 million in excess of the budgeted estimates and the four other funds \$46.7 million.

# WAUFORD

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

**Home Office:**  
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## Water and Wastewater Systems

# It's pothole season – TDOT working to repair damaged roads

Winter weather extremes lead to an increase in potholes on state highways and bridges. Potholes form when moisture seeps into cracks in the pavement, then freezes and thaws causing the cracks to expand. The constant pounding of traffic loosens the pavement which causes it to crumble, creating potholes.

Severe swings in temperature followed by periods of rain are the perfect conditions for widespread potholes to form. Weather permitting, TDOT crews all over the state are patching potholes on a daily basis. During winter months, TDOT typically relies on a "cold mix" asphalt as a temporary fix. Now that the weather is getting warmer and "hot mix" asphalt plants are beginning to be operational, TDOT will be able to perform more permanent repairs.

TDOT estimates spending approximately \$5.2 million on statewide pothole repair from July 1, 2017, through March 11, 2018. So far this year, TDOT has performed

and spent more revenue for pothole patching through the first week of March than the department did the entire year last fiscal year.

TDOT asks drivers to please work with them by moving over and slowing down when DOT crews are working on highways and bridges. Tennessee state law requires motorists to move over or slow down for emergency, maintenance and construction vehicles or face a fine of up to \$500.

To report a pothole on a Tennessee interstate or state route, visit this site from TDOT's website <https://www.tn.gov/content/tn/tdot/maintenance/potholes.html>. There, motorists can find answers to frequently asked questions, including how to report a pothole and how to file a damage claim with the Division of Claims Administration, an agency not associated with TDOT. Please note that a written notice of claim to the Division of Claims Administration should include any facts and details that are relevant to the claim. It must also include doc-

umentation to support the request for damages.

From a desktop or mobile device, motorists can get the latest construction activity and live streaming SmartWay traffic cameras at [www.TNSmartWay.com/Traffic](http://www.TNSmartWay.com/Traffic). Travelers can also dial 511 from any land-line or cellular phone for travel information, or follow on Twitter at [www.twitter.com/TN511](http://www.twitter.com/TN511) for statewide travel. As always, drivers are reminded to use all motorists information tools wisely and Know Before You Go! by checking travel conditions before leaving for your destination. Drivers should never tweet, text or talk on a cell phone while behind the wheel.

In 2016, the Tennessee Department of Transportation lost three workers in the line of duty. All three were struck by passing motorists. Those tragedies bring the total number of TDOT lives lost to 112. TDOT doesn't want to lose another employee. They are asking motorists to WORK WITH US, move over, and slow down.



TDOT estimates spending approximately \$5.2 million on statewide pothole repair from July 1, 2017, through March 11, 2018. So far this year, TDOT has performed and spent more revenue for pothole patching through the first week of March than the department did the entire year last fiscal year.



# CDBG funds keep community water, sewer projects afloat

*CDBG from Page 1*

lagoon to catch and screen everything. It dumps non-biodegradable stuff so it can be safely disposed of and not enter the lagoon."

Robertson said the project took around five months to complete, and the new system is working well for the city.

"We're catching a lot more stuff than what I even thought, probably four times more," he said.

Because of its location between the Mississippi and Reelfoot, Tiptonville is very conscious of its wastewater and water plants and how these systems impact both local customers as well as the tourism and recreation industries in the area. Without the \$525,000 in funds from the CBDG program, Robertson said he's not sure what the town would have done.

"We were getting violations due to the way the lagoon was and how full it was," he said. "This was going to start causing us a lot of problems. If we didn't get that funding, I don't know what the town would have done. Things were going to get very bad for us if we didn't have money for these improvements. We would have definitely had the EPA and all sorts of state officials here."

Hearn said the CBDG program has helped Tiptonville finance a variety of projects that might have otherwise eaten into the city budget or just be set aside because there were no funds available. The town received grants for water and sewer projects in 2011, 2014, and 2016 with a total of \$1.55 million in grant funds used for these projects during that span.

"We apply for [a grant] every time we can get one," Hearn said. "We've done just about every CBDG project you can. We've done the housing and rehabilitation grants several times. In the last few years, we've been looking more at our infrastructure, water, and sewer and switched over to applying for more grants that fill those needs. These grants have really helped us upgrade our water and sewer system."

Water and sewer infrastructure have become headline news in recent years with stories like those of Flint, Mich., causing many across the nation to start questioning what is in their municipal water or sewer system and how it gets to their home. Water shortages, aging infrastructure, and the financial burden of maintaining water and wastewater plants have led some cities to consider getting out of the water and wastewater business entirely.

Water and sewer-related projects account for 75.5 percent of the non-entitlement CBDG projects awarded in Tennessee. Kent Archer, CBDG director for TECD's Community and Rural Development Division, said these projects become more numerous and more competitive each year.

"We are seeing a trend nationally where there is a lot of aging infrastructure, especially when it comes to water and sewer. You couple that with the fact that there have been decreasing limits on water quality and other limits," Archer said. "A lot of systems were designed for one era, and so you have to keep up. I think another part is that we have a lot of small communities that have their own



Water and sewer projects account for the vast majority of projects funded by Community Development Block Grants in Tennessee. Approximately 75.5 percent of the non-entitlement CBDG projects awarded in the state go toward water or sewer-related projects with grants getting more and more competitive. Many municipalities are facing aging systems in need of costly repairs and replacements.

systems, so there is very much a need there. We don't see a lot of sewer line extension line projects each year. We see more water line extensions, especially in areas where there was once widespread use of wells or where the system is aging. Last year, we didn't have a water loss application where the applicant had under 40 percent water loss, which is due to deteriorating lines."

Archer said the state looks at different factors before awarding funds depending on what type of water or sewer project a community is seeking grant funds for.

"Under water system and sewer systems we also have water line and sewer line extension type projects, rehabilitation or improvement type projects, and the extending new lines," he said. "For water line or sewer line extensions, we require that you survey 100 percent of the people that will receive the service. Another factor that goes into these scores are your rate factor. We look at per capita income against what your water or sewer rate is. The idea there is that you are getting a comparison of what the cost burden is of water and sewer rates to what your general per capita income is for that area."

To help keep grants competitive but still allow smaller com-



The city of LaFollette and city-owned utility company LaFollette Utility have used the CBDG program to fund numerous water and sewer line replacement and extension projects in the past several decades. Being able to utilize grant funds for these water and sewer projects has allowed the city to focus loans and capital outlay notes on other projects, like annual paving and purchasing new city equipment.

munities a slice of the pie, Archer said the state has begun changing the way it considers some projects for funding.

"Two years ago, we split out our sewer system projects where we look at collection system improvements and treatment plants into their own pools," he said. "Part of that is because we use the TDEC priority list they issue as part of their state revolving fund as a basis for our scoring. Just due to the competitiveness, we were seeing fewer and fewer collection

system projects being funded. Since TDEC does us a favor by doing that scoring, we decided to keep that scoring system and just fund those projects separately to make sure both treatment plant and collection system projects are still getting funded."

Like Tiptonville, water is an important resource both for residents and visitors to LaFollette. Situated in the Powell Valley, the city is located in the path of Ollis Creek, itself a tributary of Norris Lake, a man-made lake created

by the Norris Dam on the Clinch River. In addition to recreation and tourism, the nearby Norris Dam has made providing water an important industry for LaFollette and surrounding communities.

LaFollette has used CBDG funds to finance water and sewer projects for decades, according to Finance Director Terry Sweat.

"I have been the finance director for 25 years, and one of my first projects was the administration for a Community Development Block Grant for a sewer project," he said. "Since that time, we have gotten a block grant just about every two years. We just finished a grant this month for our LaFollette Utilities water plant. We are applying for another one for the water treatment plant as well. Prior to that, all of our projects have basically been for water and sewer lines. A few of these have been new water or sewer lines and others have been replacements. We had some lines that were 30 or 40 years old, and we've been trying to replace those."

The majority of the lines being replaced are in residential areas. Sweat said LaFollette is located in one of Tennessee's economically distressed counties. While projects are required for at least 51 percent of the residents impacted to be low-to-moderate income residents, Sweat said the percentage of residents impacted by LaFollette's projects that meet low-to-moderate income standards are usually higher than that.

Without the CBDG funds, Sweat said both the city of LaFollette and the city-owned utility LaFollette Utilities would have been faced with some tough choices about what projects they could fund and where they could find money for projects that needed to be done in the community.

"Some of these projects would not have gone in without CBDG money," he said. "We have never had to borrow any money for water or sewer line extensions because of CBDG funds. The city usually has two capital outlay notes at the same time, which are used to fund paving and equipment for our city departments. With these funds, we can focus our notes on paving and whatever else we need to do. Sewer and water is a very important issue for citizens. Cities have to provide that, especially if they annex. After so many years, lines begin to collapse so you have to replace them."

## STATE BRIEFS

**Tennessee's preliminary statewide unemployment rate for January 2018 was 3.3 percent, which matched the revised rate for December 2017,** according to new information from the Tennessee Department of Labor and Workforce Development. The seasonally adjusted unemployment rate in January was 1.2 percent lower than the rate for the same month one year ago and has remained 3.3 percent since September 2017. Tennessee's statewide unemployment rate has been below 4 percent since May 2017. The wholesale trade sector in Tennessee saw the biggest gain in jobs during January. Health care and social assistance ranked

second in job growth during the month.

**Every county in Tennessee reported a lower unemployment rate in January 2018 than in January 2017,** according to newly released statistics from the Tennessee Department of Labor and Workforce Development (TDLWD). A majority of the state's 95 counties have also reported unemployment rates under 5 percent with Williamson County seeing the lowest at 2.5 percent. Many counties saw a 2 percent or more decrease in their employment rate over the previous years. Tennessee had a statewide unemployment rate of 3.3 percent in January,

which was the sixth lowest in the nation. The national unemployment rate was 4.1 percent.

**The Tennessee Department of Education has announced 21 new career and technical educational certificates to be offered in schools** beginning in the 2018-19 school year. Programs include a variety of options such as welding, agricultural engineering and applied technologies, office management, accounting, and coding. CTE programs are integral to the state's efforts to achieve 55 percent of Tennesseans with a college degree or certificate by 2025, and 76 percent of CTE programs now directly align with their mar-

kets. In 2017, there were 37,000 students in Tennessee enrolled in CTE programs, an increase of about 10,000, or 40 percent, from 2015.

**DUI charges are up while most other crimes have decreased on Tennessee college campuses.** The Tennessee Bureau of Investigation released a report about on campus crime that found DUI offenses on campus have increased by more than 60 percent between 2017 and 2016. Overall, however, crime decreased by 3 percent in the same period. The amount of reported rapes decreased 27 percent and robbery offenses decreased by 55 percent.



## CLASSIFIED ADS

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

### ANIMAL SHELTER MANAGER

**COLLIERVILLE.** The town of Collierville has an immediate opening for the position of animal shelter manager. The purpose of this position is to oversee and manage the day to day operations of the town's animal shelter. Requires a bachelor's degree in animal sciences, business, agribusiness, or a related field; supplemented by three years supervisory experience in an animal shelter; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Requires a valid motor vehicle operator's license at time of hire. Must obtain National Animal Control Association Level 1 and Level 2 certifications no later than 36 months from date of hire. Must be flexible with weekday and weekend working hours. Must be available after hours for call out and have good animal handling skills. Selection process may include: examinations, interviews, assessment centers, practical skills, etc. Must be able to pass a work-related physical and drug test. Salary is \$32,425 - \$55,584 annually (DOQ) with excellent benefits package. To apply for this position, you must submit an original Town of Collierville application. Applications are available to download at [www.collierville.com](http://www.collierville.com), or you may obtain one from our Human Resources Office located at 500 Poplar View Parkway, Collierville, TN, 38017, Monday-Friday, 8 a.m. - 5 p.m. Completed applications must be submitted either by mail or in person to the above address. Unable to accept faxed or emailed applications.

### ASSISTANT TOWN ENGINEER

**FARRAGUT.** The town of Farragut is seeking applicants for an assistant town engineer, whose essential responsibilities include: technical and administrative work for supervision of construction and contract management for the town's capital projects, including construction of roadways, greenways, parks and other public facilities. Inspection of public works and public utilities projects. Supervision, preparation and maintenance of engineering records. Provides technical assistance to engineers, contractors, surveyors, architects, developers and citizens on matters related to residential and commercial development. Performs civil engineering work in the field and in the office relating to municipal public works, capital improvements, drainage and other related "in-house" designs for projects constructed by the town's public works department. Works closely with our citizens, as well as other members of the town's staff. Work is performed under the general direction of the town engineer. Applicants with a bachelor's degree in civil engineering, or related field and considerable experience with civil design, roadway construction, project management, municipal engineering, or equivalent combination of education and experience are encouraged to apply. An EIT or PE certification are preferred. Benefits include a competitive salary, medical, dental, life, LTD, and a matching 401(k) retirement plan. Applications and a job description may be obtained at the Farragut Town Hall, 11408 Municipal Center Drive, Farragut, TN, 37934, or [www.townoffarragut.org/jobs](http://www.townoffarragut.org/jobs). Applicants must submit a completed town of Farragut application with an attached resume. Open until filled. EOE

### BOOKKEEPER / ADMINISTRATIVE ASSISTANT

**MASON.** Responsible for bookkeeping and support services under the general supervision of the office manager/human resources manager. Instructions to the employee are general and the employee must routinely use independent judgement when performing tasks. The employee must occasionally consider a different course of action. The uniform accounting code and accounting system must be followed in order to complete tasks. Graduation from an accredited high school or possess equivalency, and supplemental course work in bookkeeping principles and practices. Experience in clerical accounting work. Responsible for all bookkeeping and financial records of all funds including reconciling bank statements and invoices, bond payments, drafting checks, accounts payable, etc.; balances all receipts and tax collections monthly; prepares all deposits and withdrawals; prepares all bookkeeping reports; prepares all payroll; prepares Social Security and tax withholding reports; prepares quarterly unemployment reports; reviews recorder reports before being submitted to state; maintains general records of account according to established accounting classifications, including various ledgers, registers, and journals; posts entries to books and computer from supporting records, makes adjustments and prepares financial statements; and deposit city receipts at bank. Salary: \$14.00 Hourly. Please apply at the Town of Mason; Mason City Hall; 12157 Main Street. Position open until filled. EOE.

### BUILDING AND CODES DIRECTOR

**HENDERSONVILLE.** This position directs the operations and activities of the department to ensure the quality of building construction and compliance with building codes and approved construction plans. Bachelor's degree from an accredited college or university with major course work in engineering, architectural or construction management, business administration, or a closely related field. Experience sufficient to thoroughly understand the diverse objectives and functions of the subunits in the department in order to direct and coordinate work within the department, usually interpreted to require 5-7 years related experience. Residential and Commercial Building Inspector required. Possession of

or ability to readily obtain a valid Tennessee driver's license issued for the type of vehicle or equipment operated. Ability to use basic computer applications and software. Salary \$6,624/month or higher DOQ To apply visit <http://www.hvilletn.org/> and view the Job Openings page or come by the personnel department at Hendersonville City Hall located at 101 Maple Drive North in Hendersonville, TN. Be sure to read through ALL information carefully. Closing date for acceptance of applications and other required material is Monday, April 2, at 4:00 PM CST. EOE

### CITY ADMINISTRATOR

**TULLAHOMA.** The city of Tullahoma is seeking applicants for the position of city administrator who works under the general direction of the board of mayor and alderman. The city administrator oversees city operations with a \$26 million general fund budget and 150 full-time employees in administration, police, fire, public works, finance, parks and recreation, human resources and planning and codes departments. The minimum requirement for this opportunity is a bachelor's degree with a master's degree preferred in public administration, management, business administration or closely related field and a minimum of five years of municipal leadership experience as a city administrator or manager of a public agency or department with related duties. Salary is DOQ and the city offers a comprehensive benefits package. Interested applicants must submit a resume, cover letter and professional references to City of Tullahoma, Attn: Human Resources Director, PO Box 807, Tullahoma, TN 37388, or by email to [cbrice@tullahomatin.gov](mailto:cbrice@tullahomatin.gov). Resumes will be accepted until May 1. Applications are subject to public disclosure. EOE / Drug Free Workplace.

### CITY MANAGER

**ELIZABETHTON.** The city of Elizabethton is seeking a qualified applicant for the position of city manager. Manager responsible for about 250 full-time employees and \$15 million general fund budget. Position answers to seven-member council. Full service city. Must be proven manager with excellent communication and team-building skills. Demonstrated success in public administration, budgeting and finance, intergovernmental relations, and leadership. At least five years' experience in public administration, preferably as a city manager/assistant city manager or equivalent. Bachelor's degree required, master's preferred. Application is a public record. Salary DOQ plus benefits. Send resume by April 4 to HR Director, 136 South Sycamore Street, Elizabethton, TN 37643. Phone: 423-547-6282. Email: [resumes@cityofelizabethton.org](mailto:resumes@cityofelizabethton.org).

### CITY RECORDER

**GREENFIELD.** The city of Greenfield is currently accepting applications for the position of city recorder. The city recorder is an exempt, at-will employee working under the general direction of the mayor and board of aldermen. Applicant must be a Certified Municipal Finance Officer or have the ability to obtain the Certified Municipal Finance Officer certification within two years or as required by law. The salary is DOQ (depends on qualifications); plus a comprehensive benefits package. A list of the qualifications and job description is available at the city hall or at the Dr. Nathan Porter Library. Resumes will be accepted until April 6. Resumes should be sent to: Mr. Dana Deem, Municipal Management Consultant 605 Airways Blvd., Suite 109, Jackson, TN 38301. Or emailed to: [Dana.Deem@tennessee.edu](mailto:Dana.Deem@tennessee.edu) EOE

### CITY PLANNER

**MT. JULIET.** The city of Mt. Juliet is seeking qualified candidates for the following position: municipal city planner for the planning and zoning department. American Institute of Certified Planners is preferred. Responsibilities include administering and enforcing the city zoning ordinance; interpreting and rendering decisions in applying various provisions to individual situations, and approving applications for certificates of occupancy relative to compliance with the zoning ordinance. Meets with homeowners, businesses, developers, contractors, and engineers to discuss city requirements. Required to attend the monthly Regional Planning Commission and Board of Commissioners meetings as needed. Responsible for budgeting and operations of the planning and zoning department that include residential, commercial and industrial site developments. Coordinates activities with other city departments, consultants, and outside agencies; and provides highly responsible and complex administrative support to the city manager. Selected candidates will be required to complete pre-employment testing as deemed necessary by each specific position. A valid TN driver license required. Salary range depending on experience and qualifications. Exempt status. Detailed job descriptions and requirements are available online. Applications must be filed electronically and are available at the city's website [www.mtjuliet-tn.gov](http://www.mtjuliet-tn.gov). City will accept electronic applications. Open until filled. The city of Mt. Juliet reserves the right to stop accepting applications at any time. For questions, call (615) 754-2552. EOE/Drug-free Workplace

### COMMUNICATIONS / PROGRAMS DIRECTOR

**UNICOI.** The town of Unicoi is seeking applicants for the position of director of communications and programs. Duties include overall responsibility of town communications and marketing, festival and event coordination, oversight of recreation properties and facilities. The position represents the town through the preparation and dissemination of social media, marketing strategies, website and printed materials,

and participates in key community groups. Develops and manages marketing strategies for the Mountain Harvest Kitchen food business incubator. Four year degree and three years related job experience. Applicants must send resume, cover letter, and references no later than March 30 to: Mayor Lynch, P.O. Box 39, Unicoi, TN 37692 or email to: [mborders@unicoinet.net](mailto:mborders@unicoinet.net). Starting salary \$35,000 - \$43,000 DOQ. Excellent benefits package

### EMERGENCY COMMUNICATIONS DISTRICT DIRECTOR

**JOHNSON CITY / WASHINGTON COUNTY.** The Washington County, Tennessee Emergency Communications District is seeking qualified individuals for the position of 911 Emergency Communications District Director. The director will ensure the efficient and effective operation of communications of the Washington County, Tennessee - Police (City), Sheriff (County), Fire, and Emergency Medical Services. The Director is responsible for long range planning and execution of all regulatory, technological, and financial operations. The Director will oversee the management of agency Human Resources, Public Relations, and the Departmental budget. Ability to organize and set priorities, accurately assess and analyze situations, draw conclusions, make recommendations and offer alternative solutions. Ability to plan, organize, direct and coordinate activities of technical and professional staff. Must have excellent organizational and decision making skills to lead the district. Requirements include a bachelor's degree in management, business administration, or a related field from an accredited university or college. A minimum of five years of progressively responsible experience in emergency communication is desired. Relevant experience of five or more years may be considered in lieu of the degree requirement. Applications will be received on-line at [www.johnsoncitytn.org](http://www.johnsoncitytn.org) until the position is filled. Salary DOQ.

### EXECUTIVE DIRECTOR

**SAVANNAH MAIN STREET.** The city of Savannah is seeking motivated and community oriented individuals in search of the next executive director for the Savannah Main Street organization. The complete job description is available online at the city of Savannah website, [www.cityofsavannah.org](http://www.cityofsavannah.org), or at city hall. Those interested in the position must submit the following no later than March 28: cover letter, resume with professional reference, and application for employment. Submit information as PDF files via e-mail to [bmattlock@cityofsavannah.org](mailto:bmattlock@cityofsavannah.org), or you may return to City Hall at 140 Main St., Savannah, TN 38372. EOE

### FINANCE DIRECTOR.

**GERMANTOWN.** The city of Germantown is seeking a qualified individual to serve as finance director. Under broad direction of the city administrator, the finance director is responsible for the overall administration and management of the city's Financial Services Department. Financial services includes three areas: accounting, treasury and city court. Responsibilities include directing the accounting, cash management and fund investment activities to ensure financial security of the city government. The finance director is also responsible for ensuring legal and regulatory compliance for all accounting and financial reporting functions. The finance director exercises supervision over general accounting, accounts receivables/collection, payroll, and utility billing system, business licensing, fund investments, debt management, and municipal court activities. The minimum requirements for this opportunity include: bachelor's degree in accounting, finance, business or public administration and seven years of experience managing accounting and cash management operations, including two years professional experience in governmental accounting; or any combination of education, training, and experience providing the knowledge, skills, and abilities necessary to perform essential job functions. All qualified applicants must have local government experience. A master's degree is preferred. Certification as CPA strongly preferred. For more details and applications, please visit <https://www.governmentjobs.com/careers/germantown>. The application process will remain open until the position is filled. EOE

### MANAGER/GRAPHIC DESIGNER/ ADMINISTRATIVE ASSISTANT II

**GALLATIN.** The city of Gallatin Economic Development Agency (EDA) is seeking qualified applicants for the position of existing industries manager/graphic designer/administrative assistant II. This position works with existing industry on personnel recruitment and problem-solving, creating promotional materials for the EDA, along with assisting with day-to-day operations of the office. This is a 40-hours per week, day shift position. Starting rate is \$20.11 per hour + excellent benefits. The successful applicant should have experience in event organization, including arranging venues, catering and audio/visual needs; strong organizational and multi-tasking skills in a fast paced environment; advanced computer skills with a thorough knowledge of Adobe Creative Suites, Microsoft Office, and Excel. Essential duties include working with the executive director to gain a general understanding of all initiatives within the economic development agency, representing the agency, and city when appropriate, at job fairs, completing diverse administrative tasks including: appointment management, meeting and presentation preparation and database management, while maintaining strict confidentiality, and arranging travel needs (including but not limited to hotel, air, and registrations) for the agency. Qualified applicants must possess an associate's degree. Bachelor's degree is preferred. Must have at least five years recent work experience in a related capacity, preferably working directly with executive level positions. For a full description and to apply, visit the city's website at [www.gallatintn.gov](http://www.gallatintn.gov). Open until filled. EOE.

### POLICE OFFICER

**COOKEVILLE.** The Cookeville Police Department, an internationally and state accredited agency, is now seeking qualified women and men for the position of certified police officer, offering superior fringe benefits and pension plan. Applicant must meet Minimum Standards Law (TCA 38-8-106), possess a valid TN driver's license and be 21 years of age. High school education or equivalent is required. Sixty semester hours in criminal justice, police science, sociology or other law enforcement related subjects preferred. Pay range commensurate with experience and qualifications. Applications/resumes must include a full mailing address, and will be accepted until position is filled. Send to: City of Cookeville, HR Department, PO Box 998, Cookeville, TN 38503-0998 or email [jobs@cookeville-tn.org](mailto:jobs@cookeville-tn.org). EOE

### PUBLIC WORKS SEWER OPERATOR

**MT. JULIET.** The city of Mt. Juliet is seeking candidates for a public works sewer operator (certified/ or uncertified) Uncertified salary starts at \$14.92 after 6 months, \$16.72 and annual increase for three years until topping out at \$21.00. Certified salary starting at \$15.98 after 6 months \$18.28 and annual increase for three years topping out at \$23.65. Benefits, paid holidays. Selected candidates will be required to complete pre-employment testing as deemed necessary for position. You will need to hold a valid TN driver license. Detailed job description and requirements are available online. Applications must be filed electronically and are available online at the city's website, [www.mtjuliet-tn.gov](http://www.mtjuliet-tn.gov). We will accept electronic applications until filled. The city of Mt. Juliet reserves the right to stop accepting applications at any time. For questions, please call (615) 754-2552. EOE/Drug-free Workplace.

### TOWN ADMINISTRATOR

**ATOKA.** Dynamic, growing community in west Tennessee seeks a progressive, innovative, and professional town administrator to lead its organization of more than 55 full-time employees. The town has grown dramatically in recent years (population 9,474) yet maintains the friendly, small-town feel that makes Atoka a great place to call home. Two Town Administrators since 2005. \$9.4 million annual budget. Bachelor's degree required; master's degree in public or business administration preferred. Five+ years of significant and progressively responsible experience as an administrator, assistant or department head in a community of comparable size and complexity is preferred. Excellent communication and interpersonal skills, ability to initiate efficient operations, budget/fiscal management, economic development, team building, employee management skills required. Residency is required within agreed upon time of appointment. Appointed by Board of Mayor and Aldermen. Starting salary \$63,345 - \$81,682,(DOQ). Apply by April 16 to: Debbie Pickard, Town of Atoka, 334 Atoka-Munford Avenue, Atoka TN 38004. Tel: (901) 837-5300; Email: [dpickard@townofatoka.com](mailto:dpickard@townofatoka.com). EOE/Drug-Free Workplace. Application packet must include a resume and a Town of Atoka employment application, <http://www.townofatoka.com/docview.aspx?docid=394>

### TOWN MANAGER

**SMYRNA.** The town of Smyrna is recruiting for the position of town manager. The town operates under a town manager form of government, with a seven-member council comprised of a part-time mayor (four-year term) and six council members (four-year term). The town manager is responsible for planning, directing and managing the activities of all town operations and functions, and recommending and implementing policies established by the council. The manager oversees a budget of over \$90 million, and 25 departments with 409 full-time and over 100 part-time/seasonal employees. The successful city manager candidate will have a strong background in finance and economic development, excellent interpersonal and communication skills, a proven track record of success, be able to manage multiple projects simultaneously, and be able to build on the strengths that a diverse community such as Smyrna offers. Minimum requirements include a bachelor's degree (master's preferred) in management, public administration, business administration or a related field, with several years of increasingly responsible management experience, including at least five years of leadership experience in local government. Applicants may apply and submit resumes online at <https://www.governmentjobs.com/careers/townofsmyrna>. Deadline to apply is March 28.

### TRAFFIC OPERATIONS MANAGER

**MARYVILLE.** The city of Maryville is accepting applications for a full-time traffic operations manager. This is skilled technical work managing the operations of the traffic control infrastructures for the cities of Maryville and Alcoa, directing maintenance and repairs, and analyzing and maintaining traffic related data. A complete job description and required application is on our website [www.maryvillegov.com](http://www.maryvillegov.com). Requirements: bachelor's degree with coursework in civil engineering, or related field and considerable experience in traffic engineering, traffic operations, including some supervisory experience, or equivalent combination of education and experience. International Municipal Signal Association Level I certification must be obtained within one year of hire. Hiring range: \$50,855- \$60,451 DOE. Excellent employee benefit package. Nepotism policy prohibits hiring relatives of city employees. Applications are available on the city website and in the City of Maryville Human Resources Department, 400 W. Broadway Ave., Maryville, TN 37801. Deadline to apply is March 31.



### March 23 - April 15: Lookout Mtn. Rock City's Fairytale Nights

Adventure awaits at Rock City's newest spring event, Fairytale Nights - where dreams come to life. Join us on a spectacular journey as we travel to a faraway kingdom where magic is around every turn. Fly to Neverland with Peter Pan; waltz with Beauty and the Beast; enjoy the radiant gardens with Cinderella; learn to sword fight like a knight. Don't miss this chance to make magical memories at Rock City's Fairytale Nights. Evenings from 6pm-8pm. Visit: [www.seerockcity.com/events/entry/fairytale-nights](http://www.seerockcity.com/events/entry/fairytale-nights)

### April 2- 8: Columbia Mule Day

What began in 1840 as a meeting for mule breeders known as "Breeders' Day," Mule Day now attracts more than 200,000 people. In addition to mules, traditional Appalachian food, music, dancing, and crafts are featured at the four-day event. Visit: <http://muleday.org>.

### April 6-7: Goodlettsville

*The Heritage Festival*  
Step back into time and experience life in 18th century. See how people lived, made and washed their clothes, baked on an open fire, fired their guns, and much more. From farm animals to pottery, there is something for everyone. Free admission. Hours: 9am-3pm. Visit: [www.cityofgoodlettsville.org/471/Heritage-Days](http://www.cityofgoodlettsville.org/471/Heritage-Days)

### April 6-8: Knoxville

*Rhythm N' Blooms*  
A top notch music festival that celebrates the crossroads of the city's varied music history. Held in the Historic Old City, the festival showcases nationally known artists as well as local favorites. Visit [www.rhythmbloomsfest.com](http://www.rhythmbloomsfest.com)

### April 7: Jackson

*Andrew Jackson Marathon*  
The course takes runners through the renovated downtown area, beside the University of Memphis Lambuth Campus Arboretum, along tree-lined residential neighborhoods and around the medical center area with challenging hills and great new landscapes. The course offers a half marathon single loop (13.1 miles) and a full marathon double loop (26.2 miles), which makes for an awesome Boston Marathon Qualifier. Come join us for the RunAJM Jackson 2018, stay for the weekend and see what our beautiful city has to offer. Visit: <https://andrewjackson.racesonline.com/home>

### April 13 - 14: Savannah

*TN River BBQ Battle & Music Fest*  
The Kansas City Barbeque Society sanctioned cook-off will be held at Green Acres RV Park in Savannah. Professional cooking teams from across the country will be competing for cash prizes. Friday night activities include live music and Saturday brings a Kids Que and more live music, games and food. Attendees will have the opportunity to taste BBQ cooked by the professional cooks in the People's Choice Contest by purchasing a ticket and sampling pork butts and voting for their favorite. The cook with the most votes will win a special prize at the awards ceremony. Admittance to the festival is free. Visit [www.tnriverbbqbattle.com](http://www.tnriverbbqbattle.com) or call Mary Beth Hopper at 731-616-7474.

### April 14: Knoxville

*Italian Street Fair*  
A free, one-day celebration of the performing arts (including Italian opera, culture, and cuisine) featuring all-day entertainment, handmade arts and crafts, children's activities, and a variety of foods and beverages - many having an Italian or Mediterranean flavor. Hours: 11am-9pm Visit: [www.knoxvilleopera.com/rossini-festival-3/](http://www.knoxvilleopera.com/rossini-festival-3/)

### April 21: Fayetteville

*Slawburger Festival*  
It includes pancake breakfast, 5k run, arts and crafts vendors, food vendors, scavenger hunt, and slaw contest. Kid's area will feature bounce house, games, music, balloon activities, and more. Free admission. Hours: 10am-7pm. Visit: [www.slawburger-festival.com/](http://www.slawburger-festival.com/)

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# How do we ensure a bright future for our grandchildren?

BY JEFF FLEMING  
*Kingsport City Manager*

We talk about the future a lot. But when you hold a newborn in your arms, it's crystal clear just how short 25 years really is. This is the third time for me. Twice before I've held my own babies, mind swirling wondering what their future would hold. A knot in my stomach. A lump in my throat. An overwhelming responsibility. Now I'm holding one of their babies.

My first thought was and is, "I don't know what the future holds, but I know who holds the future." If you know me, you know I'm pretty open about my faith.

It's important to me to live in a place that accepts me. Not one that's judgmental, but one that is genuine, loving, and tolerant of everyone – and I do mean everyone.

A community is a patchwork quilt. Its beauty is in the colorful squares stitched together with a binding fabric. We're pretty good at quilting around here. We get

stereotyped by the outside world a lot by people who think they know us. It's easy to talk in generalities. But ours is a melting pot of people from all over the world. Always has been. Our future depends on it.

On the other end of the spectrum, I am caring for an aging mother who is at the clinical end of life. And I'm no spring chicken myself. All families share this fundamental humanity. Each one of us is somewhere on this continuum of life.

In school we learned about Maslow's Hierarchy of Needs. It's a simplistic way to explain the complexities of life. The fundamental layer is the environment. It's the canvas upon which we live and paint. And we're blessed with an incredible foundation around here, just like a Haiku poem we learned in school:

Bays Mountain above.  
Holston River flows below.  
A city between.

And it progresses up the hierarchy to self-actualization – fulfilling your individual potential.

When you think about a city, it's just a grouping of people trying to make the best life possible for themselves (and their neighbors).

People create demand for goods and services. The marketplace responds with supply.

An ecosystem springs up to supply the demand: merchants, doctors, dentists, teachers, lawyers, restaurateurs, entrepreneurs, builders, contractors, and police officers. There's economic opportunity for our children. Life is sustained. But there's also a global marketplace – one that impacts our lives more than we realize.

Our neighbors are increasingly on a plane to China, Europe, or Latin America.

They're dealing with countries and companies who don't play by the same rules. They unapologetically copy our products and sell them for a 10 percent discount.

But they haven't yet figured out how to make their own new products. That's why you'll hear, "innovate or die" from our local CEOs.

How will we train, retain, and



JEFF FLEMING  
Kingsport City Manager

attract the talent required to compete in a global economy?

How will we nurture a local economy that encourages entrepreneurs, makers, and artisans?

How will we nurture the work ethic that got us here?

Ours is a place with three Malcolm Baldrige Quality Award winners. We know how to do this. That's a lot to think about. It will require our best effort. But we're up to the task. Our grandchildren's future depends on it.

What will you do to help?

## NATIONAL BRIEFS



**The U.S. economy added 313,000 jobs in February though the unemployment rate held steady for the fifth straight month at 4.1 percent**, according to the U.S. Bureau of Labor Statistics. Average hourly pay grew by 2.6 percent from this time last year, a drop from January's year-over-year improvement of 2.9 percent. February brought the most jobs in a month since July 2016, when the economy grew by 325,000 positions, government data show. Despite this, wage increases are still at the same level as they were during the recession.

recent study found that the number of girls between the ages of 15 and 19 who committed suicide doubled between 2007 and 2015. Boys have typically always had higher suicide rates than girls, and while the rates of boys between 15 and 19 had been declining since the 1990s, the rate climbed by 30 percent between 2007 and 2015.

making tourists feel as though America is unwelcoming. By comparison, international tourism rates increased 7 percent during the same time period, the strongest in seven years. Foreign travel agents have said their bookings to America have declined as much as 20 percent for 2018.

**Suicide rates for teenagers are up with the suicide of teen girls reaching a 40-year high**, according to the Centers for Disease Control and Prevention (CDC). A

**Proposed travel bans and currency exchange rates may be to blame for America's international tourism slump**, even as tourism booms globally, according to the United Nations World Tourism Organization (UNWTO). International arrivals to the U.S. have declined 4 percent each quarter since the start of 2017 and many cite the proposed travel ban blocking visitors from nations including Iran, Libya, and Syria as

**Retirees are expected to outnumber children by 2030**, according to new information from the U.S. Census Bureau. With all baby boomers reaching 65 by that year, census data estimates 1 in every 5 U.S. residents will be retirement age. In 2030, the bureau estimates there will be 78 million people in the country over the age of 65 but only 76.4 million under 18. As a result, new births will not be able to overtake the number of deaths and the population growth will slow.

### UT-MTAS APRIL MAP CLASSES

**LEADING BY LEARNING Pt. 1: SOMEWHERE TO BEGIN**

The first in a series of three, *Leading By Learning: Somewhere to Begin* is designed to assist participants in developing effective leadership skills. Highlights include the building blocks of leadership and determining your leadership style.

**Target Audience:**  
All Municipal Employees

**Dates/Locations/Times:**  
**April 24 Jackson**  
8:30 a.m. – 12:30 p.m. CDT  
**April 25 Nashville**  
8:30 a.m. – 12:30 p.m. CDT  
**April 26 Knoxville**  
8:30 a.m. – 12:30 p.m. EDT

**Credits:** 4 CPE

To register for a course, go to [www.mtas.tennessee.edu](http://www.mtas.tennessee.edu), or fax to 865-974-0423. Credit card payments must register online with the Solution Point System: <http://www.solutionpoint.tennessee.edu/MTAS> or by invoice. For registration assistance, call 865-974-0413. For more information, contact Kurt Frederick, training consultant, at 615-253-6385.

THE UNIVERSITY of TENNESSEE  
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## COMING UP

**April 11-13**  
**TCMA Spring Conference**  
Murfreesboro Embassy Suites  
This conference provides an excellent opportunity to enhance knowledge and skills for successful municipal management, while providing a setting to network with other managers, administrators, and assistants from across the state. For more information, visit <https://tcma32.wildapricot.org/event-2823610>

**April 17 - 18**  
**TAMCAR Spring Conference**  
Franklin Marriott Cool Springs  
TAMCAR is a professional organization dedicated to the advancement of the Municipal Clerk. TAMCAR encourages clerks to continue their professional growth and development through continuing educational opportunities. Visit <https://tamcar.wildapricot.org/>

**April 18-19**  
**Rural Development Conference**  
Murfreesboro Embassy Suites  
Hosted by TVA, USDA Rural Development, and Tennessee Department of Economic and Community Development, the conference will bring together local leaders from across rural Tennessee to encourage, inspire, and learn from each other. Visit <https://www.eventbrite.com/e/23rd-annual-rural-development-conference-tickets-41891464498>.

# No loan is too large or too small



The city of Clinton closed a \$550,000 capital outlay note with the Tennessee Municipal Bond Fund to purchase a new fire truck for the city. Front row from left to right: Gina Ridenour, city recorder; Mayor Scott Burton; and Gail Cook, finance director. Standing from left to right: Roger Houck city manager; Archie Brummitt, fire chief; and Steve Queener, TMBF marketing representative.



The town of Arlington closed a \$6 million fixed rate PBA loan with the Tennessee Municipal Bond Fund to finance various capital improvement projects at the town's Forrest Street Campus. The money will also be used to construct and equip a new town hall. Pictured from left to right are: Gerald D. Lawson Jr., town attorney; Mayor Mike Wissman; and Brittney Owens, recorder/treasurer. Standing: Tommy Green, TMBF marketing representative.



See us for your special projects needs.  
(615) 255-1561

# Bowling advocates for rural broadband, small towns in Senate

BY LINDA BRYANT

Janice Bowling's friends call her the "Energizer Bunny," and most people would likely agree with that nickname after chatting with the spirited state senator for a few minutes.

The Republican represents District 16, which encompasses Coffee, Franklin, Grundy, Marion, Sequatchie, Van Buren, and Warren counties. She was elected for her first term in 2012 and for a second term in 2016.

Once she stepped into the chambers of Legislative Plaza, Bowling quickly became an effective — and notably tenacious — elected official, known for pushing hard for issues important to her constituents. She jumped into leadership positions on key committees and recently stepped into a prominent new role as deputy speaker of the Tennessee State Senate.

Bowling's leadership skills didn't pop up overnight. She honed them as a long-serving alderwoman and community volunteer in Tullahoma. She has been a longtime champion for rural broadband in Tennessee, passionately fighting for the cause for almost two decades and gathering expertise and experience along the way.

Bowling says effective leadership is often the result of nurturing and maintaining good relationships.

"In today's hurry-hurry-hurry world with it's instant this and instant that, I feel very strongly that we need to take time to develop relationships," Bowling said. "Just having coffee with someone or being able to look them in the eye or just sitting down for few minutes and talking with them can make the difference. We've got to learn to listen to each other."

Iris Rudder, a county commissioner in Franklin County and candidate for state representative in the 39th District, sees Bowling as a critical role model.

"Through my whole journey Janice has been by my side always offering her support and encouragement," Rudder said. "She is my mentor, and I hope I am blessed to get to work with her in Nashville. She is the kind of person that is always willing to help a friend. But more importantly, she doesn't have to know you to help or give you advice. Her passion for reaching out to others is evidenced by the fact that she is the only senator to have 'listening tours' in the districts she represents.

"I think her passion for helping others, whether it be through supporting good policy, giving advice, helping a constituent get a problem solved or just taking time to return a phone call to a friend after a long day in session, is what makes the special person that she is," said Rudder.

**TT&C: Tell us about your background. You have a long history as a community activist in the Tullahoma region. Are you from the area?**

**JB:** I actually grew up in Alabama. I met my husband when we both attended Auburn University. I was majoring in education, and he was majoring in business. This all took place in the Vietnam era. Right after graduation, my husband went on to graduate school, and we married that August. The first year of our marriage I taught at Smith Station a little country school in Lee County, Ala. My degree was in special education. I had experiences there that I still treasure. I was able to make a positive difference in the lives of the 12 young men ages 12 to 16.

We then moved from Auburn, Ala., to where my husband was stationed at Lindbergh Air Force Base in California. We had our first child out there. But my husband's real goal in life was to get back to SEC football. We were able to get an assignment at Arnold Engineering Development Center [near Tullahoma], and we were transferred there. We had our second child about one year later.

We were really smitten with Tennessee. We loved the people, the work ethic, and the can-do attitude. So we thoughtfully determined that we should make our home in Tennessee and put down some roots. It felt like a wonderful and noble ambition. We thank the Lord that we were able to stay in Tullahoma and become part of that community.

**TT&C: Clearly, you fell in love with the Tullahoma region. What makes it so special?**

**JB:** Tullahoma is unique compared to other small towns in Tennessee because so many of the people there came here because of work at Arnold Engineering complex. It's the world's largest ground test facility, so when I say I live among rocket scientists, I literally do.

Our children were blessed to grow up here. Most of the other kids' parents were engineers of one sort or another. I raised my family here during what was a really unique time to be at a world-class facility with so much going on in the way of ground testing weapon systems for the government. My husband became director of contracts at Arnold, which is a multibillion-dollar complex. He was very busy because he also had a reserved commission in the Air Force. He was working as a civil servant but retired in 1999 as a colonel in the Air Force Reserve.

When the children were young, we decided that I was going to be a stay-home mom and a community volunteer. I used my degree in education for volunteer work with adult skills for people with mental handicaps. My husband was on the school board. In the 80s I was able to homeschool my youngest son. I was somewhat of a pioneer since there weren't many people homeschooling back then. I'm sure it raised



Sen. Janice Bowling, Deputy Speaker, Tennessee State Senate



Sen. Bowling with 4-H members from her district.

a few eyebrows because my husband was on the school board. But I feel like parents have to do what they know is best for each child. When he scored 99.9 on the L-SAT he sent me a thank you note for being the best teacher he ever had. I cried all the way to the frame store where I cut the note in half so I could see both sides and then had it framed.

**TT&C: How did you segue into public service and local politics?**

**JB:** We were very involved in the community. We were involved in church and in a prayer group. I also got involved with women Republicans. Some people encouraged me to run for alderman. There were six people running for two seats, and I was elected. That was from 1991 to 2008, and I served for 15 years. It was an honor and a privilege to serve the community, and I learned a lot about how local government interfaces with the state government.

**TT&C: From 1996-2000 you were the district director of the 11 Middle Tennessee counties that make up Congressional District 4. What was that like for you?**

**JB:** Every month I would go to each of the counties and meet with people in the courthouse, all sorts of different groups and individuals that had town hall meetings. That's when I really got to see how the federal government interfaces with local government and how they should work together cooperatively.

During this period of time, I began to learn about [rural access to] broadband. In those 11 counties back in the 90s you couldn't even get a cell phone. It was an entirely different world back then. Computers weren't much more than word processors. In 1999, I got directly involved with the broadband issue. I was able to see the need in rural Tennessee to make sure that we had the infrastructure for broadband and fiber going into the 21st century.

**TT&C: In January 2018 you were named as deputy speaker of the state Senate, the first woman to have held this position. What does this position mean to you?**

**JB:** It was an unexpected honor, and I'm really grateful to Lt. Gov. [Randy] McNally for selecting me. In my role, I'm supposed to represent Tennessee for events and meetings within the state, the region, or the United States if there are situations where governmental people are coming together. I can be a designee to represent the state. I'm really enjoying the opportunity to talk and meet with other leaders.

My passions, whether for broadband, helping emergency response officials or farmers' rights, is making sure that the voices of rural Tennesseans are heard. The ratio of representation grows larger and larger in urban Tennessee. That ratio has always been about 60 percent rural and 40 percent urban, but it's now inverted and is more like 75 percent urban and 25 percent rural. It's only going to grow larger. That's just one reason why we need access to high speed broadband in rural Tennessee. You can develop more workforces in these areas with a 21st century infrastructure.

For example, there's a business that started up in Winchester that writes software for international customers. They have to have a legacy provider [traditional company such

as Comcast or AT&T], which means they could be in the middle of a very important conversation and the call could be dropped. They would give anything to have fiber in downtown Winchester. I'm working on that!

**TT&C: About 34 percent of Tennesseans are living without access to minimum standards of internet connectivity. You have been a long-time proponent of getting rural Tennessee access to faster internet and an advocate for cities and municipalities to develop their own municipal internet provider networks. It appears that advocates of rural broadband have made progress, but are still working to change policies and get these services to all areas of the state. Can you catch us up? How is Tennessee doing with rural broadband?**

**JB:** I have actually been working on this issue for 19 years. And I will say that all the major corporations have had 18 years of first refusal to take a greater infrastructure anywhere in rural Tennessee. Unfortunately, their business models don't allow them to go into those areas that are so sparsely populated. I have a strong conviction that high-quality broadband and internet should be available in rural areas. In today's world, the people who live in rural Tennessee can no longer be held hostage to a giant corporation's business model. We have to be allowed to provide for ourselves when they have demonstrated that their model does not allow them to provide for us.

I'm happy to say there are 10 towns in Tennessee now that are called fiber-optic communities, including Tullahoma, Morristown, Bristol, Jackson, Pulaski, Chattanooga, Clarksville, and a few more in the process.

The governor passed legislation last year, the Tennessee Broadband Accessibility Act, that opened the door for the electric co-ops to retail and bundle these services. At first, they weren't going to let them bundle the services. It helps to have one provider because people want to get service for telephone, internet and TV from one place. With fiber you can do voice over internet, you can stream video, you can watch Hulu, and you don't even have to have cable anymore. A lot of people, particularly the younger generation, don't want a landline, and they don't want cable television. They prefer buying what they want when they want it. So cable TV and landlines are no longer a necessity. High-speed broadband is increasing in its need. So, many our rural and small communities need it for their economic development.

**TT&C: Can you talk about the benefits you've seen in Tullahoma with LightTUBE, your community broadband network?**

**JB:** It's given us a leg up in many important ways. When the recession happened, Tullahoma grew two and a half times the rate that other cities of its size. Much of the economic development occurred because we had fiber. We have been able to attract and keep businesses because of it. Not only were we able to survive, we thrived.

**TT&C: You recently sponsored a bill, SB 1045, that would have allowed municipal electric utilities such as Chattanooga's EPB, Tullahoma Utilities Board or the Jackson**

Energy Authority to expand beyond their electric service area. The bill did not advance. It would have reclaimed local authority for municipalities that want to offer telecommunications service either alone or with a partner. What is your ultimate goal as you continue to fight for further local control of broadband and internet services?

**JB:** I want to get to the point where the people of Tennessee have options and choices and no state regulatory restrictions. If they want to use fiber, that's an option. If they want to use wireless, that's an option, and if they want to use satellite, that's an option. Even if they want DSL and coaxial, that's an option.

**TT&C: Do the issues and topics you're passionate about have an overarching theme?**

**JB:** Of the people, by the people, and for the people! I want to make sure that the government does not become a hindrance for the people in earning a living, educating their children and having medical care. It all has to do with making government smaller and more responsive to people.

In Tennessee, the three constitutional mandates for state government are education, transportation, and public safety, and they are all important to me. We need access to 21st century infrastructure. And when it comes to transportation if you have the information highway throughout all the small parts of Tennessee, people will be able to telecommute and conduct telemedicine. You'd have access to communication tools and you could keep some of the traffic off the traditional road systems. In other words, the Information Highway with fiber can assist us in not having so much wheel traffic on the roads.

**TT&C: What is the proper dynamic between local, state, and federal government?**

**JB:** We have to work within the structure of the law, and communication is critical to making it work smoothly. When I say the law, I mean there's an inverse relationship between the state and the federal government and the state and the local government. The state creates the federal government. The states came together and created the federal government. And for those of us that are more federalist, we think there needs to be more powers held by the state than by the federal government.

I learned this as an alderman. It is also true that cities came together. The states were founded and made the cities. They give them their charters. When you really look at it, you realize that the state is the hub. When the federal government is going out for the state, they are also going out for the towns and communities and the counties from the state.

[At the state level] we are representing our communities, towns and counties. We have to be in communication with those people, those governments and those elected officials on a regular basis in order to make certain that as a state we are recognizing needs and issues. And in the final analysis, the state makes laws that affect all the towns and communities. We just have to make sure that we don't overreach, and that we aren't creating hardship for people.

**TT&C: What are your biggest challenges?**

**JB:** The biggest challenge right now is making certain that I can interface with the state and with my constituents in seven rural counties. Making sure that I'm accessible to the people and that I'm knowledgeable enough to study any particular issue, sometimes a personal issue and sometimes a systemic issue. I have to make sure I'm working well with the people and governmental agencies, and that I'm carrying legislation that's helping people.

In 2015, I carried the legislation that repealed the Intractable Pain Act of 2001. That was the legislation on the pill mills and pain clinics in my rural counties. It took away legal cover which was allowing them to be so numerous in rural Tennessee. We had more pill mills than we had grocery stores. Continuing to get these kinds of things done is important to me.

We need to recognize our emergency first responders. In Tennessee 70 percent of the firemen are volunteers. We need to incentivize and motivate — at least let them know that if they should pay the ultimate price, the state of Tennessee we'll come in with \$250,000 for five years to help the family as they adjust. I care about victims' rights. We have to be sure not to ignore crime victims as we try to alleviate and eliminate a lot of the things that cause people to commit crimes. If everybody's going around doing what they want without consequences, you just have anarchy.

**TT&C: Do you have any final thoughts about how the state is doing and how to meet those goals?**

**JB:** I think the state is doing great, but I think there's always room for improvement. Tennesseans have a drive to make things even better. To do that, we have to realize that we're not just a business but a public delivery system. The main delivery system we have is education, transportation, and public safety. We have to make sure that all the encompassing areas are deliberate to each zip code — and with equity.

We can't have Tennessee [make a good impression] just on the interstate. We have to make sure we're taking care of our beautiful backroads, hearing the voice of the farmer and the voice of the merchant and the educator. All of these voices need to be heard as we work together to make this a better place for our children and our grandchildren.