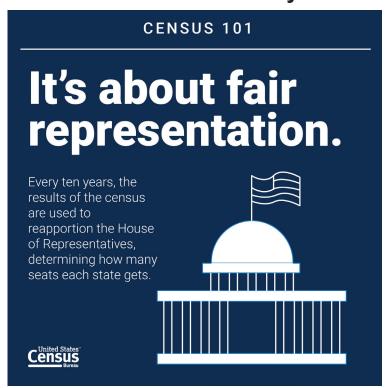


6,250 subscribers www.TML1.org Volume 70, Number 17 Nov. 18, 2019

Census 2020 is closer than you think!



Once a decade, America comes together to count every resident in the United States, creating national awareness of the importance of the census and its valuable statistics. The decennial census was first taken in 1790, as mandated by the Constitution. It counts our population and households, providing the basis for reapportioning congressional seats, redistricting, and distributing more than \$675 billion in federal funds annually to support states, counties and communities' vital programs — impacting housing, education, transportation, employment, health care and public policy. Find out how you can help at www.census.gov/partners.

Six questions you should be asking about the dark web

BY JOE HOWLAND

VC3 Chief Information Security Officer

The Dark Web is a term that is used often as cybersecurity conversations pick up. But, why does it matter to your organization?

What is the Dark Web?

In simple terms, it's the part of the Internet that is only accessible with special tools and users can remain anonymous. Unfortunately, that creates an environment that is ideal for illegal activity to occur.

What information is on the Dark Web?

When hackers steal information through cyber attacks like data breaches and phishing, they often put it on the Dark Web. This information is primarily compromised of login information, Social Security Numbers, credit card numbers, and other personally identifiable information (PII).

It is common for an organization to be totally unaware of its stolen information on the Dark

What can happen if your organization's information is on the Dark Web?

It can impact your organization's finances, operations, and reputation. For example, a hacker

- Block access to your primary software applications;
- Use personal information to send more convincing phishing attacks; or
- Access and publish sensitive customer or resident information.

Compromised credentials become especially problematic.





How do I know if my organization's information is on the Dark Web?

quickly use breached credentials

to try and access other systems.

Dark Web scans and ongoing monitoring can uncover the information. The scan identifies discovered compromised account login information associated with your domain (e.g. vc3.com). However, the Dark Web is growing and evolving every day. So, the tools and companies that perform these scans have an uphill battle to keep pace with its rapid expansion. As a result, the accounts found with a scan do not necessarily constitute all the compromised accounts associated with your domain on the Dark Web.

Because that gap exists, it's important to have ongoing Dark *See* VC3 *on Page 9*



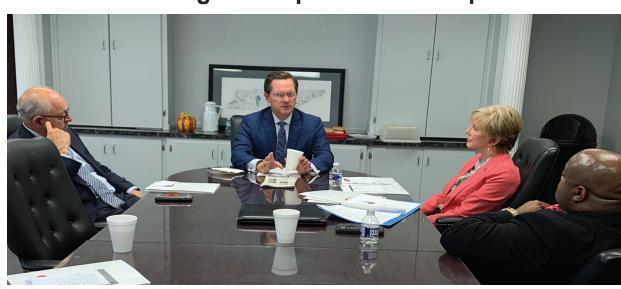
Make plans to attend!

TML District Meetings

(10 am - 12:30 pm) Dec. 4 District 1 Erwin Dec. 5 (10 am - 12:30 pm) District 2 Morristown Dec. 9 District 7 Somerville (10 am - 12 noon) Dec 10 (10 am - 12 noon) District 8 Millington

To RSVP, email Jackie Gupton at jgupton@tml1.org or call 615-255-6416, and specify which meeting you plan to attend.

TML discusses legislative priorities with Speaker Sexton



Members of the TML Executive Committee recently met with House Speaker Cameron Sexton to discuss cities' fiscal conditions and to provide an overview of the economic impact municipalities have on the state of Tennessee. Attending the meeting are: Ken Moore, Franklin mayor and TML 2nd vice president; Speaker Sexton; Jill Holland, McKenzie mayor and TML president; and Curtis Hayes, Livingston mayor and TML past president.

Voters go to polls in six municipalities

BY KATE COIL

TML Communications Specialist

Municipal elections have been held in six cities this fall, bringing both new and familiar faces to boards and councils across the state.

Oneida re-elected Jack E. Lay to its mayoral seat, making him the longest-serving mayor in the city's history while Knoxville elected a new mayor after the end of Mayor Madeline Rogero's final term.

The election of three women to open posts in Knoxville also gives the city its first female-majority council in history with seven women and two men serving on the council.

CENTERVILLE

The city of Centerville held a municipal election on Oct. 5.

Newcomer Dagan Bates defeated challenger Debbie Mencer for the Ward 1 seat on the Centerville Board of Mayor and Aldermen. Incumbent candidate

ELECTION

* * * * * * *

Susan Griggs chose not to run for re-election.

Ward 2 incumbent Lonnie Horner, Ward 3 incumbent Molly Bates, Ward 4 incumbent Derek Newsom, and Ward 5 incumbent Christopher King all ran unopposed and were re-elected to their seats.

FRANKLIN

Residents in Franklin went to the polls for a city election on Oct. 22.

Incumbent Mayor Ken Moore ran unopposed and was re-elected to his seat.

Incumbent Clyde Barnhill retained his Alderman At-Large Position A seat over challenger Howard Garrett, while incumbent Brandy Blanton retained her Adlerman At-Large Position B seat over challenger Michelle Sutton. Incumbent Pearl Bransford also retained her Alderman At-Large Position C seat over challenger Bhavania Muvvala. See ELECTIONS on Page 4

Local governments can have important role in new Governor's Civic Seal program

BY KATE COIL

A new civics program is encouraging students to get involved in the real-world applications of government, and local governments have a chance to help.

Earlier this year, Gov. Bill Lee announced the launch of the Governor's Civics Seal and minigrant program to provide support and recognize schools and districts that prioritize teaching our nation's history and civic values.

The Tennessee Department of Education will be using the allocated funds in part to award minigrants to schools and districts that provide programs, resources, and professional learning opportunities that emphasize civic learning. Schools and districts excelling at these initiatives will be able to earn the Governor's Civics Seal in the 2020-21 school year.

Jennifer Johnson, director of communications for the Tennessee Department of Education, said the program is part of ongoing efforts to increase civics education across all age groups in the state.

"This is something the governor obviously felt very passionate ly about," Johnson said. "It is one of the things he flagged in his State of the State address earlier this year. It is really a move that Tennessee has been going toward since 2017. Back that year, the state legislature made it a requirement that they add a civics class to high schools. It wasn't mandatory for graduation at that point, but last year the legislature cleaned up that language to make it a graduation requirement. Students have to receive a grade of 70 or higher to receive that diploma. This program was born out of those efforts and the recognition that we needed to do something to create more civic-minded students in the state of Tennessee."

Gov. Lee allocated \$500,000 for the program, a portion of which will be broken down into a series



Unveiled earlier this year by Gov. Bill Lee, the new Governor's Civic Seal program will be providing mini-grants to encourage civics education across the state. One component of the program calls for real-life civics experience and municipalities have been encouraged to get involved with the program by the Department of Education.

of grants. Grants of \$5,000 will be awarded to 10 schools, \$10,000 will be split among 10 schools, and \$15,000 will be split among 10 school districts.

"It is important to note that they do not get the civic seal when their proposal is accepted, but they do get the money to fund their program or idea," Johnson said. "The civic seals will be awarded next year based on the six criteria set forth."

All grade levels are eligible to participate in the program, though there are different requirements based on age groups. The state has set forth six criteria for the program:

- The program must incorporate civics through multiple sub-
- ject areas.
 Students must have a clear understanding of the founding documents of the American
- Constitution.

 There must be an element of

- professional development for teachers.
- There should be opportunities to participate in real-world application.
- There must be a project-based assessment (fourth grade and above)
- Must be a civic all-star school, meaning 80 percent of students have taken and passed the civics test (high school only)

Those programs aimed at kindergarten through third grade only have to meet the first four criteria. Programs for students from fourth through high school have to meet the first five criteria and high school programs must meet all six criteria.

As all levels of education are required to participate in real-world opportunities tying into civics, Johnson said schools may be reaching out to local govern-See CIVICS on Page 5

NEWS ACROSS TENNESSEE



BRISTOL

The city of Bristol has received a check for \$6,107.44 in unclaimed property from the state of Tennessee. The check was presented to city officials by representatives from the state legislature and is part of about \$994 million sitting in the state's unclaimed property fund. City officials said the money will be deposited into the city's general fund. The money was discovered by Patricia Porter, an employee of the city's finance department, who tracked down the funds. About \$5,200 of the total was from an uncashed check dating back to the 1990s while the rest of the money was the result of more than 40 unclaimed items that had added up over the years. For more information on finding unclaimed property, go to https://treasury. tn.gov/Unclaimed-Property.

COLLIERVILLE

The town of Collierville's Planning Division was recently honored with an award for "Outstanding Plan Implementation" by the Tennessee Chapter of the American Planning Association (TAPA) at their Fall Conference in Franklin. The award was given for the town's Downtown Small Area Plan, which was conceived in 2009-2010 and adopted in 2010. The implementation of this plan has resulted in 70 new homes, two commercial buildings, a satellite campus for the University of Memphis, and a streetscape project that's expected to be finished by the end of the year. The Downtown Collierville Small Area Plan was developed after the town held a community visioning exercise in 2009 to get ideas from the residents of Collierville about what they wanted for the future of downtown. This was followed by the formation of a steering committee and a solid week of brainstorming to develop a plan based on the study results.

COVINGTON

A \$1.4 million purchase of 65 acres will expand Rialto Industrial Park to make the area more marketable. The purchase was conducted through a partnership between Covington, Tipton County, and the Industrial Development Board. The purchase cost \$21,500 per year with the development board paying \$200,000 of the total cost, Covington contributing \$560,000, and Tipton County financing the remaining \$637,000. Covington's share of the funds were financed through the gas fund, but customers will not see an increase to utility bills. The Rialto Industrial Park has double rail access on the east side and access to Highway 51 on the west. Utilities are already located on the site to allow for quicker development. Unilever, Sugaright, and U.S. Cold Storage are some of the companies already located in the park.

DYERSBURG

Construction is underway for a new splash pad at the Forked Deer River Park in downtown Dyersburg. A walking trail was also recently completed adjacent to the park as part of several improvements planned for the area. Improvements planned for the park include a river center, canoe and kayak launch site, playground, farmer's market, fenced dog park, and new trails. Ground was officially broken on the park earlier this summer. The paddle trail from the park will eventually connect

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the 39-mile water trail along the North Forked Deer River to the Mississippi River and has the potential to connect a water trail from Dyersburg to Memphis.

JONESBOROUGH

The Tennessee Hills Distillery in Jonesborough has announced a \$1 million expansion. The investment will help increase the distillery's on-site production capacities as well as expand its tourism hosting amenities. The expansion will also create additional jobs for the distillery. Founded in 2014, by Stephen and Jessica Callahan, the distillery is known for its use of traditional methods such as using stone ground grains from an antique mill and processing its spirits in an 1840s salt house.

MARYVILLE

The Tennessee Wildlife Resources Agency has begun stocking Maryville's Bicentennial Greenbelt Park Lake with rainbow trout for the first time. A team of biologists and TWRA agents had previously studied the lake last year to see if it would get cold enough for stocked trout to survive. The project is part of TWRA efforts to stock trout in more urban and suburban settings to give residents in those areas a chance to fish. The city of Maryville and the Little River chapter of Trout Unlimited have worked with the TWRA on the project. The program serves both as an educational opportunity for local residents as well as help attract fishermen to the park.

MEMPHIS

The city of Memphis has received a \$12 million federal grant from the U.S. Department of Transportation's Better Utilizing Investments to Leverage Development (BUILD) program. The grant will help the city move forward with the \$74 million Memphis Innovation Corridor, which will help increase travel options for Memphians in low income and central city neighborhoods. The funding will allow the city of Memphis and the Memphis Area Transit Authority to begin construction on a 8.25 mile Bus Rapid Transit system from the Hudson Transit Center, through Downtown Memphis to the University of Memphis. The system includes the construction of 28 new, high tech bus stations, and the purchase of nine new electric buses. Mayor Jim Strickland, the Shelby County Board of Commissioners, County Mayor Lee Harris and the Memphis Area Transit Authority have been working diligently with private partners, such as FedEx, St. Jude's Children Hospital, AutoZone, the Greater Memphis Chamber of Commerce, the University of Memphis, the University of Tennessee Health Science Center, and Southwest Tennessee Community College to make this project a reality.

MORRISTOWN

Double H Tennessee, LLC, will expand its operations in Morristown, investing \$812,000 and creating 26 new jobs. The consumer goods and packaging company already employees 50 people and originally opened in Morristown in 2008. The company pioneered development of composite lids and cups for a variety of food packaging applications. Double H also manufactures extruded products for the paper, film and foil converting industry. The company has been in operation since 1974, manufacturing extruded products for the paper, film, and foil converting industry, and for other markets such as medical, agricultural, and environmental.

OAK RIDGE

A new hiking and biking trail has been completed along the East Fork Poplar Creek in Oak Ridge. The new trail is part of three years of efforts from the Oak Ridge Recreation and Parks Advisory Board and the Legacy Parks Foundation. The trail runs along a 2.5-mile corridor between Illinois Avenue and the extension of Tuskegee Drive near the west Oak Ridge Turnpike fire station. Construction was completed by volunteers including a local troop of Boy Scouts, the Clinch Valley Trail Alliance (CVTA), and the Oak Ridge Breakfast Rotary Club (ORBRC). The pathway also contains six bridges across small streams.

Soddy-Daisy commissioners presented with Congressional Record marking 50th anniversary



As part of the city's 50th anniversary celebration, members of the Soddy Daisy Board of Commissioners traveled to Washington, D.C., to visit with U.S. Rep. Chuck Fleischmann, who presented them with a congressional record commemorating the city's milestone anniversary. Front row (L to R): Commissioner Rick Nunley, Vice Mayor Robert Cothran, U.S. Rep. Chuck Fleischmann, Mayor Gene Shipley, DeDe Shipley, Commissioner Jim Adams and Shirley Adams. Back row (L to R): Katherine Nunley, Teresa Lowe, and Commissioner Max Lowe.

Bartlett mayor, municipal facilities host youth leadership conference



Bartlett Mayor Keith McDonald recently hosted students with the city's Mayor's Youth Leadership Conference at Bartlett City Hall. Students visited the city's water treatment plant, transfer station and solid waste facility, the fire department training center, the police department, the Singleton Community Center, and the city's engineering and planning department as part of the program touring city facilities.

PARROTTSVILLE

The town of Parrottsville has received a \$33,250 Infrastructure Planning grant from the Tennessee Department of Economic and Community Development. The grant is part of the Rural Economic Opportunity (REO) fund designed to better address the unique water and sewer system needs of rural Tennessee communities, particularly those with distressed water systems. The grant was announced by State Sen. Steve Southerland, R-Morristown, and State Rep. Jeremy Faison, R-Cosby.

SEVIERVILLE

The Sevierville City Council has approved the creation of a new nonprofit foundation to benefit the city's parks and recreation department. Sevierville Parks and Recreation Director Bob Parker said the creation of the nonprofit to help privately raise funds for various projects was one of the ideas that came out of the city's parks master plan. The city has spent several months developing the necessary documents and paperwork to establish the foundation and will then appoint a board to oversee the foundation. The functions of the nonprofit would be both to educate people about the city's parks and recreation offerings as well as help raise money through private charitable donations for park projects.

SMYRNA Late Tennessee State Rep. Kent

Coleman has been honored in Smyrna with a bridge named in his honor. The Smyrna native served in the House of Representatives from 2002 to 2010 and served as a member of the Finance, Ways, and Means Committee as well as chairman of the House Judiciary Committee. Coleman also served on the Tennessee Judicial Council from 2007-2010 and as a registry member of the Bureau of Ethics and Campaign Finance. Additionally, he practiced law in Murfreesboro for more than 30 years. Coleman died in 2006 after a long battle with cystic fibrosis. The bridge named in his honor is located near 470 S. Lowry St. in Smyrna. The dedication was made possible by a resolution passed by the Tennessee General Assembly.

Humboldt hosts training program for regional law enforcement agencies



The city of Humboldt recently held a four-day training program that brought together officers from the Humboldt Police Department as well as police departments from Alamo, Brighton, Medina, Munford, and Scotts Hill. The training program included safety response training, also known as SWAT training. The program was conducted at various locations in Humboldt including a church, former school, and other areas at both day and night to help officers mimic situations they might encounter. Officials said bringing officers together from different departments to train also helps local agencies find familiar faces among their neighboring departments, which can be useful if they need to come together for an emergency situation or to share information.

Oak Ridge opens new senior center



Officials with the city of Oak Ridge recently cut the ribbon on the new Oak Ridge Senior Center, which will cater to residents over the age of 50. The facility will include billiards, an exercise room, medical testing facility, sewing and felting rooms, and activities like bingo and tai-chi. The facility will also provide information about senior services, like the city's upcoming volunteer rides program for seniors, MyRide. Oak Ridge has provided a facility for senior citizens to gather since 1977.



Community and Rural Development Best Practices Series

Downtown and Entrepreneur Development

Erwin

Erwin utilizes broadband, entrepreneurship to rebrand, redevelop town's economy

BY DR. BRIDGET JONES

jones-bridget consulting group

Erwin is located in Northeast Tennessee between Johnson City, Tenn., and Asheville, N.C. For more than 100 years, Erwin's economic engine was a railroad terminal located in the heart of downtown.

The decline of the coal industry led to closure of the CSX rail yard and terminal in 2015, and with it, the loss of 300 jobs. In response, Erwin is looking to define its next chapter through investments in tourism assets, access to outdoor recreation, a vibrant downtown, and access to high-speed broadband.

FIBER BROADBAND BUILDOUT

Erwin is reshaping its future to compete in an information- and technology-based economy by transitioning from 20th century rail to 21st century fiber connectivity.

For more than 20 years, town and Erwin Utilities leaders have explored ways to create a fiber network for cable and internet, and in 2015, when technology evolved, the utility opened its first phase of gigabit connectivity service. Since that time, five phases of installation have been completed including service to the downtown commercial district.

These strategic investments have allowed Unicoi County Joint Economic and Community Development Board (JECDB) leaders to provide users with gigabit connectivity which no other rural community in Upper East Tennessee can offer.

Access to high-speed fiber internet now allows residents to start a small business in their home or in the downtown Central Business Zone (CBZ).

DOWNTOWN REVITALIZATION

Erwin's community leaders have worked successfully to revitalize its CBZ and create a welcoming environment for downtown business development and tourism.

In addition to progressive town and utility system leaders, the community is benefitting from local young professionals who are heading the Unicoi JECDB and RISE Erwin downtown revitalization efforts.

The Tennessee Departments of Economic and Community Development (TNECD) and Transportation (TDOT) have assisted in local downtown revitalization efforts. In 2010, Erwin was selected to participate in the TNECD Tennessee Downtowns program.

In 2014, the town invested in downtown master planning that positioned them to receive \$1 million in grant funding from TDOT for new sidewalks and streetscape amenities the next year. Participation in Tennessee Downtowns created access to resources including a \$100,000 CDBG Façade Improvement Grant (FIG) for improvements to commercial buildings in 2017 and board training through National Main Street Center services in 2018.

Building upon this funding and technical assistance, Erwin is following the framework to become an accredited Tennessee Main Street community.

COOL & CONNECTED

In order to build on the fiber availability and the downtown improvements, in 2017, Erwin took advantage of Cool & Connected technical assistance and funding to create entrepreneurship opportunities downtown.

A technical assistance workshop provided through the Appalachian Regional Commission (ARC), Smart Growth America, and the U.S. Environmental Protection Agency facilitated the development of new strategies to use broadband to catalyze entrepreneurship and redevelopment. This workshop positioned Erwin to utilize a Cool & Connected ARC grant to launch a co-working space for entrepreneurs.

The Erwin Cool & Connected project mirrored programs in Bristol and Johnson City. Leaders created a business grant competition. Participants completed a nine-week CO.STARTERS course that culminated in the development of business plans for each graduate.

Through a pitch presentation by the entrepreneurs, the plans were submitted to a panel of judges who scored the submissions. The most viable business plans were awarded funding that was contingent upon opening a business in Erwin's CBZ within six months.

Pitch competition winners received one year of Erwin Fiber gigabit service valued at \$1,000, business support grants ranging from \$1,000 to \$4,000 for point-of-sale business technology equipment or business support services, and a one year Unicoi County Chamber of Commerce membership.

ARC ENTREPRENEUR DEVELOPMENT AND TNECD TENNESSEE DOWNTOWNS PROGRAM

The mission of the Appalachian Regional Commission is to innovate, partner, and invest to build community capacity and strengthen economic growth in Appalachia. ARC supports a variety of activities to promote entrepreneurship and business development in the Appalachian Region. These activities help diversify the Region's economic base, develop and market strategic assets, increase the competitiveness of existing businesses, foster the development and use of innovative technologies, and enhance entrepreneurial activity. Through ARC funding, TNECD is able to award grants each year for economic and community development projects in the 52 counties in middle and east Tennessee served by the ARC.

Downtown revitalization is a critical component of successful economic and community development. TNECD encourages entrepreneurship development and adaptive reuse of commercial buildings in downtown business districts with the Tennessee Downtowns and Main Street programs that fund activities that put vacant or underutilized buildings into productive service to serve as economic drivers for downtowns and to develop entrepreneurs.

For more information visit TNECD Community and Rural Development.

Smart Growth America and ARC podcast link https://smartgrowthamerica.org/erwin-tn-evolving-railroads-fiber-optic-cables/



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For more than a century, the railroad played a vital role in the town of Erwin's economy. When the CSX railyard and terminal closed in 2015, the town met the economic challenge by looking toward the future, investing in tourism assets, local outdoor recreation opportunities, downtown entrepreneurship, and high-speed broadband to both rebrand and reinvigorate the local economy.

COMMUNITY AND ECONOMIC IMPACT

Current project results include:

By leveraging its fiber assets, Erwin is positioning its downtown as an attractive location for entrepreneurial startups, online retailers, co-working spaces and dining establishments. Planned project outputs include \$15,000 of investments in five start-ups or existing businesses and the creation of approximately \$250,000 of capital investment through the creation or expansion of businesses in the downtown.

•	Participants Participants	2
•	Businesses Assisted	2
•	Number of CO.STARTER Graduates	2
•	New Erwin Fiber Subscriptions	2
•	New or Expanded Downtown Businesses	3
	(What's the Scoop? - Food Service, Union Street Gallery – Art Gallery, Joe Bill's	
	Barbeque – Food Truck)	
•	Total Employees	10
	(4 full-time and 6 part-time)	
•	Projected First Year Business Capital Investments	\$50,000
•	Projected First Year Gross Sales	\$100,000
	(For 3 new or expanded businesses)	

PROJECT FUNDING TOTAL PROJECT FUND

OTAL PROJECT FUNDING	\$4,633,100
ARC Cool & Connected Entreprenuer Development Grant Services	\$15,000
Appalachian Regional Commission Grant	\$15,000
Downtown Development	\$1,118,100
TNECD Tennessee Downtowns Grant	\$15,000
TDOT Enhancement/Multimodal Streetscape Grant	\$1,000,000
2017 TNECD Facade Improvement Grant	\$100,000
TNECD and National Main Street Center Training	\$3,100

PROJECT LEADERS AND PARTNERS

Unicoi County Joint Economic and Community Development Board Erwin Utilities

Town of Erwin Unicoi County

Unicoi County Chamber of Commerce

RISE Erwin – Community Development and Action Committee Appalachian Regional Commission

Tennessee Department of Economic and Community Development

Tennessee Department of Transportation Smart Growth America

USDA Rural Development

For project information contact the Unicoi County Joint Economic and Community Development Board.

Are You Confident You are Secure from Cyber Criminals?

Request a comprehensive data security analysis to uncover vulnerabilities and prioritize actions to protect municipal data & mitigate risks.



To learn more, go to www.tml1.org/secure







PEOPLE IN THE NEWS

Cathy Andrews has been selected as the first redevelopment coordinator for the city of Cleveland.



Cathy Andrews

Andrews responsibilities in the new role will include assisting with the city's redevelopment projects, managing Cleveland's Community Development Block Grant Program, monitoring professional service agreements and contracts for various grant funded contracts, and helping coordinate economic development activities. Andrews brings 20 years of experience to this position. Prior to coming to the city, Andrews was employed for 10 years with the Southeast Tennessee Development District where she administered the CDBG program and was instrumental in developing the region's brownfield program. She also was employed for 10 years with the city of Cookeville. Andrews holds a bachelor's degree from Tennessee Technological University.

Shannon Bowles has been selected as director of hospitality for Tennessee State Parks. Bowles has been in the hospitality



Shannon **Bowles**

industry for more than 30 years and has spent the past 20 years as the general manager of the Nashville Airport Marriott. In her new role with Tennessee State Parks, Bowles will oversee six lodges, nine golf courses, eight restaurants, and 372 cabins in Tennessee's state parks. Bowles has been an active member of many hospitality industry related boards including the Tennessee Hospitality & Tourism Association, Greater Nashville Hospitality Association, Music City Bowl, Nashville Sports Council, Nashville Chamber of Commerce, and Nashville Convention Visitors Bureau.

Ronnie Hammonds will retire from his position as street superintendent for the city Kingo f sport's Public Works



Hammonds

department after more than 40

years with the city. Hammonds began his work with Kingsport in November 1978. His job with the city's engineering division led him to meet his wife Rose, whom he has been married to for 39 years. Hammonds was promoted to asphalt foreman, public works specialist, and streets and sanitation manager. Over the years, Hammonds has won various accolades from the American Public Works Association including the Roger Clark Award in 2007, the Larry Eddins Award in 2009, and finally the Public Works Man of the Year for Tennessee in 2014.

Rufus Jones, a former Tennessee legislator and former chairman of the Tennessee Black Caucus of State



Rufus Jones

Legislators, died Oct. 20, 2019. He was 79. A native of South Memphis and graduate of Booker T. Washington High School, Jones represented State House District 86 for 15 years from 1981 to 1996. He was also the first African-American sales tax auditor for the Tennessee Department of Revenue and worked as a lobbyist for 20 years following his departure from the Legislature. Jones also operated the Jones Big Star grocery store and Jones Supermarket stores in Memphis.

Paul Nelson has been selected as the new director of the Clarksville Transit System. Nelson has been



Paul Nelson

serving as interim director of the city's transportation service since July and before that was a senior manager with CTS. Nelson joined CTS in 2012 and served as a staff accountant and planner and business analyst with the system. He holds a bachelor's degree in business administration from Austin Peav State University and a bachelor's degree in business management from Middle Tennessee State University.

Konald "Ronnie" Raper a longtime $e\,m\,p\,l\,o\,y\,e\,e$ of the city of Dayton, died Oct. 30, 2019, at the



Ronnie Raper

age of 74. A lifelong resident of Dayton, Raper served in the U.S. Air Force and graduated from the Louisiana State University School of Banking. He worked with the city of Dayton's Building Inspection and Codes department for 34 years. Additionally, Raper also served as a Rhea County commissioner and as a member of organizations including the Dayton Lodge 512, Dayton Rotary Club, Dayton Chamber of Commerce, Rhea County Civil Services Board, Industrial Development Board, Tennessee Strawberry Festival, Scottish Rite, member of Alhambra Shrine and

past president of Tennessee Coun-

ty Commission Association.

Glen Williamson, police chief for the city of Bartlett, has announced he will retire from his position on Jan. 3, 2020. Wil-



Glen Williamson

liamson has been with the Bartlett Police Department for 30 years and has been chief of the department for the past year. Prior to that, he served as the department's assistant chief for 11 years. During his three decade career, Williamson also served with the Investigative Services Division as a narcotics detective, as a Drug Enforcement Agency task force agent, and in the city's Uniform Patrol Division as a lieutenant, captain, and inspector.

Knoxville elects first female-majority council

The city of Knoxville made history with its Nov. 5 election by electing both its first majority women council and its second female mayor.

Indya Kincannon will take over from outgoing Mayor Madeline Rogero, who is term-limited, after defeating challenger Eddie

The election of Lynne Fugate to the At-Large Seat A, Janet Testerman to the At-Large Seat B, and Amelia Parker to the At-Large Seat C means the council now has seven women and two men.

The three newly elected female councilmembers will join four women who won election to city council in 2017: Stephanie Welch, Seema Singh, Lauren Rider, and Gwen McKenzie. Singh was also the first Indian-American

ever elected to the Knoxville City Council when she won in 2017.

Fugate has worked as a banker and CEO of the Girl Scouts of the Southern Appalachians. Like Kincannon, she also served on the Knox County School Board.

Testerman is the CEO of the Young-Williams Animal Center and spent nearly a decade working in communications for the Scripps Networks Interactive. She is the daughter of the late Kyle Testerman, who had served as Knoxville mayor in the early 1970s and mid-



Indya Kincannon







Lynne Fugate

Amelia Janet Testerman Parker

Parker, a human rights activist and nonprofit CEO, previously ran for a seat on the council when she ran for the District 4 seat in 2017.

Mayor-Elect Indya Kincannon will be the city's second female mayor. Outoing Mayor Rogero became the first female mayor in any of the state's "big four" cities in 2011.

Once the new office holders are sworn in on Dec. 21, Knoxville will have the most diverse city council in its history: Seven of the nine council members will be women, including three women of color.

Voters go to polls in six municipalities

ELECTIONS from Page 1

Incumbent Ann Petersen ran unopposed and was re-elected to her Alderman At-Large Position

KNOXVILLE

After a primary election in August, Knoxville voters went to the polls on Nov. 5 for a general election to elect a new mayor, among other

Indya Kincannon will take over from outgoing Mayor Madeline Rogero, who is term-limited, after defeating challenger Eddie Mannis. A former school board chairwoman and city director under Rogero, Kincannon won 52.4% of the vote.

Newcomer Lynne Fugate also feated fellow challenger Charles F. Lomax Jr. for the City Council At-Large Seat A ,presently held by George W. Wallace. Challenger Janet Testerman defeated fellow newcomer David Hayes for the City Council At-Large Seat B, presently held by Marshall Stair.

Amelia Parker defeated Amy Midis for the City Council At-Large

Seat C, presently held by Vice Mayor Finbarr Saunders. Charles Thomas also defeated Charles Al-Bawi for the District 5 Council Seat, presently held by Mark Campen.

MILAN

Voters in Milan went to the polls on Nov. 5 for a municipal

Incumbent Billy Warren "B.W." Beasely defeated challenger and current alderwoman Tammy Floyd-Wade to retain his mayoral

Incumbent Jack Cunningham ran unopposed and was elected to serve both as the city's Ward 1 alderman and as Milan's city court clerk, a position previously held by Patsy Bradley.

Incumbents Hal Holmes, Jeffrey P. Lifsey, and Richard Adkisson all ran unopposed and were re-elected to their Ward 2, Ward 3, and Ward 4 seats respectively.

ONEIDA

A municipal election was held

in Oneida on Nov. 2. Incumbent Jack E. Lay won

his seventh term as mayor of Oneida, defeating challenger Denny Smith who previously served as the city's vice mayor in the 1980s. Lay is the longest-serving mayor in Oneida's history having first been elected in 1995.

Incumbent aldermen Mark Byrd, Allison Mays, and Lori-Phillips-Jones were also re-elected to their seats while challenger Tobey Mays will join them as the board's newest face. Incumbent Linda Lay and challenger Billy Hammock did not garner enough votes to be among the four candidates seated in the alderman race.

The city of Selmer held a municipal election on Nov. 12.

Incumbent John Smith ran unopposed and was re-elected to his seat as mayor.

Incumbents John Finlayson, Edward Smith, and Chris Tull ran for the three open aldermen positions and were all re-elected.

No loan is too large or too small



Paris recently closed a \$1 million fixed-rate drawdown loan with the Tennessee Municipal Bond Fund (TMBF) to finance a portion of a splash pad and related park facilities for the city. Paris has used TMBF loan programs 10 times, beginning in 1988, for a total of \$22,955,000. Seated L to R: Traci Shannon, finance director; Mayor Carlton Gerrell; and Linda Mooningham, TMBF marketing director and legal coordinator. Standing: Tommy Green, TMBF marketing representative, and Kim Foster, city manager.

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



Red Bank recently closed a \$1.9 million loan with the Tennessee Municipal Bond Fund (TMBF) to finance building renovations for a new city hall and street and road improvements. The city has used TMBF programs 16 times since 1997. Seated L to R: Ruth Rohen, city recorder, and Mayor Eddie Pierce. Standing L to R: Arnold Stulce, city attorney; Steve Queener, TMBF marketing representative; Tim Thornbury, city manager; and John Alexander, finance director.



STATE **BRIEFS**

Nearly a quarter of Tennesseans have some sort of medical debt in their credit history, according to a new report on medical debt in the state of Tennessee. The study by the Annie E. Casey Foundation found that 24 percent of Tennesseans with a credit history have some sort of medical debt on their records with \$739 being the average amount of medical debt being paid for with credit cards in the state. Nationally, only 10 percent of Americans have medical debt on their credit history making Tennessee have the tenth highest rate of medical credit debt in the nation.

Unemployment rates in nearly every Tennessee county, including distressed counties, declined during September. Data released by the Tennessee Department of Labor and Workforce Development (TDLWD) found that 90 counties experienced lower unemployment in September while rates remained the same in one county and increased in four. Unemployment rates stood at 5 percent or less in 90 counties and 5 percent or more in five. Williamson and Sevier counties tied for the lowest unemployment rate in September at 2.3 percent while Clay County recorded the highest unemployment rate at 5.6 percent. Statewide, the seasonally adjusted unemployment rate dropped to 3.4 percent in September, down 0.1 of a percentage point when compared to August. Nationally, unemployment declined in September by 0.2 of a percentage point to 3.5 percent.

Tennessee's academic progress has hit a plateau, according to the National Assessment of Educational Progress. The NAEP's yearly report, "The Nation's Report Card," showed that Tennessee had made gains in fourth grade math

proficiency after losing ground in 2017. Eighth grade math scores as well as reading scores for all grades remained steady. While most states saw a decline in math and reading, Tennessee's gains were not enough to pull it out of the bottom half of states in terms of test scores. For its fourth grade scores, 35% of Tennessee students scored proficient in reading, compared with 34% nationally, while 40% of the state's students scored proficient in math, compared with the same rate nationally. In the national eighth grade tests 32% of Tennessee students scored proficient in reading, compared with 32% nationally, and 31% scored proficient in math, compared with 33% of students nationally.

Tennessee had the nation's largest increase in the number of uninsured children between **2016 and 2018**, according to a new study published by Georgetown University. The report analyzed the number of uninsured children across the country, and found that the state saw a 1.5% increase in the number of Tennessee children without insurance. An estimated 5.2% of Tennessee children roughly 83,000 children in the state - have no insurance. The report found overall the number of uninsured children in the country increased by more than 400,000 between 2016 and 2018 bringing the total to over 4 million uninsured children nationwide. The report also found that states that have not expanded Medicaid are lagging further behind others. The report cited attempts to repeal the Affordable Healthcare Act (ACA) as well as deep federal cuts to programs like Medicaid and CHIP as putting up more barriers to families gaining access to healthcare.

Local governments have important role in Gov.'s Civic Seal program

CIVICS from Page 1

ments for this component of the program.

"This could be job shadowing local government officials or participating in a model UN team," she said. "We are encouraging local governments to get involved. One of the ideas that has been thrown out is going to visit a school board or city council meeting. Anything local municipalities can do to get the wheels turning with their local schools if they get this grant would be greatly appreciated. We are doing a webinar that will give more clarity on what some of these projects can look like. We want schools to get creative with these applications."

Johnson said municipalities are always encouraged to get involved with civics education in their local schools.

"Having strong partnerships between mayors, city officials, and the school directors are important. That is where things need to start," she said. "We have had discussions that this is an issue in Tennessee and that students aren't as civic-minded as we would like

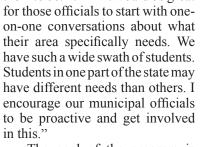
them to be. I think it would be great

The goal of the program is to ensure the next generation is educated so they can participate in

voters unless there is a clear understanding how government works and how decisions get made," Johnson said. "This isn't about any partisan issues but about helping students become good citizens."

opened Friday, Oct. 25, and closes on Friday, Dec. 6, 2019. The department began offering an online training beginning Oct. 24 to provide more information to districts and schools on the Governor's Civics Seal and associated mini-grants.

For more information on the



"You cannot have educated

The application window

program, visit the Governor's Civ-



REMINDER: The street name where TML offices are located has been changed. The U.S. Postal Service will

no longer deliver mail with the old address. Please make sure your contact information is updated to reflect TML's correct street address: 226 Anne Dallas Dudley Blvd., Suite 710, Nashville, TN, 37219.

State Parks teach students about Duck River



The Duck River is the most biologically diverse river in North America. Tennessee State Parks and partners work hard to share this important and beautiful place. This year, 2,000 kids participated in events across Maury, Bedford, and Marshall counties designed to increase awareness and appreciation of the Duck River.

Tourism Enhancement Grants awarded across 17 municipalities

The Tennessee Department of Tourist Development and Tennessee Department of Economic and Community Development jointly announced 27 communities will receive more than \$1.3 million in the fourth round of Tourism Enhancement Grants to assist with tourism infrastructure assets.

Of the 27 grants awarded, 17 were presented to municipalities across the state.

The two agencies partnered to assist counties and cities seeking to improve local tourism assets and ultimately, attract more visitors to their area. In 2017, visitors added \$20.7 billion to Tennessee's

Tourism Enhancement Grants are designed for cities and counties seeking to invest in local tourism infrastructure assets. Eligible projects include stages, signage, enhancement to attractions or venues and other resources that target expanding local tourism.

"I am pleased to support Tennessee's growing tourism sector, particularly in rural counties," said Gov. Bill Lee. "Tourism continues to be a key economic development driver across our state, and these grants will help even more Ten-

Municipality	Amount	
Bolivar	\$15,200	
Clifton	\$71,250	
Collinwood	\$19,000	
Dayton	\$42,500	
Dover	\$28,150	
Huntingdon	\$13,000	
Linden	\$2,525	
McKenzie	\$47,500	
McMinnville	\$75,000	
Monterey	\$56,700	
Mountain City	\$75,000	
Paris	\$43,203	
Ripley	\$32,500	
Savannah	\$75,000	
South Pittsburg	\$64,340	
Sparta	\$42,500	
Tracy City	\$75,000	

nesseans experience the benefits of this industry."

In keeping with Tennessee Governor Bill Lee's first executive order to better serve rural Tennessee, the grants will address tourism needs for 7 distressed and 12 atrisk counties. \$976,128 funds are

earmarked for the 19 rural counties.

"Tourism is an important factor for economic development in Tennessee. This program provides valuable opportunities for growth in our important rural areas," said Commissioner Mark Ezell, Tennessee Department of Tourist Development. "Our partnership with TNCED allows us to invest in development resulting in increased visitation and more funds coming back into the community."

"There are countless communities across Tennessee that have tremendous tourism assets," added Commissioner Bob Rolfe, Tennessee Department of Economic and Community Development. "We're proud to partner with Tourist Development to help communities across our state bring their tourism strengths front and center."

The Tourism Enhancement Grant program, in its fourth round, is funded through the Rural Economic Opportunity Act, which is designed to improve the economic indicators in rural communities across Tennessee.

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

New Select Tennessee Certified Sites announced

Tennessee Gov. Bill Lee and Department of Economic and Community Development Commissioner Bob Rolfe have announced four new Select Tennessee Certified Sites.

The four new sites join 61 other sites that have been certified through the program. The newest certified sites and their local sponsoring agencies include:

- · Crockett County Industrial - Friendship/Bivens Site -Crockett County
- Manchester Industrial Park -Industrial Board of Coffee County TN, Inc.
- Hardin Industrial Complex Phase II – City of Greeneville
- Commerce Park Interstate Site - Dyersburg/Dyer County

Chamber of Commerce

Launched in 2012, the Select Tennessee program helps communities prepare industrial sites for private investment and job creation. The program sets rigorous standards to give companies detailed and reliable information during the site selection process.

To date, 23 companies have invested over \$1.8 billion in capital investment to construct facilities on certified sites, accounting for more than 7,200 new job commit-

The Select Tennessee certification process ensures that each certified site meets high-quality standards. Qualifications for certification include having at least

20 acres of developable land for industrial operations, documented environmental conditions and geotechnical analysis, existing onsite utilities or a formal plan to extend utilities to the site, and truck-quality road access.

The Select Tennessee suite of programs – including the Property Evaluation Program and the Site Development Grant program ensures that Tennessee sites are primed for development, whether through marketing sites that are ready for prospective businesses or providing local communities guidance and funding to achieve a higher level of preparedness.

TNECD has partnered with Austin Consulting to administer the certified sites program.



TML board meets to discuss upcoming legislative session





Above: TML President and McKenzie Mayor Jill Holland, left, talks with TML First Vice President and Gatlinburg Mayor Mike Werner, right.

Left: TML Past President and Dyersburg Mayor John Holden makes a point during a discussion.



Left to Right: TML At-Large Director and Columbia Vice Mayor Christa Martin, TML Past President and Athens Vice Mayor Bo Perkinson, and TML Past President and Morristown Vice Mayor Kay Senter.



District 6 Director and Waynesboro City Manager John Hickman, left, with TCMA President and Franklin City Manager Eric Stuckey, right.



Above: TML Counsel Doug Johnston, left, chats with TML Past President and Livingston Mayor Curtis Hayes.



TML Past President and Paris City Councilman Sam Tharpe, left, with TML Third Vice President and Henderson Mayor Bobby King.



Left to Right: TML President and McKenzie Mayor Jill Holland, TML First Vice President and Gatlinburg Mayor Mike Werner, and TML Second Vice President Franklin Mayor Moore. Standing: TML Past President and Shelbyville Mayor Wallace Cartwright.





and Erwin Mayor Doris Hensley.

TML board meets to discuss upcoming legislative session



TML At-Large Director and Three Way Vice Mayor Mary Ann Tremblay, left, talks with TML At-Large Director and Columbia Vice Mayor Christa Martin, right.



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Left to Right, TML At-Large Director and Bartlett Mayor Keith McDonald talks with TCMA President and Franklin City Manager Eric Stuckey and TML Second Vice President and Franklin Mayor Ken Moore.



TML District 6 Director and Waynesboro City Manager John Hickman, left, talks to TML District 1 Director and Greeneville City Manager Todd Smith.



Left to Right: TML District 2 Director and Morristown City Administrator Tony Cox, TML District 3 Director and Collegedale Mayor Katie Lamb, and TML District 5 Director and Springfield City Manager Gina Holt.



TML First Vice President and Gatlinburg Mayor Mike Werner chats with TML District 7 Director and Somerville Alderman Mike French.

Photos by Kate Coil



Get **funding** to replace old diesel vehicles with cleaner, more cost-effective ones

Two diesel vehicle replacement funding opportunities will be available in the next six months, including funds from the VW Mitigation Trust. **Need information? We can help.** We've helped fleets in Tennessee secure over \$5 million in grant funding since 2005.

Contact funding@etcleanfuels.org or 865-974-3625 to learn more.







CLASSIFIED ADS

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

ACCOUNTANT / ASSISTANT FI-NANCE DIRECTOR

GREENEVILLE. The town of Greeneville is seeking a professional with a CPA, CMFO, or achievement of such certification within two years. Municipal government finance accounting experience preferred. This is a career track to the finance director position. Bachelor's degree required. Salary DOE. Resumes will be accepted by email to pfuller@greenevilletn.gov or mail to Attention: Human Resource Director, 200 N. College Street, Greeneville, TN 37745. An application will be required for full consideration. Click "Forms and Downloads" for the application. Opened until filled. EOE/ Drug Free Workplace

ASSISTANT TOWN ENGINEER

FARRAGUT. The town is seeking applicants for an assistant town engineer, whose essential responsibilities include: Intermediate to advanced 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. Reviews plan and specification for municipal construction contracts; assembles the contracts. Inspection of public works and public utilities projects. Coordinates staff progress on town maintenance contracts. 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 a minimum of 3-8 years' 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 strongly preferred. Roadway construction and project management are preferred experience. 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. Applicants must submit a completed Town of Farragutapplication with an attached resume. Application deadline is Nov. 27, 2019.

CITY PLANNER

COLUMBIA . Responsible for the overall direction, coordination, and evaluation of the planning function and supervises staff. Administers the enforcement of the City Zoning Ordinance; interprets and renders decisions in applying various provisions to individual situations. Requirements: bachelor's degree; or four to five years related experience and/ or training; or equivalent combination of education and experience. American Institute of Certified Planners is preferred. To apply and more information www.columbiatn.com

COMMUNICATIONS COORDINA-

COLUMBIA. Responsible for both internal and external communications for the city. Primarily develops, coordinates and distributes all forms of communication including but not limited to print, broadcast and digital media (social, video, web) in accordance with media strategies and communication plans. Demonstrates proficiency in social media marketing and digital communications across multiple platforms, knowledge of website, messaging, and content management utilizing multiple platforms and excellent computer skills including knowledge of social media platforms such as Facebook, Twitter and Instagram as well as other social media management tools like Sprout Social and Co-Schedule. Provides design work using Photoshop and InDesign and creates video productions. Bachelor's degree in marketing, communications, public relations, journalism, English or a related field. Two years recent experience in marketing, communications, or public relations is required. Willingness to work necessary hours and times to accomplish goals, objectives and required tasks. Experience in municipal government is highly desirable. An equivalent combination of experience, education and/or training may substitute for the listed minimum requirements. To apply: www.columbiatn.com

FINANCE DIRECTOR/CITY CLERK

ELIZABETHTON. The city of Elizabethton is accepting applications for a finance director/city clerk. This position manages and supervises the Finance Department and serves as chief financial officer/city clerk for the city. The city of Elizabethton is a full-service city, with a general fund budget of \$19,000,000, 250 full-time employees and population of 14,200. Bachelor's degree from a four-year college or university in finance or related field with four to six years related experience or training. CPA and/or master's degree preferred. Salary range: DOQ Benefits include TCRS Retirement, medical, vision, and life insurance. To apply, visit ww.elizabethton.org - Job Openings or to Director of Human Resources, 136 S. Sycamore Street, Elizabethton, TN 37643. Open until filled. EOE

FIREFIGHTER

ARLINGTON. The town of Arlington is seeking a highly motivated individual for a full-time position at the Fire Department. Applicants shall have excellent verbal, written, and listening skills. High school diploma or equivalent required. Must possess a valid driver's license in the state of Tennessee with "F" endorsement. Must possess state of Tennessee Firefighter I, or above certification. Must possess and maintain a valid state of Tennessee Emergency Medical Technicianlicense. Must successfully complete within one year of employment a Firefighter II certification issued by the state of TN Commission on Fire Fighting. Any equivalent combination of education and relevant experience may be considered. Salary begins at \$37,796.A detailed job description & application are available at Town Hall, 5854 Airline Rd, Arlington, TN or by visiting www.townofarlington.org. EOE.

FIREFIGHTER PARAMEDIC

Arlington. The town of Arlington is seeking a highly motivated individual for a full-time position at the Fire Department. Applicants shall have excellent verbal, written, and listening skills. High school diploma or equivalent required. Must possess a valid driver's license in the state of Tennessee with "F" endorsement. Must possess state of Tennessee Firefighter I, or above certification. Must possess and maintain a valid state of Tennessee Emergency Medical Technician- Paramedic license. Must successfully complete within one year of employment a Firefighter II certification issued by the state of TN Commission on Fire Fighting. Any equivalent combination of education and relevant experience may be considered. Salary begins at \$48,000. A detailed job description & application are available at Town Hall, 5854 Airline Rd, Arlington, TN or by visiting www.townofarlington.org. EOE.

HEALTH & SAFETY COORDINATOR

CLARKSVILLE. The city of Clarksville is seeking applicants for a health and safety coordinator. This is the second of four levels in the Risk Management series. Incumbents coordinate and monitor safety and health programs for an assigned department(s) and coordinate and present safety improvement opportunities. Responsibilities may include developing, documenting, and implementing safety training programs; auditing safety and health program; tracking on the job injury reports, incident reports, and near misses; investigating accidents; ensuring safety equipment is available and properly maintained; inspecting job sites; maintaining records of safety information; preparing operational reports; and performing the duties of the lower level. Associate degree in occupational safety and health or a related field and two years' experience in risk management, safety and loss control, or a closely related field; or, an equivalent combination of education and experience sufficient to successfully perform the essential duties of the job such as those listed above. SALARY: \$42,196.00 - \$56,965.00 Annually. Apply at the following link: https://www.governmentjobs.com/ jobs/2581446/health-safety-coordinator/ agency/clarksvilletn/apply.

HUMANRESOURCESCONSULTANT IPS CONSULTANT II - MTAS. UT Mu-

nicipal Technical Advisory Service (MTAS) seeks applications for two human resource management consultants (Jackson office and Knoxville or Johnson City office) MTAS is an agency of the University of Tennessee Institute for Public Service and provides professional services to Tennessee cities, state government, and municipal government related associations. The human resource management consultant provides professional advice, technical assistance and information on a wide range of human resource management issues to Tennessee municipal officials and their staffs. Examples include: recruitment and selection assistance. personnel policies, consulting on various HR issues; conducting surveys and studies; authoring HR related publications; and developing and instructing technical classes. Requires a bachelor's degree in human resource management, public administration, business administration, or comparable, from an accredited post-secondary institution. A master's degree in human resource management or related field of study is preferred. Requires at least seven years of progressively responsible exempt-level human resource leadership experience. Prefer one of the following certifications: IPMA SCP, IPMA CP, HRCI SPHR, HRCI PHR, SHRM SCP and/or SHRM CP. Strongly prefer 1-2 years experience organizing, developing, and delivering consultative projects to internal and/or external customers related to human resource outcomes. Prefer classroom facilitation/teaching experience. Tennessee municipal experience preferred. Applicants are encouraged to review all position requirements prior to applying. Salary is based on a combination of professional experience and qualifications. Applicants must apply electronically at www.https://hr.utk.edu

ASSISTANT TOWN ENGINEER

FARRAGUT. The town is seeking applicants for an assistant town engineer, whose essential responsibilities include: Intermediate to advanced technical and administrative work for supervision of construction and

Mark your calendar for three upcoming SLLC webinars

The State & Local Legal Center have announced three webinars of interest to local officials. All are FREE and open to anyone. Though they are all on legal topics they are designed for a non-attorney audience. Some are SCOTUS related others are not.

Net Neutrality for State and **Local Government Officials** Date: Dec. 6 Time: 1 p.m. Eastern

The D.C. Circuit has recently ruled (mostly) in favor of the Federal Communication Commission's order retreating from net neutrality. This webinar will provide a non-technical explanation of the court's ruling. Speakers will also explain how this ruling will impact state and local governments and what authority states and

their own jurisdictions. Speakers:

Negheen Sanjar, Director of Legal Research, International Municipal Lawyers Association

localities have to enact net

neutrality laws and policies in

Chris Lewis, President and CEO, Public Knowledge

Register here: https://register.gotowebinar.com/register/4741004381369653260

contract management for the Town's capital

projects, including construction of roadways.

greenways, parks and other public facilities.

Reviews plan and specification for municipal

construction contracts; assembles the con-

tracts. Inspection of public works and public

utilities projects. Coordinates staff progress

on town maintenance contracts. 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 bach-

elor's degree in civil engineering, or related

field and a minimum of 3-8 years' 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 strongly preferred.

Roadway construction and project man-

agement are preferred experience. 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,orwww.townoffarragut.org/jobs.

Applicants must submit a completed Town of

Farragut application with an attached resume.

SPRING HILL. The city of Spring Hill is

seeking an employee to provide support to

the planning director with planning activities

and the development review process. He or

she will also be responsible for administra-

tive functions within the department. Will

also process and track maintenance and

performance bonds and application data.

Will accept applications for development,

enter data into a computer, and check com-

mercial and residential development plans

to determine compliance with land use and

zoning requirements. Collects a variety of

statistical data and prepares reports and maps

on topics such as census information and

land use. Evaluates or assists in the evaluation

of rezonings, ordinance amendments, site

plans, special use permits, variances and

other proposals. Conducts field evaluations

and assessments, retrieves notice signs, takes

pictures of sites. Responds to inquiries from

employees, citizens, and others and refers,

when necessary, to appropriate persons.

Composes, types and edits a variety of

correspondence, reports, memoranda, notes,

meeting minutes, agenda, and other material

requiring judgment as to content, accuracy,

and completeness. Processes and tracks main-

tenance and performance bonds for public

improvements required by the Planning

Commission. Prepares planning and zoning

related resolutions and ordinances for Plan-

ning Commission and Board of Mayor and

Aldermen. May establish and maintain filing

and record-keeping systems, including day-

to-day filing of office paperwork. Duplicates

and distributes materials, including public

notices, meeting agendas, meeting minutes,

and agenda packets. Performs other duties

as assigned. High School Diploma or GED

required. Bachelor's Degree in planning,

Application deadline is Nov. 27, 2019.

PLANNING ASSISTANT

ADA Compliant Websites Date: Dec. 9 Time: 1 p.m. Eastern

Local governments and many other entities across the country have been sued for violating the Americans with Disabilities Act (ADA) because their websites are not accessible to persons with disabilities. Minh Vu and Seyfarth Shaw will discuss the laws that require accessible websites, why government entities have been targeted for lawsuits, and what state and local government officials can do to avoid being sued.

Register here: https://register.gotowebinar.com/regis-



WOTUS and Clean Water Act Update For State and Local **Government Officials** Date: Dec. 11 Time: 1 p.m. Eastern

Keeping track which Waters of the United States (WOTUS) rule applies where and for how long is a fulltime job. Samuel Brown, a former EPA attorney and currently a partner at Hunton Andrews Kurth LLP, will provide an overview of how we got to the recent repeal of the 2015 WOTUS rule, what WOTUS rule applies throughout the United States right now, what final rules replacing the repeal of the 2015 WOTUS rule might look like, and how the upcoming presidential election may affect the definition of WOTUS and all the litigation surrounding it.

Register here: https://register.gotowebinar.com/regis $ter/\underline{8893832311705727499}$

geography, public administration, or similar field preferred. Experience in land use/ municipal planning preferred. Background in site plan preparation or review preferred. Knowledge of GIS or Arc Map 10 preferred. Development plan, planning and zoning maps experience preferred. Applications/ resumes must be submitted online at: www. springhilltn.org/Jobs.aspx. Questions to staylor@springhilltn.org EOE

POLICE OFFICER

COLLIERVILLE. The town of Collierville has multiple openings for police officers. This position involves the performance of responsible, general duty police work in protecting the life, persons, and property of the citizens of the town of Collier ville through even-handed enforcement of laws and ordinances. Requires a high school diploma or GED; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Incumbents must be a citizen of the United States of America. Applicants who are a Veteran must possess an Honorable Discharge and provide a DD214. Must possess upon hire or complete within six months of hire the state of Tennessee Police Officer P.O.S.T certification and maintain appropriate certification throughout employment. Must be in compliance with TCA 38-8-106. Applicants must have the ability to pass a work-related physical proficiency/agility test, a medical/physical examination, a psychological examination and background investigation. Must possess and maintain a valid driver's license. The work of this job requires sufficient physical strength, stamina, and ability to pass a work-related physical proficiency test and pre-employment examination. The work is physically demanding, may require lifting heavy objects, and may require working in inclement weather. All new hires must successfully complete a 365-day training and assessment period. Starting salary is \$36,000 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 under the Employment Opportunities tab, 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. We are unable to accept faxed or emailed applications.

POLICE OFFICER

WHITE HOUSE. The city of White House is currently accepting applications for police officer. Applicants must have a high school diploma or GED. Must possess an appropriate driver's license valid in the state of Tennessee. P.O.S.T. Certification must be obtained within six months of employment. Must meet Minimum Standards Law (TCA 38-8-106) requirements. Must be a U.S. citizen, at least 21 years of age and meet the physical, psychological and criminal records and other standards for the assignment established by the White House Police Department. Starting salary is \$14.86 - \$17.66 hourly (\$35,233.06 -\$41,871.86 annually) DOE with an excellent benefits package. To apply, you must submit a city of White House application. Applications are available at www.cityofwhitehouse.com or in person at the Human Resources Office at 105 College Street, White House, TN 37188. Open until filled.

TOWN PLANNER

THOMPSON'S STATION. Long tenured Town Planner has accepted a private sector position. Accordingly, the Town of Thompson's Station is accepting applications for the position of town planner. Bachelor's degree required, related experience and AICP is a plus. Interested parties should apply through the Town website, Resumes may also be sent to the Town of Thompson's Station, Attn: Steve Banks, 1550 Thompson's Station Road, W., Thompson's Station, TN 37179. This position will remain open until filled. Salary DOQ and attractive benefit package. www.thompsons-station.com/jobs.aspx

UTILITY WORKER 2

MUNFORD. The city of Munford is currently seeking applications for a utility worker 2: This is an intermediate-level skilled position performing a variety of maintenance, construction, repair and/or location tasks involving: gas supply lines and meters, water supply lines and meters, sewer lines, valves, mains and manholes; and storm water facilities, including culverts. Working knowledge of the methods, tools and equipment. Must have experience operating a backhoe and other equipment. Ability to understand and carry out oral and written instructions Ability to work during adverse weather conditions. Ability to read field notes and maps. Skills in the use and care of pertinent tools and equipment. Possession of a high school diploma or a equivalent recognized certificate and five years of utility operations, construction, repairs and maintenance experience .Demonstrated ability to work independently and solve infrastructure problems under adverse weather and environmental conditions. Ability to work effectively and cooperatively with co-workers and a provide team leadership. Ability to represent the utility organization during interactions with the general public. Please mail/email resume to: City of Munford, Attention: Mary Pinner 1397 Munford Ave, Munford, TN 38058, mpinner@munford.com

MEETING OF BOARD OF DIRECTORS PUBLIC ENTITY PARTNERS

Notice is hereby given that the Board of Directors of Public Entity Partners will meet in regular session on Wednesday, December 11, 2019 at 8:30 a.m. local time at its office in Brentwood, Tennessee for the purpose of considering and transacting all business which may properly come before the Board. Additional information concerning the meeting may be obtained by calling the office at 800-624-9698.

VAUF()R

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

TENNESSEE

Get ready for Christmas with

cookies, music, and, of course,

Santa. Town Hall is beautifully

decorated for this annual free

event, hosted by the Farragut Arts

and Beautification Committee.

See <u>visitfarragut.org/events</u> for

Be a part of a Clarksville tradition

by participating in this year's

annual nighttime event by walk-

ing, preparing a float, or driving

a fun vehicle all decked out in

holiday cheer. All participants

are encouraged to embrace the

theme through music, dress and

decor. Visit www.facebook.com/

events/474421126355126/ for

Dec. 6: Farragut

more information.

Dec. 7: Clarskville

Lighted Christmas Parade

Celebrate the Season

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Seeking attention for city priorities from 2020 Presidential candidates

National League of Cities is developing a platform of issues they want to see discussed during the race.

BY BILL LUCIA Route Fifty

City leaders from around the U.S. are working to come up with a slate of priorities that they want to see presidential contenders focus on during the 2020 election cycle.

A National League of Cities task force met in Washington, D.C. last month to work on the project. The group's members include about 30 mayors, city council members and representatives for local government organizations.

Clarence Anthony, executive director of the National League of Cities, said an overarching goal for the task force is to ensure that city priorities are discussed during debates, as candidates are developing their platforms, and at party conventions.

"If the presidential candidates really want to know what

are the pulse issues that are occurring in cities, they need to talk to municipal leaders," he said. "They can tell them what is trending."

The task force hasn't finalized its platform yet, but one of NLC's leaders offered some insight into what it could include.

Karen Freeman-Wilson, who is mayor of Gary, Ind., and the current National League of Cities president, indicated in an interview that infrastructure, criminal justice reform, immigration and housing are among the issues that the group might choose to empha-

"We have the ability to really help them focus on the everyday needs of the American people," Freeman-Wilson said, referring to the presidential candidates.

Gary is a city that has struggled economically in recent decades. Following declines in the steel industry, the city's population fell and poverty rates climbed.

Asked about areas where the

city would benefit from greater federal support, Freeman-Wilson highlighted infrastructure, including a local port project and improving broadband access. She also mentioned workforce development and eliminating vacant and abandoned buildings.

"We could use a federal partner in all of those areas," she said.

For more than 50 years now, the share of Americans living in urban areas has been steadily on the rise and is now around 80%, according to the U.S. Census Bureau.

The panel is scheduled to meet next in November in San Antonio, Texas, during a National League of Cities summit, where the league has planned a presidential candidate forum.

In Anthony's view, some city priorities have been getting attention during the race so far, but not as much as NLC's members would

"They want them to be able to be specific on issues that cities are faced with, whether it's housing or whether it's public safety," he

Yulefest

more info.

Dec. 7: Gallatin

Yulefest kicks off the holiday season with musicians, storytellers, and demonstrators in the cabins of the fort and in the historic home. Visitors can take their time listening to the sounds of yesteryear as they tour the sites and take in the beauty of simple, natural decorations. This event is free and is for all ages. For more info, visit http://www.cityofgoodlettsville. org/956/Yulefest.

Dec. 7: Portland

Portland Christmas Festival and Parade

Festival activities include a visit with Santa, cookie decorating, crafts (while supplies last), live music, food, and more. Events begin at 3 p.m. with the parade to start at 5:30 p.m. Following the parade there will be an official lighting ceremony for the Portland Christmass tree. Visit www. portlandcofc.com for more info.

Dec. 7: Somerville Somerville Christmas Parade

The town of Somerville's annual Christmas parade. For more details, visit https://www.somervilletn.org.

Dec. 13-14, 20-21: Springfield Winter Wonderland

Santa, Mrs. Claus and their friends will visit Springfield's J. Travis Price Park in the historic cabin. Free admission includes a petting zoo, winter scenes, and deocrations. Visit www.springfield-tn. org for more info.

Dec. 14: Newport Newport Christmas Parade

This much anticipated event will bring bands, floats, and walkers to downtown Newport. This year the theme is Hometown Christmas and our grand marshals are Mark, Digger, and friends. Visit https:// www.yallvisitthesmokies.com/ for more info.

Six questions you should ask about the dark web

VC3, from Page 1

Web monitoring. You and your organization need as much information as possible to enhance the protection of your organization and its employ-

What should I do if my data is on the Dark Web?

Immediately change compromised passwords and NEV-ER use that password again professionally or personally. This often leads to a good conversation with employees to ensure they are using unique passwords at work and at home to maximize protection.

Once information is on the

Dark Web, it cannot be removed. The toothpaste is out of the tube. As a result, you may notice some of the compromised information is old and no longer relevant. This could include past employees or old login information.

What's my long-term plan? Ongoing monitoring is only

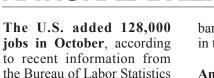
part of a strong cybersecurity plan. Its value depends on strong employee awareness training paired with login monitoring and Multi-factor authentication. You need to take corrective action on compromised credentials and then proactive training to avoid future issues. Login monitoring will help detect atypical login behaviors to

prevent the use of a compromised credential before it becomes a major problem. Multi-factor authentication combats the use of stolen credentials because hackers need more than a user name and password to access an appropriately configured service.

If you don't have a cybersecurity plan in place, speak with a professional. Cybersecurity is a specialized component of Information Technology (IT) and, as a result, often requires assistance beyond your current IT team.

For more information and VC3 cybersecurity services, visit TML's TECH page, at www. TML1.org

NATIONAL BRIEFS



to recent information from the Bureau of Labor Statistics (BLS). While the number of jobs created in October trounced economists predicts, the unemployment rate still ticked up to 3.6%, rising from its rate of 3.5% in September. Economists had expected the 40-day UAW strike at General Motors to reduce the number of jobs gained in October, as the strike took 42,000 auto workers out of the job pool. The labor force participation rate remained unchanged month-over-month at 63.3%. The August jobs gain was also revised up from 168,000 jobs to 219,000 jobs while the September report was revised up from 136,000 to 180,000. The largest gains were in new employees in restaurants and

bars, social services workers, and in the financial sector

Americans are expected to spend a record \$143.7 billion shopping online this holiday season. A study by Adobe Analytics predicted Cyber Monday sales to hit \$9.4 billion this year, up 19% from last year. Online Black Friday sales are also expected to increase by 20.3% to \$7.5 billion while Thanksgiving Day online sales are expected to generate \$4.4 billion, an increase of 19.5% over last year. While this year's holiday season is six days shorter than last years - 2019's calendar makes for one of the shortest holiday seasons – the National Retail Federation has forecast total holiday retail sales will grow by 3.8% to this year, excluding automobiles, gasoline, and restaurants. That equates to sales of between \$727.9 billion and \$730.7 billion. The industry trade group remained cautiously optimistic about the jump in spending and also said "uncertainty over trade" could end up posing a drag on the season.

The U.S. gross domestic product increased at a 1.9% annualized rate during the third quarter, according to data from the U.S. Department of Commerce. The gains were higher than predicted 1.6 percent gains but still down from the 2% gains reported in the second quarter. The 1.9% gain is also the lowest quarterly gain since the end of 2018. Strong consumer spending, the largest part of the economy, bolstered the increase with consumer spending increasing at a 2.9% rate, more than the 2.6% increase predicted. However, business and nonresidential fixed investments fell for highest rates since 2015. Economists said the numbers reflect strong consumers but weak businesses with less business investment and faltering export markets.



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

Bright builds on TDOT legacy of safety, quality

BY KATE COIL

TML Communications Specialist

In January 2019, H. Clay Bright III made the jump from the private sector into government when he was appointed commissioner of the Tennessee Department of Transportation (TDOT) by Gov. Bill Lee.

The 30th commissioner of TDOT, Bright's new role has him overseeing the state's entire transportation system including highways, railroads, airports, waterways, and mass transit.

The position comes after Bright spent nearly 36 years working at one of the largest construction firms in the nation: Brasfield & Gorrie. After earning his bachelor's degree in civil engineering from the University of Alabama, Bright took a job at the firm head-quartered in his hometown of Birmingham, Ala., in 1983.

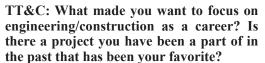
He soon began working on projects that brought him into Tennessee and in 1998, opened the firm's Nashville-based office. He spent the next 20 years at the helm of the Nashville team, eventually overseeing the completion of more than \$3 billion worth of construction and a team of 200 employees.

The firm has built several iconic local landmarks, including several corporate head-quarters, condo towers, hotels, and the public square outside the Metro Courthouse.

However, its most famous project is probably the AT&T Tower, known locally as "the Batman Building" for its unique appearance. In fact, the building has become such an iconic Nashville landmark that it even appeared on Tennessee license plates along with images of the Memphis Pyramid, Knoxville Sunsphere, and the Tennessee Aquarium in Chattanooga.

Over the past year, Bright has made the adjustment to heading one of the largest state agencies that has an average yearly budget of around \$2.4 billion. Some of that funding is coming from the state's new IMPROVE Act, passed in 2017. The goal of the Act is to put more money in the coffers for road construction. The Act also allows for local referendums to fund transit projects.

When he's not overseeing TDOT, Bright is an active member of Nashville's business community and sits on several boards and commissions. In his free time, he also enjoys running marathons, golfing, hunting, and fishing. He and his wife Kim have two sons.



Clay Bright: I grew up in Birmingham. As a senior in high school before I went to college, I got a job with a general contractor called Brasfield & Gorrie. I worked for them that first summer out of high school working on the construction sites. From that, I realized I loved building. I loved seeing things go up and what we did every day. That just stayed with me my whole career until I transitioned to TDOT earlier this year.

I came to Tennessee initially to open up the office for Brasfield & Gorrie. I had already worked here on several projects before opening the Nashville office. So I've been working in Nashville for about 30 years. The project that really means the most to me is the one my kids like the best, which is the Bellsouth Building now known as the AT&T Tower. It's better known as the Batman Building.

TT&C: How has the transition been from private sector to government? What are the similarities between the two and what are the major differences?

CB: It has been a smooth transition. They spoon-feed me information so I don't get overloaded. I have a great group of people that I'm working with. There are a lot of similarities between what I was doing before and working here at TDOT. The people in the office at Brasfield & Gorrie are great people, and the people I am working with here are great people. At Brasfield & Gorrie, people both in the office and the field loved what they did and took it to heart. I see that across the state with the people who work for TDOT. They love what they do, and they love working for the state of Tennessee. It's pretty humbling to see that.

TT&C: What do you think are the biggest challenges TDOT faces and how are those being tackled?

CB: I would say the main challenge is funding. We have the projects lined up before the IMPROVE Act and other projects are starting to filter in since the passage of the IMPROVE Act. As far as the list of solutions out there we need to work on, we are in good shape. It just all comes down to funding and paying for projects.

TT&C: What results are we beginning to see from the IMPROVE Act?

CB: We are putting that funding to good use already. Of the 962 projects, 588 were bridges across the state, and we are making a major impact on those bridge projects. A lot of those bridges were not on roads TDOT is responsible for but they are roads and bridges everybody uses. There are a lot of bridges that school buses and just normal equipment couldn't even get across. Making transportation accessible and easier is important. People shouldn't have to go around bridges they can't get across. Of course, we do have 962 projects and a limited





budget. It is going to take a while to work through those projects.

TT&C: Federal funding has always been an important component of funding new road projects and repairing existing infrastructure in the state. What do you see coming down the pipeline from the federal government in the future? Do you think the state will have to consider finding alternative funding sources than the federal government for road projects?

CB: The challenge other than state funding is the federal funding and having a sustained, long-term package from them that we can plan around. We don't expect them to bump up the amounts any, but I don't think it's going to go down either. The packages they keep presenting out there on infrastructure are bringing additional funds to the table, but the plans that bring additional funds versus figuring out how in the world you're going to pay for it are two different things. I think that is where the stumbling blocks are going to come.

At some point, we need to take responsibility for ourselves. I don't think we are going to get a long-term plan. There may be continuing resolutions from year-to-year, and that's not what we need. We need a long-term plan.

TT&C: What do you see as the state's biggest infrastructure needs? How does TDOT prioritize road repairs and new construction?

CB: A lot of people say the most important road is the one in front of their house. All of the maintenance dollars that we use each year come out of the state. They aren't federally funded. Something that is extremely important to Gov. Lee is asset management, taking care of the assets we have and not letting them get into deferred maintenance. The dollars we get each year first go to asset management as far as roads and bridges. What is left over goes to new projects.

We also look at projects through several filters, like it is a safety project or an economic development project that is going to help an area economically. We also look at if it's a congestion project. There continue to be rankings from across the country about how you take care of your assets, roadways, quality of asphalt, and quality of roads, bridges, and infrastructure. We are consistently in the top five as far as how we take care of our roads and bridges. To be a pay-as-you-go state and to be consistently ranked in the top five I think is pretty strong.

TT&C: How does TDOT work with local officials to expedite projects more efficiently and cost effectively?

CB: I think about that two different ways. I think of local officials being our county mayors and city mayors. We have planning organizations across the state like our Metro Planning Organizations and Rural Planning Organizations who work with those mayors across the state. From there, we get our pipeline of projects. It comes from that grassroots delivery of projects they need to use. We also do long-range planning and develop engi-

neered solutions to take care of those issues. That is how we are working with local officials on what they need.

On the flipside, we work with our agency partners like TDEC on the environmental side and the Federal Highway Administration (FHA). We work with them through that process of going through environmental and federal rules to get these projects delivered as soon as possible.

TT&C: What do you see as the future of mass transit and alternative transport in Tennessee? What alternatives to traditional highway infrastructure are being considered?

CB: We really have to look at all the different modes of transportation we have now. I hate to refer to the scooter craze but there are so many new ways for people to get around today. Even with transit systems, we have to ask if bus rapid transit is a way to move more people around quicker, and if we should expand those services and operations. People are talking about autonomous vehicles and what those might do for us. We are looking at everything, both in terms of the tools that are out there and the funds for those projects. We are also looking into the alternative funding streams.

TT&C: How is TDOT working to meet the transportation needs created by the state's rapidly growing population?

CB: We have more drivers and more freight on our roads. The use and capacity of those roads is going to increase. Folks in the transportation industry often use the phrase "you can't pave yourself out of congestion." What our state needs is more capacity in the state and through the state. We've got to figure out different ways to do it, and that's not just through paving. It may be through technology, additional transit options, and multi-modal projects. We really have to look at everything to meet that increased capacity need.

TT&C: What are your priorities for roadway safety both in terms of motorists and TDOT employees?

CB: We have a certain safety culture within the state. Beginning a year or two ago, we started to supply personal protective equipment to our employees across the state. It's a uniform they all have that looks the same. Internally, that was a step in the right direction in terms of the safety culture within TDOT and raising awareness.

Whenever I'm talking internally, I talk a lot to our people about safety, thinking about what they are doing every day, and what they can do to stay safe. It's an awareness you have to talk about everyday whether it's the guys working in the work zones or the help trucks on the side of the highways moving people off the shoulder. We also have the internal "Work For Us" campaign, which asks our employees who they are working for everyday whether it's a family member or a friend. We want them to go home every night with all their fingers and all their toes.

We also have a program out there for educating the public. We started a program in

Above: TDOT Commissioner Clay Bright meets with employees of TDOT's Region 4 in Jackson. Bright has spent much of his first year as the department's commissioner touring the state and meeting with employees who work on Tennessee's roads. Ensuring the safety of employees has been one of Bright's goals and the focus of the department's Work For Us campaign.

Left: Earlier this year, Bright participated in a ride-along wtih TDOT HELP operator Danny Tucker to see how the program keeps motorists safe on Tennessee roads. The trucks operate on the most heavily traveled highways in the state to help reduce traffic congestion, improve safety, and assist motorists in distress. The HELP program celebrated its 20th anniversary this year.

2016 after we had three fatalities with TDOT employees. We developed a program called "Work with Us." It's a way to raise awareness, especially in our work zones or when people are pulled over on the side of the road. It's for the general public to know to look out for our people. Unfortunately, our workers in our safety trucks have a mindset "it's not if I'm going to get hit but when I'm going to get hit." That's a tough mindset to have on your job.

We also work a lot with the Tennessee Highway Patrol and how they can help us with enforcement. We have a very good relationship with them. When they are responding to work projects or accidents, we have our HELP trucks there also to protect them while they are doing their job. We are also a data-driven organization. We keep up with all the accidents across the state, and as we see certain areas having a heightened rate of accidents or fatalities, we try to figure it out from an engineering point of view of what that highway needs to make it safer.

TT&C: How is modern technology changing the way we build and operate roadways? In what ways is TDOT incorporating new technology into how it operates?

CB: The Interstate 24 Smart Corridor we are working on between Murfreesboro and Nashville is in Phase One. I think that is a really good example and a test case of us using technology to try to increase capacity on our existing roadways. It comes in at a lot less dollar value. That is one of our first projects we're working on now, and we will continue to work on that. We are also installing dedicated short-range communications (DSRC) cameras and technology. I think we are going to learn a lot from that corridor.

We are also going to have a lot more electronic message boards across the roadways. We are trying to do things like tell people how fast they need to drive. A lot of times in traffic, you go fast and then you stop and then you go fast and stop again. If we can tell someone they need to go 42 miles per hour in this particular lane and the flow will go easier, we can learn from that and use it in other corridors across the state.

There is a group called the Tennessee Smart Board, also known as TennSMART that we are part of along with a lot of private businesses, auto manufacturers and also people in Oak Ridge, the Arnold Airforce Base in Tullahoma, and the University of Tennessee. You have academics, researchers, public and private entities coming together talking with businesses in the automotive sector to understand what they have coming up and how we need to plan ahead.

Sometimes it's as simple as talking to these companies about their autonomous vehicles that can read the roadways. The solution could be as simple as going from a four-inch-wide stripe to a six-inch stripe that a camera or car radar can pick up. There is also a lot of conversation about the country going to 5G and what that means for these car companies and technology. We are trying to stay ahead of that technology and see where that is going to go.