



Save the Dates

## TML District Meetings

Tuesday, Nov. 12	District 5	Springfield
Wednesday, Nov. 13	District 6	Brentwood
Thursday, Nov. 14	District 4	Crossville
Friday, Nov. 15	District 3	Collegedale
Wednesday, Dec. 4	District 1	Erwin
Thursday, Dec. 5	District 2	Morristown
Monday, Dec. 9	District 7	Somerville
Tuesday, Dec. 10	District 8	Millington

More details about meeting times and locations will be emailed to TML members.

## October is Fire Prevention Month



Fire Departments across Tennessee are teaming up with the National Fire Protection Association (NFPA)—the official sponsor of Fire Prevention Week for more than 90 years—to promote this year's Fire Prevention Week campaign, "Not Every Hero Wears a Cape. Plan and Practice Your Escape!" The campaign works to educate everyone about the small but important actions they can take to keep themselves and those around them safe. NFPA has everything you need from safety tips sheets to community activities and more – all designed to educate the public about the importance of fire safety. Visit <https://www.nfpa.org/Public-Education/Staying-safe/Preparedness/Fire-Prevention-Week/Educate>

## Tips for organizing city documents through intranet systems

To explore ways technology can help local government improve organizational communication and productivity, TML's Mark Barrett interviewed Kevin Benson of VC3, TML's preferred technology partner. Benson is VC3's Solutions Development Manager and has more than 18 years of experience in software development.

### Organizational communication is tough. Where do we start?

**VC3:** That's right. Every organization, whether you're five or 500 employees, generates information that needs to be shared across teams or departments. This information may be documents, spreadsheets, PDFs, or even a calendar of events. And there are really two challenges local governments face with information: the need to collaborate with others to create it and the ability to easily find it once it's created.

Often documents and other information are stored in file cabinets, as attachments on old emails, or locally on someone's computer. That information is hard to find because you can't search for it or you have to be in a specific place to find it.

A good intranet solves both of these challenges. An intranet, for those who might not know, is basically a private website just for your organization. It allows you to store information digitally so your employees can better collaborate and easily find information they need to do their jobs.

### How have you seen an intranet be of value to local government?

**VC3:** A big example we've seen with our customers that every local government can relate to is the budgeting process. It usually involves multiple individuals in multiple departments sharing information, listing what projects they want to get done, and the cost of those projects, among other activities. Before implementing an intranet, our customers would run into a variety of issues like being unsure which document is the most up to date, creating multiple documents that someone has to compile into a single document, or even missing information because the wrong version is shared for approval.

Intranets allow for better collaboration. Multiple people within a department or even in separate departments can now work together on a single document and share knowledge without the frustration and confusion that leads to mistakes. It also allows for a streamlined, digital approval process.

Aside from budgeting, another good example is employee directories. What's helpful about a digital employee directory is that it can include photos, personal information like hobbies, and contact information to make internal communication easier and better. It's also easier to manage and update. You make it easier for employees to contact one another and get to know one another.



Preferred  
Technology  
Partner



### If someone is interested in getting an intranet or improving an existing intranet, what's a good first step to take?

**VC3:** That's a great question because the first step is so crucial. It's something we call information architecture.

An example I like to share is that it's like having a garage sale. You're about to move out of your old house and into a beautiful new house. It's the perfect time to get rid of the things you don't need anymore. You should also take this time to rethink the organization of your belongings to make the most sense with the rooms in your new house. It's time to purge and merge.

Approaching a new intranet is just like that. We need to identify what information is no longer needed and determine the best way in which to structure the remaining information so that it's easy to find for all employees.

Often we do interviews at the  
*See INTRANET on Page 5*

## Experts urge Congress to rethink infrastructure priorities

BY ANDREA NOBLE  
*Route Fifty*

Rather than focusing on the cost to address American infrastructure needs, Congress should rethink its priorities in spending, infrastructure policy experts told a House Committee earlier this month.

The estimated cost to address the U.S.' infrastructure backlogs is \$4.6 trillion.

But as nobody expects the Trump administration and Congress to come together on a big infrastructure package and lawmakers remain embroiled in an ongoing debate over how to pay for transportation projects that can no longer be supported solely through the existing federal gas tax, the House Budget Committee heard from policy experts advocating for an overhaul of how the federal government approaches infrastructure projects.

## Barry Brady Act provides compensation to firefighters for certain types of cancers

A REPORT BY UT-MTAS CONSULTANTS

*Melissa Ashburn & Elisha Hodge, Legal Consultants; Steven Cross & Dennis Wolf, Fire Management Consultants; and Richard Stokes, Human Resources Consultant*

In collaboration with the Tennessee Fire Service Coalition, the 111th Tennessee General Assembly passed HB 316/SB 1442 on May 2, 2019. Gov. Bill Lee subsequently signed the legislation and on July 1, Public Chapter 490, Acts of 2019, became effective. The legislation is codified in Tennessee Code Annotated (here in after "T.C.A.") § 7-51-201(d).

The legislation, known as the "Barry Brady Act" (hereinafter "the Act") made Tennessee the 43rd state in the U.S. to enact such legislation. The Act was named for Captain Barry Brady, a retired fire captain from the Sparta Tennessee Fire Department. Captain Brady was a dedicated fire professional who fought a courageous battle with colon cancer. Captain Brady lost his battle with cancer but never lost his passion for the fire service or for his brothers and sisters that do the job every day.

The Act unanimously passed in both the Tennessee State House of Representatives (94-0 vote) and the Tennessee State Senate (33-0 vote). The Act amends T.C.A. § 7-51-201 by adding subsection (d) which outlines specific types of cancers that are presumed to have been acquired as the result of employment in the fire service and the eligibility requirements for firefighters seeking to be covered

by the presumption. This public chapter outlines specific employment, pre-employment, and annual medical monitoring that a firefighter must undergo in order to be covered by the presumption.

### UT-MTAS Recommendations

UT-MTAS recommends that public entities proactively approach and educate their employees about the requirements of the Act. Proactively addressing physical medical examinations and cancer screening demonstrates the value public entities place on the long-term health and safety of their employees. It is important to note that compliance with the Act is incumbent on the firefighter requesting appropriate physical medical examinations and cancer screenings, not the public entity.

It is recommended that public entities:

- Develop a policy that outlines the process in which the entity will seek to minimize risks associated with contracting cancer due to employee lifestyle choices and workplace exposures.
- Notify eligible employees about the Act and determine if the employee has a desire to participate in physical medical examinations and cancer screenings required by the Act.
- Document, using a waiver form, the desire of each eligible employee to either participate in a physical medical examinations and cancer screening program or waive his/her participation in the program.

### What is the Barry Brady Act?

The Act is legislation that provides that when the state of Tennessee, any municipal corporation, or other political subdivision of the state maintains a fire department that has established or establishes any form of compensation to be paid to firefighters for any condition of impairment of health that results in the loss of life or personal injury in the line of duty or course of employment, there is a presumption that any condition or impairment of health of firefighters caused by all forms of cancers covered by this statute, that results in hospitalization, medical treatment or disability, has arisen out of employment, unless the contrary is shown by competent medical evidence.

Cancers covered are all forms of the following:

- Non-Hodgkin's Lymphoma
- Colon cancer
- Skin cancer
- Multiple myeloma cancer

Any such condition or impairment of health that results in death is presumed to be a loss of life in the line of duty, to have arisen out of employment, and to have been in the actual discharge of the duties of the firefighter's position, unless the contrary is shown by a physician board certified in oncology.

Secondary employment and/or lifestyle habits may be considered when determining whether a firefighter is eligible for the presumption.

*See BRADY on Page 3*

"Spending is not an outcome," said Adie Tomer, a fellow with the Brookings Institution's Metropolitan Policy Program. "To enact genuine reform, we must be willing to revisit the fundamental goals we hope to achieve. We also must execute an honest assessment of whether our current policy frameworks share those objectives."

While much of the conversation around infrastructure focuses on roads, highways, transit projects, and bridges, the federal government must look beyond those types of projects, said Christopher Coes, the vice president of land use and development at Smart Growth America.

"To make communities investment-ready, federal investment has to go beyond just roads and bridges and public transportation," Coes said. "It is imperative that the federal investments also include brownfields, water management, and broadband access which are



The estimated cost to address the United States' infrastructure backlogs is \$4.6 trillion. Policy experts are advocating for an overhaul of how the federal government funds infrastructure projects.

critical infrastructure for communities of opportunity."

Some lawmakers seemed receptive to the idea, highlighting either non-traditional infrastructure

needs in their own communities or outside-the-box solutions to growing transportation problems.

Rep. Jason Smith, a Missouri  
*See ROADS on Page 7*

# NEWS ACROSS TENNESSEE



## ATHENS

Officials from across the state recently gathered in Athens to break ground on the \$17.75 million McMinn County Higher Education Center. The project has been more than seven years in the making and is a collaborative effort among the Tennessee College of Applied Technology-Athens, Cleveland State Community College, the University of Tennessee Institute of Agriculture's Extension Services, Adult Education, McMinn County and Athens city governments, as well as local industry. The State Building Commission awarded the construction contract for the 53,330-square-foot center to Knoxville-based Rouse Construction Co. in July. The facility will consolidate both education and career assistance efforts while providing workforce and industry training to those already in the workforce. On an upper level there will be labs outfitted for classes like mathematics, biology and chemistry lab, as well as space for computers and for EMS training and nursing. The facility will also feature community spaces, a student lounge, and a cafe.

## BROWNSVILLE

The Brownsville Police Department received the Southwest Tennessee Development District's (SWTDD) Partnership of the Year Award for its commitment to collaborating with its CREVAA program. CREVAA is an acronym for Collaborative Response to Elder and Vulnerable Adult Abuse. The program provides emergency services and coordination of services and support for older and vulnerable adult victims of crime. Brownsville Chief of Police Barry Diebold and Investigator Anthony Rankin have been instrumental in ensuring elderly victims in Haywood County receive the necessary services when they have been taken advantage of and/or abused. The police department leaders have also helped to get the word out about the CREVAA Program to other law enforcement officers in Brownsville and to individuals within the community. The award was presented to the department at the SWTDD annual meeting and awards dinner in Jackson.

## CHATTANOOGA

Nippon Paint USA Inc. will expand its U.S. automotive manufacturing footprint by investing approximately \$60 million and creating 150 jobs in Chattanooga in the next five to seven years. The company will construct a 270,000-square-foot facility in Chattanooga that is expected to leverage some of the most advanced technologies available to optimize productivity and sustainability. Nippon Paint (USA)'s new Tennessee plant will produce automotive e-coat and top-coat. The facility will be the first of Nippon Paint's U.S. plants to manufacture e-coat for its customers in the U.S., Canada, and Mexico. Construction is expected to begin in January 2020. A wholly-owned subsidiary of Japan-based Nippon Paint Holdings Co., Ltd., the world's fourth largest paint and coatings manufacturer, Nippon Paint (USA) Inc. and its subsidiaries manufacture and distribute paints and coatings for the architectural, automotive and industrial coatings markets.

## CHATTANOOGA

The city of Chattanooga was one of five cities nationwide to receive a Made to Move grant program created by Degree Deodorant. Each

community will receive \$500,000 for projects that encourage healthy, active lifestyles. Chattanooga's project will help further connect urban areas of the city to its riverfront via two-way street conversions and the addition of sidewalks. The city had already created a 3-mile extension of the riverwalk, which has shown to both increase pedestrian safety and having a calming effect on local traffic. The funds will be used to update streets identified by the Chattanooga Design Studio's Public Realm Action Plan.

## COLLIERVILLE

The town of Collierville has received the Government Finance Officers Association of the United States and Canada (GFOA)'s Certificate of Achievement for Excellence in Financial Reporting for the 28th year. The honor is the highest awarded by the GFOA for governmental accounting and financial reporting. The award is designed to encourage and recognize well-written, easily understood, and full disclosure in financial reporting by state and local governments. The GFOA is a professional organization of public officials who are committed to holding government financial officers accountable to high standards of professional conduct in managing their communities' resources.

## COLUMBIA

For the first time ever, the city of Columbia has received the GFOA Award for Outstanding Achievement in Popular Annual Financial Reporting (PAFR Award) by the Government Finance Officers Association. According to Chief Financial Officer Thad Jablonski, the PAFR makes annual financial reporting more accessible to officials, citizens, businesses, partner agencies and other stakeholders. Ultimately, this best practice increases transparency and accountability and allows citizens to know that their municipal government conducts business with integrity according to best practices. The City also received the Certificate of Achievement for the Comprehensive Annual Financial Report (CAFR) for the 20th consecutive year.

## COLUMBIA

The city of Columbia and the Columbia Parks and Recreation Department have received the Greater Nashville Regional Council's (GNRC) Local Government Award. This award was given in recognition of the city's recreation and youth fitness engagement initiative for Riverwalk Park Fitness Zone. The projects that garnered this award are the Outdoor Fitness Zones located at Riverwalk and Fairview Parks. The outdoor fitness zones were designed with exercise stations ideally suited for those ages 14 and up and are built in accordance with the Americans with Disabilities Act. The city of Columbia and its parks and recreation department partnered with Maury Regional Health Care Foundation and Columbia Breakfast Rotary to make these outdoor exercise fitness zones possible. The new facilities have been well received by people of all ages and fitness levels. The GNRC Local Government Awards honor partnerships and initiatives by local governments and public/private in the greater Nashville region, which have exhibited outstanding accomplishment and achievement or innovation in various areas of public service.

## JONESBOROUGH

The town of Jonesborough has added both free WiFi to its downtown and the town's first electric vehicle charging station. Partnering with BrightRidge to offer the amenities, the project was unveiled in time for the 2019 Storytelling Festival. WiFi is available along Main Street and the Courthouse Square while the electric vehicle charging station is located in the Post Office lot next to the visitor's center. While the WiFi currently offered is free and available for public use, BrightRidge is working with the town to offer special accommodations for street vendors and others during special events and large gatherings who wish to take advantage of less limited bandwidth.

# Kingsport officials, donors break ground on new Miracle Field facility



Officials with the city of Kingsport and project donors recently broke ground on a new Miracle Field located at the city's Brickyard Park. The specialized rubberized field is designed so that both youth and adults with special needs can engage in baseball and softball-related activities. The project has been in the works for a year and is the first facility of its kind in Northeast Tennessee.

## KNOXVILLE

Booz Allen Hamilton Inc. will invest more than \$3.6 million and create 52 new jobs in Knoxville in the next five years. The technology consulting firm is investing in the expansion of its engineering business by locating a research and development facility in Knoxville. Activities at this facility will include engineering, prototyping and testing for a variety of technical systems. Booz Allen provides management and technology consulting, engineering, analytics, digital, mission operations and cyber solutions to governments, corporations and not-for-profit organizations in the U.S. and internationally. The company has more than 26,000 employees and 80 offices worldwide.

## LEXINGTON

The city of Lexington, in partnership with Henderson County, was awarded the 2019 SWTDD Project of the Year by the Southwest Tennessee Development District (SWTDD) for their collaborative efforts to improve the job outlook in the rural area. In the last three years, the city and county have had nine industry expansions and new investment announcements. These have netted a total of 1,072 new job commitments and more than \$50 million in capital investment. With this success, Lexington and Henderson County leaders are quick to recognize that such accomplishments have happened because of their "team-approach" to industrial recruitment and expansions. These leaders have worked hand-in-hand with local, state, and federal partners to capitalize on various opportunities to enhance infrastructure and to strengthen their workforce through grants and other sources of funding. The award was presented at the SWTDD annual meeting and awards dinner in Jackson.

## SELMER

Yachad LLC will expand its operations in Selmer, investing \$602,000 and creating 31 jobs. Yachad provides distribution, warehousing and fulfillment services for Clear Bags, a California-based packaging company with operations in Selmer. Yachad will add 6,000 square feet of space to accommodate more customer service representatives. The new jobs will be focused on providing distribution and fulfillment services for Clear Bags as well as providing customer service.

## SODDY-DAISY

The city of Soddy-Daisy is marking 50 years since its incorporation in 1969, which combined two older communities into one cohesive city. Originally the seat of Hamilton County before Chattanooga, the community's roots began only a block from the present-day city hall. The town of Soddy boomed after the Soddy Coal Company located to the area in 1867. Soon, the nearby town of Daisy was founded to house the workers of the Daisy Coal Company founded in 1881. Around a century later, the community of Soddy to the north and Daisy to the south would merge to become the present-day city of Soddy-Daisy.

## ST. JOSEPH

Novus Advanced Manufacturing, LLC, will expand its operations in St. Joseph, investing \$2 million and creating 174 new jobs. The steel framing manufacturer will locate its operations into a new, larger building in the city to keep up with

# Covington receives marker to honor native Isaac Hayes



Officials from the city of Covington, local chamber of commerce, and state lawmakers were on hand to dedicate the newest marker on the Tennessee Music Pathways. The marker honors Covington native Isaac Hayes, whose career influenced genres including soul, funk, disco, and rap. The marker was unveiled during the city's Heritage Day Festival and is located in Covington's Court Square.

# New sidewalks installed at several sites in Obion



New sidewalks were recently installed at Obion Town Hall, a local park, and the Obion Veterans Memorial. The improvements were conducted by a carpentry class for inmates at the Northwestern Correctional Facility. The project not only provides the city with needed improvements but also helps inmates with their rehabilitation by learning a skill or trade for when they are released back into society.

# Oak Ridge employees, residents clean the Clinch



Oak Ridge Stormwater employees and 27 local volunteers came out for the annual "Clean the Clinch" event to remove trash from the Clinch River. Members of the Oak Ridge Fire Department also lent rescue boats and their own time to help remove around 30 bags of trash and other items from the river.

the company's growing capacity. Novus Advanced Manufacturing, a subsidiary of Hunt Services, Inc., is a manufacturer of steel framing components and accessories for the construction of commercial and

residential structures. The company specializes in manufacturing steel panels for the hospitality and retail center sectors. The company has had operations in Lawrence County since 2016.

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# Memphis Animal Services, Fire Department team up to help lost pets

BY KATE COIL

TML Communications Specialist

A new partnership between Memphis Animal Services and the Memphis Fire Department is working to ensure more missing pets find their way home.

The new Fire Finders program has put a microchip scanner in each of the 57 fire stations across the city of Memphis. Funded entirely through a Maddie's Fund Innovation Grant, the goal of the program is to provide more resources to those who find missing pets and help those pets find their way home.

Katie Pemberton, a community engagement specialist with Memphis Animal Services (MAS), said similar programs are already being implemented in cities across the country.

"One of our employees went to an animal welfare conference and heard about this idea, which was being done in El Paso," Pemberton said. "She thought it was a great idea and brought it back to our Animal Services Director Alexis Pugh. Alexis then went to our fire department to see if they would be interested. There were really three reasons why we decided to work with the fire department. We have partnered with them on various programs before and their director is very receptive to adding innovative programming and is a big animal lover. We had a great relationship already there."

Pet ownership is on the rise in the U.S. with 57 percent of all Americans owning at least one pet. Approximately 38 percent of households owned at least one dog while 25 percent owned at least one cat.

Between 11 and 16 percent of dogs and 12 and 18 percent of cats will go missing at least once every five years. Missing dogs are more likely to be recovered than missing cats, largely because dogs are more likely to be microchipped or wear a license, personalized ID tag, or rabies tag than cats.

Alexis Pugh, director of MAS,



Memphis Animal Services Director Alexis Pugh pets fire dog Izzy after a press conference announcing the city's new Fire Finders program while Memphis Fire Director Gina Sweat looks on. The program is a partnership between the Memphis Fire Department and Memphis Animal Services to provide more resources to reconnect missing pets with their owners as well as make it easier for those who find lost animals.

said grants helped finance the purchase of a microchip scanner for each of the nearly 60 departments across the city with a few extra in case one scanner breaks.

"Every fire station is equipped with a microchip scanner and instructions on how to use them," she said. "They take the microchip scanner and run it between the pet's shoulder blades. That is where the microchip is supposed to be, but sometimes they migrate. If they can't find it in the first place they run it all over the body. If they find a microchip, they have information on how to research the microchip and find who the owner is. The fire department then puts the finder in touch with the owner."

If there is no chip, Pugh said

the department can then instruct the finder on how to proceed with either finding the animal's owner themselves or how to surrender it to the shelter as a lost pet.

"They will not be keeping any pets at the fire station," she said. "The finder doesn't leave the pet there. If there is no microchip or no owner we are aware of, the fire station will give the finder information on how to surrender the pet during our shelter's surrender hours."

Pemberton said there are several reasons why MAS decided to partner with the Memphis Fire Department on the project.

"Fire stations are the most prolifically located throughout the city," she said. "We have 57 fire

stations spread throughout the city of Memphis, and pretty much one fire station in every neighborhood. When we talk about the convenience of someone finding a lost pet and needing a place to scan that place for a microchip, we have areas that don't have a vet clinic nearby or don't have a clinic within walking distance. A person who maybe doesn't have transportation has an alternative."

A fire station may also be a more convenient place than finding a veterinary office or shelter with a scanner.

"Firefighters are always there," Pemberton said. Even if they are out on a fire call there is usually someone who is behind at the station. Instead of having to find an emergency clinic or vet clinic that is open after typical hours, this gives you the opportunity 24 hours to go to the fire station and get that pet scanned for a chip."

Pugh said the further away from home an animal is when it is found, the less likely it will be returned to its owner.

"This program means we don't lose any opportunities for a pet to be returned to an owner," she said. "Rather than having to leave their individual neighborhood and come all the way to the shelter, the pet can be returned closer to home. Sometimes a pet owner lives across the city from the shelter and doesn't have transportation to get here. They might be able to take a bus here, but they can't take their pet on the bus home. The further a pet is from home, the less likely that a pet is going to be reclaimed. Having this happening in the neighborhood will result in more pets returned."

The program also helps the shelter toward its goals.

"Ultimately, one of the things we are always looking at is how we can increase our live release rate, particularly for large breed adult dogs," Pugh said. "We have eliminated euthanasia for small bred dogs, puppies, and cats, but large breed adult dogs are still our shelter's biggest challenge. This isn't just about adopting and rescuing but increasing our return-to-owner

rate. That is critical to our success and the number of lives saved. If we can find ways to get pets home more quickly to their owners rather than having them take up space in the shelter, that's a win for everyone. It means more space in our kennels for the pets that truly need them.

Pemberton said the program also increases the level of service provided to local citizens.

"This improves the service that we provide to citizens," she said. "Before this program, not everyone in the city of Memphis had the same opportunity to get their pet scanned for a microchip or have their pet returned to them. This provides that equity for people who may have more geographical challenges."

For other cities interested in implementing a similar program, Pugh recommends doing training with the fire department or any other department interested in participating on the front end to ensure they know how to operate the scanners and what resources finders might need otherwise.

"The shelter itself should help with the training and implementation," she said. "The shelter should write the standard operating procedure for how to scan a pet for a microchip and provided them with graphics that show them how to. Give the department fliers and resources to give finders about intake hours at the shelter and what to do with a pet if you want to hold on to it while you are looking for the owner. This provides a sort of mini-community pet resource center. Putting these plans in place on the front end helps set the program up for success."

Maddie's Fund is a family foundation created in 1994 by Dave and Cheryl Duffield. Since its inception, the foundation has awarded more than \$225.7 million in grants toward increased community lifesaving, shelter management leadership, shelter medicine education, and foster care. Learn more at <https://www.maddiesfund.org/grant-giving.htm>.

## Brady Act provides compensation to firefighters for types of cancers

BRADY from Page 1

### Firefighter Eligibility Requirements

In order to be eligible for the presumption, a firefighter:

- Must be employed as a firefighter for the State of Tennessee, a municipality, or other political subdivision of the state that maintains a fire department that has established or establishes any form of compensation to be paid to a firefighter for any condition or impairment of health that results in loss of life or personal injury in the line of duty or course of employment.
- Must have been exposed to heat, smoke, and fumes, or carcinogenic, poisonous, toxic, or chemical substances while performing the duties of a firefighter in the firefighter's capacity as an employee;
- Must have completed five or more consecutive years in service with an eligible fire department;
- Must acquire one of the covered cancers.
- If employed prior to July 1, 2019, must request to obtain a physical medical examination and cancer screenings, before July 1, 2020, that test for, and fails to reveal, any of the cancers covered by the Act.

- If employed on or after July 1, 2019, must request to obtain a pre-employment physical medical examination and cancer screenings that test for, and fails to reveal, any of the cancers covered by the Act.
- Must obtain an annual physical medical examination that includes cancer screening for the cancers covered by this Act.

### If I meet all the eligibility requirements, am I automatically covered?

No, the presumption is rebuttable. A board-certified physician of oncology may consider lifestyle habits or secondary employment when making a determination of eligibility for the presumption.

### Who pays for required medical examinations and cancer screenings?

The Act provides that the employer is responsible for all costs associated with any medical examinations and cancer screenings required pursuant to the Act. The firefighter must request the physical medical exam and cancer screening tests from the employer.

### How long are firefighters covered?

Firefighters that meet the eli-

gibility requirements for the presumption are eligible for benefits for up to five years from the date of the firefighter's last exposure to heat, smoke, and fumes, or carcinogenic, poisonous, toxic, or chemical substances, while performing the duties of a firefighter.

### Can my employer screen for additional types of cancer?

Yes, your employer may elect to screen for cancer types that are not listed in the law, and this is desirable for early detection of cancer. However, if a firefighter is diagnosed with a cancer that is not listed in the law, the cancer will not be considered as having arisen out of employment under this law.

### Can my employer cover additional types of cancer?

Yes, your employer may elect to establish a presumption that covers additional types of cancers not covered by this Act, that arose out of employment. However, the inclusion of additional cancers by your employer does not impact the applicability of this Act.

### What types of screening tests are available for the covered cancers?

National Fire Protection Association (NFPA) Standard 1582, Standard on Comprehensive Occupational Medical Program for Fire Departments, 2018 edition, contains guidelines on the medical evaluation of both candidates and current members of fire departments, including screening for different types of cancer as part of both pre-employment and annual physical medical evaluations.

MTAS recommends that, if desired, municipalities consult with a physician for definitive medical advice on the types of cancer screenings the municipality may elect to use.

In conclusion, firefighters provide vital public safety services to the public at large. The job brings with it many inherent hazards that can cause serious physical and emotional injuries, including death.

The Act establishes a presumption that firefighters who acquired any of the four types of cancer covered by this legislation, acquired the cancers as the result of being exposed to the some of the inherent hazards mentioned above, in the line of duty. It is important for firefighters to obtain the required physical medical examinations

and cancer screenings, and make good lifestyle choices, in order to be and remain eligible for the presumption.

**Additional Resources**  
**Public Chapter 490, Acts of 2019**  
<https://publications.tnsosfiles.com/acts/111/pub/pc0490.pdf>

### Sample medical history and examination form for firefighters.

MTAS has a link to a sample Medical History and Examination Form for Firefighters based on NFPA 1582 available on the MTAS Knowledgebase website at this link: <http://www.mtas.tennessee.edu/knowledgebase/nfpa-1582-standard-medical-requirements-firefighters-and-fire-department-physicians>

### Sample Brady Act waiver form:

MTAS has a link to a sample Brady Act Waiver Form on the MTAS Knowledgebase website at this link: <https://www.mtas.tennessee.edu/knowledgebase/brady-act-pre-employment-physical-medical-examination>



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](mailto:funding@etcleanfuels.org) or 865-974-3625 to learn more.





## PEOPLE IN THE NEWS

**Andy Barlow** will be serving as the new director of Public Works for the city of Mt. Juliet after previous director Jessica Gore left the city to work in the private sector. Barlow has served as the city's deputy public works director and city engineer since 2014. Prior to that, he was a local government manager at Ragan Smith Associates from for nine years. Barlow holds a bachelor's degree and master's degree in civil and environmental engineering from Tennessee Technological University.



Andy Barlow

was previously serving a two-year post as the city's public management fellow through the University of Tennessee's Municipal Technical Advisory Service (MTAS). Gallup holds both a bachelor's degree in political science with a focus in public administration and a master's degree in public policy and administration from the University of Tennessee. He previously served in the U.S. Air Force, obtaining the rank of captain and serving as an air battle manager for the JSTARS program at Robins Air Force Base in Georgia.

**Jon Luttrell** has been named the new director of community relations for the city of Bristol following the retirement of previous director Terrie Talbert. Luttrell is a Bristol native who began his career with the city in 2016 as a public relations specialist in the community relations department. In 2018, he joined the city's department of economic development as a business development specialist. He holds a bachelor's degree and a master's of business administration from Clemson University as well as a master's of business administration from King University. He is also currently pursuing a graduate certificate in marketing management and digital strategy from Harvard University.



Jon Luttrell

**Gerald Campbell** has been appointed city administrator for the town of Dover, replacing Kim Wallace who recently retired. Campbell has resided in Dover for more than 30 years and owned a car dealership in the community for several years prior to his retirement. A past Stewart County Chamber of Commerce president and member of various civic groups, Campbell also ran for Stewart County mayor in 2018.



Gerald Campbell

**Aspen Collins** has been appointed Forest Hills city manager. Collins previously served for three years as the assistant city manager and finance director for Belle Meade. Prior to working at Belle Meade, she served nine years as the director of finance for the Tuscaloosa Housing Authority and six years as an accountant for the Bessemer Housing Authority, both in Alabama. Collins holds a bachelor's degree in accounting from Athens State University and a master's degree in accounting from Auburn University.



Aspen Collins

**Robert Manning** has been appointed as finance director for the city of Hendersonville after serving as interim finance director and assistant finance director for the city. He previously held the positions as director for compliance policy and evaluation of the Workforce Services Division with the Tennessee Department of Labor and Workforce Development and as a budget analyst coordinator for the Tennessee Department of Safety and Homeland Security. Manning is a graduate of Tennessee Technological University.



Robert Manning

**James A. Gallup** has been selected as the new assistant to the city manager for the city of Athens. Gallup



James Gallup

**Terrie Talbert**, community relations director with the city of Bristol, has retired after a 37-year career with the city. Talbert began her career with Bristol as director of the Viking Hall arena for more than 30 years before taking on

the role of director of community relations when the department was created. Talbert's work boosted tourism and expanded cultural opportunities for Bristol, and she was instrumental in establishing the city's famed Rhythm and Roots Festival.



Terrie Talbert

**Jud Teague**, executive director of Visit Kingsport, was named the state's Top Tourism Professional of the Year by the Tennessee Hospitality and Tourism Association (TNHTA) at their annual conference. Teague has been in the tourism industry for more than 20 years and began his tenure as executive director of Visit Kingsport in 2006. Prior to joining Visit Kingsport, Teague was the director of program development for the U.S. Specialty Sports Association (USSSA) in Kissimmee, Fla. Prior to that, he worked as executive director of Knox Youth Sports, a teacher/coach at Knox County School System and senior sports manager for the Amateur Athletic Union. A Tennessee native, he holds a bachelor's degree from the University of Tennessee at Knoxville.



Jud Teague

**Jon Ward** has been selected as the next director of the Cookeville Planning Department. Ward began his career with the city of Cookeville as the department's assistant director in 2016 and has more than 14 years of experience in planning and economic and community development. Prior to coming to the city of Cookeville, Ward worked with the local planning assistance office of the Tennessee Department of Economic and Community Development. He also served as director of the Highlands Planning Department and as a business development consultant with the Tennessee Department of Economic and Community Development. Ward holds a bachelor's degree in political science from Tennessee Tech University.



Jon Ward

## Farragut's Myers named TAMCAR Clerk of the Year

Allison Myers, town recorder and treasurer for the town of Farragut, was recently awarded the Tennessee Association of Municipal Clerks (TAMCAR) Clerk of the Year.

Myers has worked for the town since 2001 when she began her career as a payroll and payables clerk. She joined TAMCAR the following year and was promoted to town recorder in 2004.

She has been instrumental in the town's earning the Government Finance Officers Association (GFOA) Award for Excellence



Allison Myers

in Financial Reporting and has received the GFOA Distinguished Budget Presentation Award for four years in a row.

## MTAS' Ralph Cross receives UT award for outstanding service



MTAS Finance and Accounting Consultant Ralph Cross was awarded the Robert S. Hutchison Outstanding Public Service Professional Award. Presented by University of Tennessee Vice President Dr. Herb Byrd, this award is given to a fulltime, exempt staff member who has consistently shown extraordinary commitment to the public service mission, the institute, and the university.

## Longtime state employee Adams dies

Jerry Adams, a former deputy finance commissioner who served under 10 Tennessee governors, died on Sept. 23, 2019.

Adams began his role as a budget analyst in 1962. He was promoted to budget chief in 1965 and then to deputy commissioner of finance in 1967. He would retain the role for the next 41 years.

Adams also served as finance commissioner during the final months of Gov. Winfield Dunn's term and as acting commissioner for six weeks under Gov. Ray Blanton. He continued to serve in a deputy finance commissioner role under every governor from Gov. Lamar Alexander to Gov. Bill Haslam.

He retired after spending 46 years as a state employee, then spent another 11 years as a part-time advisor to the budget department.

Adams was described by current Deputy Budget Director Mike Dedmon as a "giant among state financial leaders" and State Budget



Jerry Adams

Director David Thurman credited Adams as putting in place much of how the state budget is run today, including paying for roads with cash rather than debt.

U.S. Sen. Lamar Alexander said Adams was "a consummate professional as a state employee" while former Gov. Phil Bredesen said Adams was a "problem-solver, completely honest and without guile, earnest, smart, deeply knowledgeable" and that he "loved to work with him."

## No loan is too large or too small



Martin recently closed a \$1,350,000 capital outlay note with the Tennessee Municipal Bond Fund (TMBF) issued to finance various public works projects. Martin has used TMBF's various loan programs 30 times since 1987 and has borrowed more than \$25 million during that time. Pictured are Kelly Wilson, city clerk; Mayor Randy Brundige; and Tommy Green, TMBF marketing representative.



McKenzie recently closed a \$2.7 million fixed-rate loan with the Tennessee Municipal Bond Fund (TMBF) to finance energy saving improvements throughout the city. McKenzie has used TMBF's various loan programs since 1987. Pictured are Jennifer Waldrup, city recorder; Mayor Jill Holland; and Tommy Green, TMBF marketing representative.

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## STATE BRIEFS

The Tennessee State Parks system is one of four finalists selected by the National Recreation and Park Association for its highest honor. Tennessee's state park system joined state parks in Florida, Maryland, and Washington state in being honored as part of the 2019 Gold Medal Awards for Excellence in Park and Recreation Management. Agencies were judged on their ability to address the needs of those they serve through the collective energies of citizens, staff and elected officials. Tennessee's 56 state parks offer diverse and varied natural landscapes, family-friendly recreational activities, affordable and varied lodging accommodations, volunteer opportunities and hundreds of interpretive programs and events. There are 1,100 miles of trails, 372 cabins, 36 campgrounds and more than 80 waterfalls.

Unemployment rates dropped for each of Tennessee's 95 counties in August after rising in each county the previous month. The Tennessee Department of Labor and Workforce Development (TDLWD) reported that the unemployment rate is now less than 5 percent in 89 of the state's counties and more than 5 percent in six counties. The state's lowest unemployment rate was 2.5 percent reported in both Davidson and Williamson counties while Clay County recorded the state's highest unemployment rate at 6.1 percent – despite dropping 1.9 percent from its July rate. Statewide, seasonally adjusted unemployment across Tennessee held steady in August matching July's rate of 3.5 percent.

Tennessee is one of the worst states for child and teen gun deaths. The state ranked fourth in the number of people under the age of 19 who die in incidents involving firearms. The state also ranks 12 out of 50 in the number of suicide deaths related to firearms and 10 out of 50 in the number of deaths by firearm per capita regardless of age. The number of gun deaths are also on the rise according to the study by

Safe Tennessee, which found fatal gun violence increased in the state by 20 percent between 2007 and 2017 with gun violence increasing 53 percent in that time period in incidents involving Tennesseans 19 or younger.

The percentage of Tennessee children living in areas of concentrated poverty fell 7 percent between 2013 and 2017. According to "Children Living in High Poverty, Low-Opportunity Neighborhoods," a new Kids Count report released based on U.S. Census Bureau information, approximately 200,000 Tennessee children – one in eight children in the state – live in poverty. Growing up in poverty puts children at developmental risk, causes chronic stress and trauma, exposes them to negative environments, and reduces their opportunities later in life.

Tennessee's most recent housing numbers show construction permits are down over last year amid what is the lowest foreclosure rate the state has seen in two decades. The quarterly report, issued by the MTSU Business and Economic Research Center in conjunction with the Tennessee Housing Development Agency, shows that housing prices are rising across all of the state's metro areas while the state's rental vacancy rate is the highest it's been since 2013. The Kingsport-Bristol and Cleveland areas saw the most significant home price increases while Nashville and Knoxville statistical areas saw the largest jump in home sales.

More than 500,000 Tennesseans have registered to vote online since the option was made available in September 2017. Secretary of State Tre Hargett credited the "Your Vote Matters" campaign for encouraging more than half a million residents to make new registrations or update their registrations through the service. Tennesseans can register to vote online or download the paper form at [GoVoteTN.com](http://GoVoteTN.com) or visit their local election commission to get registered.

## Cities awarded share in more than \$13M in federal transportation alternative grants

Tennessee Gov. Bill Lee and Tennessee Department of Transportation Commissioner Clay Bright recently presented 14 cities with their share of \$13,669,998 in Transportation Alternatives Grants awarded statewide in Tennessee.

"Tennessee is committed to continuing to develop safe infrastructure across our state," Lee said. "These grants will help us reach our goal of being a healthier state and will enhance the lives of Tennesseans by making our communities more accessible and livable."

The transportation alternatives grant is made possible through a federally funded program and is administered by the Tennessee Department of Transportation.

"Through these grants, TDOT has funded \$386 million in non-traditional transportation projects," said TDOT Commissioner Clay Bright. "This program has assisted communities all over the state in their efforts to revitalize downtowns, highlight historic areas, provide alternative means of transportation, and increase opportunities for economic development."

Chapel Hill received a \$1.737 million grant for the second phase of a bicycle and pedestrian improvement project along State Route 11/Horton Highway as well as adding ADA compliance, landscaping, signals, lighting, and bike racks.

Clarksville received \$1.818 million for the construction of a pedestrian bridge over the Red River as part of a multi-modal greenway connector and trailhead. Cleveland received \$1.4 million for the sixth phase of its greenway construction.

## State launches app for reporting school violence

The Tennessee Department of Safety and Homeland Security (TDOSHS) has launched a new mobile application that will provide Tennesseans a way to report criminal or suspicious activity.

The Office of Homeland Security along with input from the Department of Education and the Department of Mental Health and Substance Abuse, developed SafeTN, a mobile application that is a secure, open door communications platform where citizens can send in tips and access useful resources to help keep their schools and community safe.

"When we've looked at past incidents of violence in schools there has always been somebody



The Tennessee Department of Transportation announced a \$1.7 million grant award for the town of Chapel Hill as part of the Transportation Alternatives Grant program. Pictured from left: Gov. Bill Lee, Lisa Cross, Chapel Hill Town Administrator Mark Graves, State Rep. Rick Tillis, and TDOT Commissioner Clay Bright.

Clinton received two grants through the program. The first \$655,635 will be for pedestrian improvements and the construction of sidewalks along North Main Street. The second project is the second phase of another pedestrian improvement project along East Water Street and received \$743,000 in grant funding.

Eagleville garnered a \$408,184 grant for the first phase of a downtown revitalization project that will include the addition of sidewalks to Main Street. Gatlinburg and Sevier County will share a \$852,293 grant for a memorial and tribute project that will connect three local memorial sites via sidewalk.

Lafayette received \$447,699 for the third phase of its Camp Blount Greenway connector project. LaFollette received \$366,210 for the third phase of downtown improvements that will make the area more accessible to pedestrians.

Linden received \$653,152 for the fifth phase of a downtown enhancement project that will connect West Main Street. Martin will receive \$1.275 million grant for the seventh phase of its downtown improvement project to put sidewalks along Elm Street.

McKenzie was awarded a \$354,620 grant for its South Main Street Sidewalk Connection project that will connect South Main Street to the McKenzie Shopping Center. Millersville received \$1 million for its Louisville Highway Pedestrian Improvement Projects.

Newport was awarded \$999,839 for its second phase of its greenway along the Pigeon River. Thompson's Station was awarded \$1.039 million for the second phase of its multi-modal connectivity project that will bring a greenway from the Nutro Dog Park to existing sidewalks on Critz Lane.

- Physical injury or harm to self or others
- Threats of violence

The SafeTN mobile application is free and can be downloaded on a mobile device. The free mobile application can be downloaded from the Apple Store and Google Play.

The Department of Safety and Homeland Security continues to develop new strategies that will enhance security and services for all Tennesseans.

For more information about the SafeTN mobile application, please contact Megan Buell at 615-630-2738 or visit our website at [www.tn.gov/safety](http://www.tn.gov/safety).

## Organizing city documents through Intranet

INTRANET from Page 1

beginning of this process with our customers. When we interview 10 people in the same department and ask, "Where do you go to get the information you need to do your job?" We often get 10 different answers. Once we're done with a new intranet project, the goal is for everyone to give the same answer - "It's on the intranet."

Getting a professional third-party to aid you in this process can be a good idea. You may have someone internally with the experience and skills to lead this project, but if you don't, I recommend finding an organization that can help you. If an intranet is not structured properly, it's value to

your organization is greatly diminished.

**Is there an intranet product that you recommend?**

VC3: First, I'll share that there is almost no need to custom develop an intranet. There are several good products available. However, Microsoft SharePoint is the product we use and heartily recommend. No other product integrates as cleanly with Microsoft Office as SharePoint.

It's fantastic for content management. It has the document storage functions you need; the ability to create employee directories as I mentioned before; calendars so employees know about birthdays,

big events, and holidays; and you can share company news.

SharePoint also has a really powerful search function. When properly configured, you're able to type in random bits of content from a document and it'll find that document for you.

Finally, I'll add that SharePoint's mobile accessibility is a really great feature. It allows you to securely access your intranet anywhere on the go while you use the internet.

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



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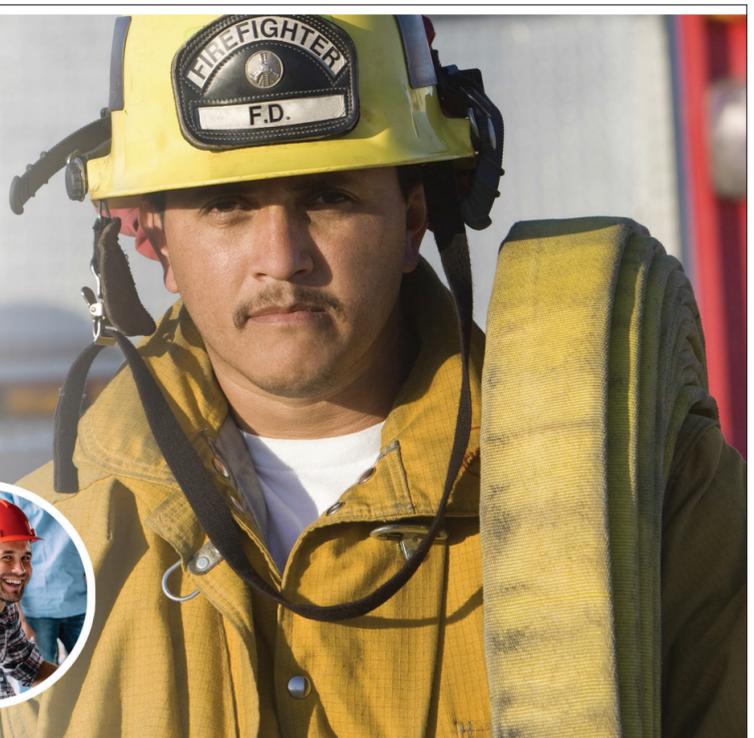
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## CLASSIFIED ADS

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

### ACCOUNTANT

**SPRING HILL.** The city of Spring Hill is seeking a full time, exempt city accountant to serve under the general supervision of the finance director. This employee performs complex administrative, supervisory, and technical work in ensuring the proper recording and maintenance of financial records. He or she will reconcile fund balances to bank statements, balance accounts receivable and accounts payable, assist in accounting work for some risk management activities, as well as assist in audit functions and annual budget preparations, etc. This employee will also occasionally attend meetings of the Board of Mayor and Aldermen, sometimes making presentations of important data. Bachelor's degree in accounting required. Candidates may substitute an associate's degree in accounting and 3-5 years of experience in municipal accounting work. Government accounting experience strongly preferred. CMFO auditing, or ability to obtain within 18 months. Preferred experience a plus. Tyler Technologies accounting software familiarity a plus. Applications/resumes must be submitted online at: [www.springhilltn.org/Job.aspx](http://www.springhilltn.org/Job.aspx) Questions to [staylor@springhilltn.org](mailto:staylor@springhilltn.org) EOE

### ASSISTANT DIRECTOR HR

**GALLATIN.** Performs professional and administrative work in the creation, managing, planning and organizing of programs while assisting the director in the overall departmental administration. Serves as the director of human resources in the director's absence. Manages the staff in the department. Responsible for all aspects of HRIS payroll system functions. Reports final payroll to director for auditing. Administers the city's program for classification and pay, recruitment and selection, performance appraisal. Develops and maintains the performance appraisal program. Administers the planning and execution of all recruitment strategies. Ensures compliance with all applicable state, federal and municipal regulations, formulates HR policy changes. Responsible for the coordination of the HR employee newsletter. Coordinates the preparation of all HR ordinances and resolutions for consideration by the city council. Oversees the processing, maintenance and production of personnel records for open records requests, and audits files for compliance with federal/state and municipal regulations. Develops training and safety programs and the Americans for Disabilities Act compliance for HR. Fosters and develops programs for the improvement of personnel effectiveness, performance appraisals, safety, health, counseling, and welfare, including web based training initiatives. Bachelor's degree in human resources, business or closely related field with a minimum of three to five years professional progressively responsible experience in human resources. Prior experience with municipal or county governmental payroll and human resources is preferred. To apply, contact Debbie G. Johnson, HR Director, Resources, Department of Human Resources, 132 West Main Street, Gallatin, TN 37066.

### ASSOCIATE ENGINEER

**SPRING HILL.** This entry-level employee assists in planning and directing the efficient development and construction of public works projects. He or she also works closely with the planning department staff in the review and approval of private sector construction projects. Performs administrative and technical work and related duties as required. Develops and reviews memorandum and staff reports generally related to site plans, subdivisions, construction plans for the Board of Mayor and Aldermen, Planning Commission, or other departments; Conducts occasional engineering onsite inspections on subdivision and site plans under construction; Assists in reviewing/correcting sewer, storm, street and traffic improvement plans, assessing accuracy of calculations and conformance with city standards and specifications; Provides engineering and technical information to contractors, engineers and the public; Responds to and resolve various issues with residents, other department representatives, and outside agencies in professional manner; Prepares and maintains maps, drawings, engineering records and files; Assists the Storm Water Coordinator in the review of construction drawings, preliminary site plans and subdivisions for compliance with city standards and regulations; Reviews and recommend improvements or approvals for Prepared Storm Water Pollution Prevention Plan (SWPPP), Water Quality Management Plan (WQMP), and other environmental documents and permits; Provides oversight and input into conceptual designs of engineering projects; Prepares detailed cost estimates with appropriate justifications for budget preparation; Understands and interprets blueprints, schematic drawings, and layouts to ensure compliance with specifications and other requirements; Coordinates work activities and program functions with other city departments, other cities, and other agencies. Bachelor's degree in engineering required. E.I and/or 1-3 years of experience strongly preferred. Ability to read site plans, subdivision plans, and other capital improvement projects required. Applications/resumes must be submitted online at: [www.springhilltn.org/Job.aspx](http://www.springhilltn.org/Job.aspx) Questions to [staylor@springhilltn.org](mailto:staylor@springhilltn.org) EOE

### COLLECTIONS, SPECIAL PROJECTS COORDINATOR

**COLLIERVILLE.** The town of Collierville has an immediate opening for a collections & special projects coordinator. This is a full time position responsible for specialized administrative work managing services affiliated with the museum operation. Works under the direct supervision of the museum director. Must have a bachelor's degree with major course work in museum studies, art, art history or a closely related field, or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills and abilities for this job. First-aid and C.P.R. certification required within six months of employment. Normal scheduled hours are Tuesday through Saturday from 8-5, but hours are flexible depending on events scheduled each week. Must possess and maintain a valid motor vehicle operator's license. Salary is \$28,684 annually depending on qualifications, with excellent benefits package. To apply, submit an original town of Collierville application. Applications are available at [www.collierville.com](http://www.collierville.com), or you may obtain one from our Human Resources Office located at 500 Poplar View Parkway, Collierville, TN, 38017, M - F, 8 a.m. - 5 p.m. EOE

### COMPTROLLER

**GERMANTOWN.** The city of Germantown is seeking a qualified individual to serve as a comptroller. Under general direction of the budget & financial services director, this position is responsible for managing financial compliance, internal controls, internal/external auditing and cash flow processes. Responsibilities also include analyzing a variety of financial operations, accounting systems, policies and procedures with standard preparation of financial statements including statistical sections in the Comprehensive Annual Financial Report (CAFR). This position manages the external, independent, annual financial audit process along with fiscal year reviews. Selected candidate will develop and administer control systems to comply with new accounting procedures, laws, ordinances, regulations, best practices, and generally accepted accounting principles (GAAP). The comptroller has direct supervision of payroll and accounts payable/receivable. The minimum requirements for this opportunity include: bachelor's degree in

accounting, finance, business or public administration and seven years experience managing accounting and cash management operations, including two years professional experience in governmental accounting; or any combination of education, training, and experience providing the knowledge, skills, and abilities necessary to perform essential job functions. All qualified applicants must have local government experience. A master's degree is preferred. Certification as CPA strongly preferred. For more details and applications, visit <https://www.government-jobs.com/careers/germantown>. Open until the filled. EOE.

### COMMUNICATIONS COORDINATOR

**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](http://www.columbiatn.com)

### ENGINEER, SENIOR

**COLLIERVILLE.** The Town of Collierville has an immediate opening for a senior staff engineer. This position will perform highly skilled engineering work involving the design, review, and oversight of various engineering projects and programs to ensure compliance with all applicable laws and standards and to coordinate preparation of public improvement bond calculations for engineering agreements. This classification is distinguished from Staff Engineer by the level of independence in action, scope of projects managed, and expertise applied to work performed. Must have a bachelor's degree in civil engineering or closely related field; supplemented by four years progressive engineering experience and/or training involving civil engineering, engineering design, engineering plan review, surveying, and personal computer operations; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Must possess and maintain a valid Tennessee driver's license. Salary is \$45,966 - \$78,797 annually (DOQ) with excellent benefits package. To apply, submit an original Town of Collierville application. Applications are available at [www.collierville.com](http://www.collierville.com), or you may obtain one from our Human Resources Office located at 500 Poplar View Parkway, Collierville, TN, 38017, Monday - Friday, 8 a.m. - 5 p.m. Completed applications must be submitted either by mail or in person to the above address. EOE.

### FINANCE, HR DIRECTOR

**BELLE MEADE.** The city is currently seeking an experienced individual to serve as its full-time finance and HR director. This person is responsible for all governmental fund accounting operations, associated Human Resource activities and related administrative and support services under the general supervision of the city manager. The finance and HR director must manage and carry out all municipal accounting activities which include, but are not limited to: purchasing, accounts payable, accounts receivable, general ledger bookkeeping, auditing, fixed assets, revenue collection services and activities, cash management, internal control, payroll and payroll-related HR tasks. In addition, this person performs a variety of professional level financial management responsibilities including analysis, preparation, and maintenance of the annual budget, financial records, monthly fund statements, investment reports, and other forms of documentation, with significant responsibility and interaction regarding the annual financial audit. This position requires a broad based knowledge of governmental accounting (GAAP, GASB and GAAPF) and methods of financial control and reporting as well as outstanding organizational skills and a focus on timely delivery of reports and projects. This person is responsible for financial compliance and therefore must have a thorough understanding of all TCA and City Code statutes related to financial activities (investing, purchasing, bidding, internal control, revenue collection, etc.), and familiarity with the Tennessee Open Records law. This position also requires knowledge of the activities essential to the effective administration of the personnel and risk management functions.

Instructions to the employee are general and the employee must routinely use independent judgment when performing tasks. The employee must possess the ability to analyze situations and consider different courses of action. The uniform accounting code and governmental accounting procedures must be followed in order to complete tasks. May be required at times to supervise the work of other employees. Prefer a candidate with a Bachelor's degree in accounting or at least 3 years' experience in accounting (preferably governmental fund accounting), including proficiency in using accounting and payroll processing software. Must possess Tennessee Certified Municipal Finance Officer designation or be able to successfully complete the 2-year CMFO program. More information is posted on the city's website, [www.citybellemeade.org](http://www.citybellemeade.org). Position open until filled. EOE. For inquiries, contact: Beth Reardon, City Manager, City of Belle Meade, 4705 Harding Road, Nashville, TN 37205, 615-297-6041 [breardon@citybellemeade.org](mailto:breardon@citybellemeade.org)

### 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 [www.elizabethton.org](http://www.elizabethton.org) - Job Openings or to Director of Human Resources, 136 S. Sycamore Street, Elizabethton, TN 37643. Open until filled. EOE

### FINANCE, HR DIRECTOR

**LAKELAND.** The city of Lakeland is seeking qualified applicants for the position of finance and human resources director. This employee is responsible for a broad range of administrative and support services under the general supervision of the city manager. The finance and human resources director is primarily responsible for planning, organizing and directing the fiscal affairs including accounting, operational, capital budgeting, and financial reporting. Duties include: serving as the general accountant and auditor of the city, ensure proper fiscal accounts, records, settlements and reports on all collections and expenditures of money and controlling and auditing the same. Ensure that adequate appropriations exist in bud-

geted line items, responsible for the reconciliation of bank statements to city cash and revenue and expenditure records, prepares statements and makes a variety of reports showing the financial operations of the city, responsible to manage the investment program, oversee preparation of the annual budget and capital budget for all funds, and assists the city manager and department heads. Successful applicants will possess the proven ability to maintain effective working relationships with the public, city officials, and other employees and the ability to prepare and present accurate reports to the governing body; five to seven years of progressively responsible managerial positions in accounting, finance and human resource management required. Similar experience in the public sector is preferred. Bachelor's degree in accounting, finance, or closely related field is required. CPA and/or Certified Municipal Finance Officer designation is required. Competitive salary and benefits offered. For a complete job description, please visit [www.lakelandtn.gov/jobs](http://www.lakelandtn.gov/jobs).

### 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/clarksville/apply>.

### HUMAN RESOURCES CONSULTANT

**IPS CONSULTANT II - MTAS.** UT Municipal 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.hr.utk.edu](http://www.hr.utk.edu)

### HR DIRECTOR

**GALLATIN.** The city of Gallatin is seeking qualified applicants for the position of director of human resources. Reporting to the mayor, and responsible to the city council, the director plans, organizes and directs the city's overall human resources program, including benefits administration, payroll and budget administration, recruitment, selection & hiring; classification and compensation, performance management, community outreach and diversity employment, HRIS administration training and development, personnel policy and procedures administration and compliance. Minimum qualifications include bachelor's degree in human resources, business or closely related field. Minimum of 8 years professional progressively responsible experience in personnel management. Must have a minimum of 5 years supervisory experience. PHR/SPHR preferred. Master's degree preferred. Municipal government experience preferred. Current starting pay: \$76,974 with excellent benefits. Must have valid driver's license. To apply, submit an online application, cover letter, resume at the city's website: <https://www.gallatintn.gov>. Telephone 615-451-5890 (HR). Deadline is Nov 3. EOE

### LIBRARY DIRECTOR

**CITIES OF BRISTOL, TN & VA.** Salary range \$63K - \$78K, DOQ plus excellent benefits, information about which can be found at <https://www.bristolva.org/140/Employee-Benefits>. 35 employees and \$2M budget shared by both cities and other sources. 280K/yr. circulation and 170K/yr. gate count. Past Director served four years and left to accept a Regional Director position with the TN State Library. Position answers to a 13-member Board. Full service library, plus one branch, serving the twin cities of both states. Must be a proven manager with excellent communication and team-building skills. Demonstrated success in library operations, finance, community interface, leadership and strategic planning. At least five years' experience as Library Director/Assistant or Administrator. ALA accredited Master's degree in Library and Information Science required. Position Profile and Job Description can be viewed at <https://www.bristol-library.org>. Send resume by Nov. 7, at 5pm to: [bjpjobs@bristol-library.org](mailto:bjpjobs@bristol-library.org)

### IT ADMINISTRATOR

**PORTLAND.** The city of Portland is seeking an IT Administrator to serve as system administrator, network administrator, and network security administrator for all city departments. This position is responsible for the upkeep, configuration, and reliable operation of the city computer systems, servers, and data security systems. Starting salary \$48,964/YR DOE. Open until filled. The qualified candidate will have a bachelor's degree in computer science; exposure to local government IT operations; Certification in CompTIA A+ or equivalent; 5+ years of experience in computer information systems maintenance and administration; 4+ years of experience with MS server and desktop operating systems; or any appropriate combination of education, training, and experience providing the necessary knowledge, skills, and abilities to perform the essential job functions. Knowledgeable and able to use various desktop operation systems including LINUX and MS server operating systems. Knowledge of IIS and webserver software; knowledge of MICROSOFT SQL server on an enterprise level, SSMS, and SSRS. Knowledge of SONICWALL/object-oriented firewalls, barracuda or similar d/r systems, VOIP phone systems. Knowledge of network operations, including system of security administration; knowledge, skill and ability to forecast emerging needs for IT infrastructure, project impact to the city, and analyze budgetary constraints and impacts. Knowledge of record retention, preservation, and data integrity best practices; ability to analyze and solve computer, system and it architecture issues; and able to effectively communicate complex

technical information, verbally and in writing, to contractors/vendors, employees, consultants, other governmental agency representatives, city officials and the general public; and ability to respond to emergent issues remotely or in person to provide operational continuity of city information systems. Maintains network and network security; analyzes and resolves network problems; maintains web servers and services; manages and maintains all security cameras/devices throughout the city; recommends the purchase of software and hardware based on specifications; executes vendor contracts for computer needs; handles all software and hardware licensing; administrator of software used by the city and its various departments; installs network architecture and software; analyzes, designs, programs, maintains data and implements associated projects; creates, manages, and delivers IT work orders using urgency and importance of needs as classifiers of service delivery priority; serves as a member of various employee committees. To apply, visit <https://cityofportlandtn.gov/government/careers/>, or send resume to: City of Portland, ATTN: Human Resources, 100 N. Russell St., Portland, TN 37148. Contact [hjohnson@cityofportlandtn.gov](mailto:hjohnson@cityofportlandtn.gov) or via fax: 615-325-1481. EOE.

### MUSEUM DIRECTOR

**COLLIERVILLE.** The Town of Collierville has an immediate opening for a museum director. This position is to perform responsible professional and administrative work for the development, execution, and management of the policies, programs and initiatives of the Morton Museum of Collierville History. Must have a bachelor's degree with major course work in history, art history, museum or American studies, or a closely related field; supplemented by two years responsible experience in a professional museum setting; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. First-aid and C.P.R. certification required within six months of employment. Experience in grant writing, educational program planning, docent training, public speaking, Public relations and marketing, and donor development and fundraising preferred but not required. Incumbent may be required to work late hours, weekends, and holidays, as necessary. Valid Motor Vehicle Operators License is required at time of hire. Salary is \$41,252 - \$49,301 annually (DOQ) annually with excellent benefits package. To apply, you submit an original town of Collierville application. Applications are available at [www.collierville.com](http://www.collierville.com), or you may obtain one from our Human Resources Office located at 500 Poplar View Parkway, Collierville, TN, 38017, Monday - Friday, 8 a.m. - 5 p.m. Completed applications must be submitted either by mail or in person to the above address. Open until filled. EOE

### MAINTENANCE WORKER, SENIOR

**COLLIERVILLE.** The town of Collierville has an immediate opening for a senior maintenance worker in the streets and drainage department. This position is to perform semi-skilled to skilled work as part of a public works/utilities crew performing maintenance and construction tasks public works/utilities projects. Must have high school diploma or GED; supplemented by six months previous experience and/or training involving construction or maintenance work in area of assignment; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Must possess a valid Commercial Driver's License with class A or B endorsement at the time of hire or within six months of hire date. Salary is \$12.36 - \$14.68 hourly, depending on qualifications, with excellent benefits package. To apply, submit an original Town of Collierville application. Applications are available at [www.collierville.com](http://www.collierville.com), or obtain one from Human Resources located at 500 Poplar View Parkway, Collierville, TN, 38017, Monday - Friday, 8 a.m. - 5 p.m. Applications must be submitted either by mail or in person to the above address. EOE

### PARKS & RECREATION DIRECTOR

**SAVANNAH.** The city of Savannah is currently seeking a qualified and experienced professional for the full-time position of parks & recreation director. This position is responsible for the administration and operations of the parks and recreation department to include: planning, budgeting and purchasing, promoting and organizing city programs, activities and sporting events for all ages in addition to maintaining, enhancing and developing parks, playing fields and recreational facilities. The successful candidate should possess excellent communication skills and work effectively with the public, other recreational programs and employees in a team environment. Previous management experience is desired. Benefits include a competitive salary (DOQ), paid health, dental, vision and life insurance, 401(a) retirement, paid leave and holidays. Applicants must complete and submit an "Application for Employment" utilizing forms furnished by the city available at City Hall Human Resources, 140 Main Street, between the hours of 8 a.m. to 5 p.m., Monday through Friday except Holidays or on the city's website at [www.cityofsavannah.org](http://www.cityofsavannah.org). Applications may be submitted via email to [bmatoock@cityofsavannah.org](mailto:bmatoock@cityofsavannah.org) or returned to city hall. Deadline for submitting an application is Oct. 28 at 5 p.m. EOE.

### PLANNER I

**PORTLAND.** The city of Portland is seeking a planner I in the city planning department. Starting Salary \$41,876/YR DOE. Open until filled. The qualified candidate will have a bachelor's degree from an accredited college or university in urban planning, urban design, urban geography, public policy, or related area of study plus one year relevant work experience; a master's degree may be substituted for experience. Special consideration may be given to those candidates with CNU-A or AICP candidate. Provides customer service to developer representatives or property owners for proposed projects on development requirements for various city departments. Meets with applicants about development proposals; visits and evaluates site locations for development proposals; conducts field evaluations and assessments. Conducts field inspections of building facades, landscaping, and site layout; coordinates with the Technical Review Committee in reviewing plans submitted for consideration to the planning commission; interprets and applies city regulations, plans and policies, including, but not limited to subdivision regulations, land use plan, and municipal codes; reviews or assists in the review of moderately difficult subdivisions and site plans for conformance with ordinances, plans, and regulations. Provides technical support of the GIS system and graphics production; proficient in application of GIS and mapping to planning processes. To apply, visit <https://cityofportlandtn.gov/government/careers/>, or send resume and cover letter to: City of Portland, ATTN: Human Resources, 100 N. Russell St., Portland, TN 37148, [hjohnson@cityofportlandtn.gov](mailto:hjohnson@cityofportlandtn.gov), FAX: 615-325-1481. EOE.

### PLANNING ASSISTANT

**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 administrative 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 commercial 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 maintenance and performance bonds for public improvements required by the Planning Commission. Prepares planning and zoning related resolutions and ordinances for Planning 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, 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/Job.aspx](http://www.springhilltn.org/Job.aspx). Questions to [staylor@springhilltn.org](mailto:staylor@springhilltn.org) EOE

### 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](http://www.cityofwhitehouse.com) or in person at the Human Resources Office at 105 College Street, White House, TN 37188. Open until filled.

### PUBLIC SERVICES DIRECTOR

**WHITE HOUSE.** The city of White House is currently accepting applications for public services director. Under limited supervision, this position performs professional, supervisory, and administrative work in the direction, coordination, and supervision of the operations of the public services department. This is a department director position responsible for the administration of the following divisions of the city: public works, sanitation, stormwater, wastewater. Each of these divisions within the Public Services Department includes, but not limited to, construction project management, inspections and reporting, streets maintenance, asphalt overlay program; traffic signals, street lights, street sweeping, snow removal, equipment maintenance, city property and facility maintenance, fleet management, sanitation, related capital improvements projects, wastewater treatment plant operation, sewer collection system maintenance, and departmental budget preparation and administration. Work includes managing, supervising, and motivating a medium size work force directly or through various subordinate supervisors and/or managers. Reporting to the city administrator, the departments work is performed with latitude to complete departmental goals within budgetary guidelines. Supervision is received from the city administrator through work accomplishment, routine meetings, and periodic performance reviews. The director of public services must work effectively with the employees of the city and the citizens and commercial customers of White House. Applicants must have graduated from a college or university of a recognized standing with a bachelor degree in engineering (mechanical, chemical, civil, electrical, management, or geotechnical), urban and regional planning, public administration or related field. Applicants must have five years of experience is required in the management of activities in one or more of these areas: storm water, wastewater, sanitation, and/or public roads. Starting salary is \$65,305.20 - \$79,568.04 annually DOE with an excellent benefits package. To apply, you must submit a city application. Applications and additional details are available on the city's website at [www.cityofwhitehouse.com](http://www.cityofwhitehouse.com) or in person at the Human Resources Office at 105 College Street, White House, TN 37188. Application deadline: Oct. 31.

### STORMWATER MANAGER

**WHITE HOUSE.** The city of White House is currently accepting applications for stormwater manager. Under general supervision the employee is responsible for developing and managing the city's MS4 stormwater program. An employee in this class performs difficult professional work developing, administering, and implementing federal, state, and local stormwater requirements including developing and administering stormwater management plans, and developing and managing a public education and outreach program. This position requires an employee to perform technical environmental work to maintain compliance with the White House's Stormwater Management Program. This position must plan, manage, supervise and coordinate the activities and operation of the city's stormwater program, including implementation and administration of the city's NPDES Phase II Stormwater Management Program. This position is responsible for administration of design work and inspection of regional, commercial and residential storm facilities, development and implementation of public education programs regarding water quality and pollution prevention, development and management of water quality and drainage enforcement policies and procedures and investigation and resolution of water quality and drainage complaints and inspection of private stormwater systems. Independent judgment is required when making decisions with a significant degree of accountability. Coordination is exercised with other professional, technical and support personnel. Tact and courtesy are required in frequent contact with property owners, consultants, contractors, the general public and other city staff.

Applicants must have any combination of education and experience in environmental engineering, environmental science, or closely related field and at least one year experience working with environmental and/or stormwater regulations. Applicants must have the ability to obtain TDEC Level 1 certification within 1 year of appointment and TDEC Level 2 certification within two years of appointment. Starting salary is \$51,701.00 - \$61,456.25 annually DOE with an excellent benefits package. To apply, you must submit a city application. Applications and additional details are available on the city's website at [www.cityofwhitehouse.com](http://www.cityofwhitehouse.com) or in person at the Human Resources Office at 105 College Street, White House, TN 37188. Application deadline: Oct. 31.

### WATER UTILITY DIRECTOR

**SIGNAL MOUNTAIN.** The town of Signal Mountain is accepting applications for the full time position of water utility director. The position description is included in this packet. Signal Mountain is an outstanding community that offers an excellent work environment. The town of Signal Mountain provides a very competitive benefit package, including TCRS retirement, TN local government employee health insurance program and life insurance. Starting salary DOQ. Full Position Description and application may be found on our website: [signalmountaintn.gov](http://signalmountaintn.gov). Qualified applicants must submit a completed application, along with a cover letter and resume to:

Boyd Veal, Town Manager, Town of Signal Mountain, 1111 Ridgeway Ave., Signal Mountain, TN 37377, [bveal@signalmountaintn.gov](mailto:bveal@signalmountaintn.gov). Applications will be accepted through Oct. 25, at 4 p.m. This date may be extended and the position will remain posted until filled. EEOC employer / drug-free workplace.

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TN Assn. Municipal Clerks & Recorders

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TN Fire Safety Inspectors

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TN Municipal Attorneys Assn.

TN Municipal Judges Conference

TN Chapter, American Public Works

TN Recreation and Parks Assn.

TN Chapter, American Planning

TN Personnel Management Assn.

TN Assn. of Public Purchasing

TN Section, Institute of Transport

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TN Renewable Energy & Economic

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TN Urban Forestry Council

TN Stormwater Assn

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## Beyond sticker shock: experts urge Congress to rethink infrastructure priorities

### ROADS from Page 1

Republican, said nine of the 30 counties he represents do not have their own 911 emergency service.

"You are talking about better roads and bridges. My people need to have 911 service," he said, highlighting the urban and rural divide on basic services.

To address traffic congestion, Rep. Seth Moulton, a Massachusetts Democrat, pointed to an initiative in Virginia that sought to reduce long-haul truck traffic on roadways by investing more in railways.

"One single train can carry 300 trucks," he said. "Let's make sure we are making investments not based on the status quo to simply repair our roads and bridges as we always do... but truly making smart, fact-based business savvy investments in 21st century infrastructure after examining all options on the table."

Tomer said he does believe the U.S. needs to spend more to address infrastructure

needs, but suggested areas like digitalization should be more highly prioritized. As an example, he noted the fact that to even rent one of the scooters proliferating in cities across the country, users need to not only have smart phones but also have access to digital banking services and wireless internet.

Lawmakers also raised concern about the dwindling amount of Highway Trust Fund money available. The fund is paid for through revenues from the federal gas tax, which have been on the decline as a result of Americans' increased use of more fuel-efficient cars. Republicans in Congress have been opposed to raising the federal gas tax and lawmakers have sought to identify other ways to pay for transportation infrastructure, such as taxes that target how much people actually drive.

Rep. Bill Johnson, an Ohio Republican, raised the issue at the committee hearing, noting that while motorists who use roadways should be the ones who pay for the infrastructure, there should be a component to address the inequities of implementing a use tax on

rural areas where residents have to drive long distances on a daily basis.

"Who are the ones that are the most disproportionately affected by a use tax? It's those that live in rural America who have to drive 30 or 45 minutes to get to work or the hospital or the grocery store or to check on mom and dad," Johnson said.

Given the funding challenges involved in infrastructure improvement projects, experts said federal and state governments should look for new ways to leverage local assets.

R. Richard Geddes, director of the Cornell Program in Infrastructure Policy at Cornell University, provided one such example, suggesting the federal government could do away with restrictions that have prevented state governments from building out hundreds of interstate rest stops.

"If states had the option of developing those rest stops they could concession out the food, concession out the rest stops and gain new funding for infrastructure through those concessions," he said.

## NATIONAL BRIEFS



### A new bill will provide more than \$10 billion toward fighting the opioid crisis and generating rural development.

The Senate unanimously approved the Fiscal Year 2020 Agriculture, Rural Development, Food and Drug Administration, and Related Agencies Appropriations, which provides \$3.15 billion to the FDA with \$8 million for supporting provisions that fight the opioid crisis. The bill also provides \$3.1 billion for USDA Rural Development—including \$1.45 billion for rural water and wastewater programs, and \$6.94 billion for rural electric and telephone infrastructure loans, and \$64 million for broadband grants—as well as \$3.17 billion to support agricultural research. Another \$1 billion from the act will support food safety and inspection programs that work to ensure safe, healthy food while promoting the safety and productivity of meat and poultry industry.

### Poverty rates declined in 14 states and increased in just

one last year, according to estimates by the U.S. Census Bureau. New Hampshire recorded the lowest poverty rate for the second year in a row while Mississippi reported the highest poverty rate for the third year in a row. Connecticut was the only state to see its poverty rate increase, but still maintained the tenth lowest rate. Census figures showed that annual incomes still lag behind pre-recession levels in many states with 10 states seeing poverty rates of 15 percent or higher. The national poverty rate is at 13.1 percent, down from 13.4 percent the previous year.

The U.S. added 136,000 jobs in September, 9,000 less from what economists expected but still enough to set the unemployment rate at its lowest level since December 1969. The U.S. Department of Labor reported that unemployment fell to 3.5 percent with a labor force participation rate of 62.3 percent. However, economists had predicted that 145,000 new jobs would be created in September. The average monthly jobs gains has also shrunk sharply

from 223,000 this time last year to 161,000 this year. Wage growth also slumped to an annualized gain of 2.9 percent despite near-record low unemployment, which theoretically should increase wages.

### TML Board of Directors meets Oct. 30

Notice is hereby given that the Board of Directors of the Tennessee Municipal League will meet in regular public session on Wednesday, Oct. 30, 2019, at 12 p.m. in the TML Board Room on first floor of the Capitol Boulevard Building, 226 Anne Dallas Dudley Blvd., Nashville, Tenn., for the purpose of considering and transacting all business that may properly come before said board. If reasonably possible, an agenda will be available on Friday, Oct. 25, at the offices of the Tennessee Municipal League, Capitol Blvd. Bldg, 226 Anne Dallas Dudley Blvd. Suite 710, Nashville. Additional information concerning the above may be obtained from Jackie Gupton at 615-255-6416.

### TMBF Board of Directors meets Oct. 30

Notice is hereby given that the Board of Directors of the Tennessee Municipal Bond Fund will meet in regular public session on Wednesday, Oct. 30, 2019, at 8:30 a.m., local time, in the conference room of Suite 502 of the Tennessee Municipal Bond Fund, Capitol Blvd. Bldg, 226 Anne Dallas Dudley Blvd. Nashville, for the purpose of considering and transacting all business that may properly come before said Board. Some members of the TMBF Board of Directors may participate in such meeting by telephonic means, which will be audible to any member of the public attending such meeting. If reasonably possible, an agenda will be available on Friday, Oct. 25, in the offices of the Tennessee Municipal Bond Fund, Capitol Boulevard Building, 226 Anne Dallas Dudley Blvd. Suite 502, Nashville, TN. Additional information concerning the above may be obtained from Jackie Gupton, 615-255-1561.

# WAUFORD

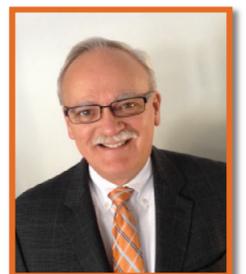
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Ed Stewart, ChFC, CLU, CF  
Financial Advisor

# Collegedale seeks growth, builds on unique history under Mayor Lamb

BY KATE COIL

TML Communications Specialist

Collegedale Mayor Katie Lamb has lived in the community located two miles north of the Georgia state line for 47 years, the past decade of which she has spent in various roles on the Collegedale City Council.

A native of Texas, Lamb earned her bachelor's degree in nursing education from Union College in Lincoln, Neb., before going on to earn a master's in nursing (MSN) from the University of Central Arkansas and a doctorate in nursing administration and higher education from the University of Tennessee at Knoxville.

Her husband's military career and work as a college professor took the family across the country, including stints in Colorado, Washington, D.C., Maryland, and Georgia before finally bringing them to Tennessee.

Lamb moved with her family to Collegedale in 1972, and she took a position at the town's namesake, Southern Adventist University, that same year. Lamb taught nursing at the university, eventually becoming dean of the school of nursing, associate vice president for academics, and dean of graduate students prior to her retirement in 2006.

In 2009, Lamb ran for the Collegedale City Commission and was selected as the city's mayor in 2014, a position she has held ever since.

In the years since her move to Collegedale, Lamb has seen the city grow from a small college town outside Chattanooga into a city that has cultivated its natural assets surrounding White Oak Mountain and grown its economic base, which includes both the university and Little Debbie snack cake manufacturer McKee Foods.

She has been married for nearly 60 years to Ed Lamb, a professor of social work and sociology. She is also a mother of two and grandmother of two. When not with her family or working on behalf of Collegedale, Lamb is a volunteer for the United Way and enjoys hobbies including quilting, reading, antiques, and traveling.

**TT&C: You and your family lived several places before ultimately settling down in Collegedale. What did you do before coming to Tennessee?**

**Katie Lamb:** My background is in nursing and my husband is a social worker. I'm originally a Texan. I grew up in King, Texas, and spent most of my early life there. I went to a Seventh Day Adventist junior college there for a year and then transferred to Union College in Lincoln, Neb., for the last three years. It was a Seventh Day Adventist school as well. My husband and I met during my senior year of college.

After we got married, we went to Denver, Colo. He worked for a time at the welfare department for Denver city and Denver County. I worked at Porter Memorial Hospital in their operating room.

After my husband was drafted into the Army in 1963, we were sent to Washington, D.C., and he worked at Walter Reed. In fact, that was the hospital where our son was born. The day I was checking out of the hospital so was Supreme Court Chief Justice Earl Warren, so I got to meet him in the admissions office.

My husband was officially stationed at Fort Detrick where he did the Operation Whitecoat experiments. That was where they took several men from similar backgrounds, similar diet, and healthy living and did germ war experiments with them.

During that time, I was working in the operating room of a hospital in Takoma Park, Md. Then we moved back to Denver where I worked in the operating room again at Porter and as a stay-at-home mom.

**TT&C: What made you decide to pursue a career in nursing?**

**KL:** All my life I was attracted to nursing. I didn't have any family members who were nurses, but my closest friend's mother was a nurse.

I decided that was the career I wanted to choose, so I went after it. I love working in the operating room. My first job out of nursing school was in a clinic in Lincoln. My husband still had a year to finish before he graduated, so I worked in a physician's office during that time.

There is just something about the operating room for me. I just like knowing how things are put together and how they work. It also meant I had weekends off and major holidays, which was an advantage.



Collegedale Mayor Katie Lamb

**TT&C: What first brought you to Collegedale?**

**KL:** We moved to Collegedale in January 1972, when my husband was hired by Southern Adventist University to head up their school of social work. We have stayed here ever since. When we came to Southern and Collegedale, they needed someone to teach the students in the nursing program operating room. I started teaching part time and taking the students to the operating room at Memorial Hospital.

I went to school, got my master's degree, and taught cardiac and intensive care. From there, I got my doctorate and became dean of the school of nursing for a few years. I then moved down to academic administration and then graduate dean at Southern after my doctorate degree was finished.

**TT&C: What first prompted your decision to seek public office? Was there a particular issue or cause that drew you to politics?**

**KL:** I have always been interested in politics. I don't know why. As a kid, I didn't care much about it and it wasn't really a big topic at home. At that time, my parents had to pay a poll tax in Texas, so they didn't always vote because they didn't always have money to pay the poll tax. As an adult, I have always been interested in politics and areas that would work for the people.

Once I retired from Southern in 2006, I thought 'now what am I



Mayor Katie Lamb speaks at the grand opening of the Commons in Collegedale. The Commons is a cultural and recreational center for both the city of Collegedale and the eastern end of Hamilton County, providing a home for the local community center, Collegedale Farmers Market, and 56,000-square-foot of open space for various events.

going to do with my life?' My grandchildren were both living with us at the time because both of their parents were in the Navy and were deployed at the same time. My granddaughter was two years old and the youngest one was about a year old. That kept me busy, but after that I decided I wanted to give something back to Collegedale.

I liked the town and the way it was progressing. It was just my way of saying thanks and that I wanted to be part of the town as it grows.

**TT&C: While Collegedale itself was first founded in 1968, the community had already been growing around Southern Adventist University since its founding in 1916. What is the relationship like between the city and the university? How do the two support each other?**



Collegedale Mayor Katie Lamb with students from the Southern Adventist University school of social work as part of a campaign to promote awareness of domestic violence. In addition to being an integral part of Collegedale itself, the university has been an important part of Lamb's life. Her husband Ed is the retired chair and professor of the department of social work and Mayor Lamb herself taught at the school's department of nursing before serving as a dean and associate vice president for academics at the school.



From left to right, former TNECD Assistant Commissioner for Rural Development Amy New, Collegedale Mayor Katie Lamb, Collegedale Tomorrow Foundation Director David Barto, former State Rep. and current Hamilton County Register of Deeds Marc Gravitt, and Tennessee Department of Health Chief of Staff Valerie Nagoshiner at a meeting about grant funding for Collegedale projects. Lamb and other city leaders have worked with the Collegedale Tomorrow Foundation to realize the creation of The Commons.

the mission is a Seventh Day Adventist either.

We have to look at what is good for everyone not just one segment of people. At one time, there wasn't the best relationship between the Seventh Day Adventist and the non-Adventist population.

There were people in the old town Ooltewah area who did not want to be part of Collegedale, possibly because of some of the interactions with the early founders who tried to focus it more on one religious aspect than another. That was not right. Those of us who have been on the commission in the past 10 or 12 years have really worked to represent everyone, not just one religious faith.

**TT&C: The city has been experiencing a lot of growth in recent years and was recently named one of the fastest growing cities in the state. How do you foster growth without compromising the community's identity?**

**KL:** Early on, when I first came on to the council, we started putting together standards. We decided there was a certain look we wanted Collegedale to have so it didn't grow-up willy-nilly.

We wanted to make the town attractive. We wanted to attract families and make the city family-oriented. We wanted Collegedale to have a distinct look and not be cluttered. We wanted to preserve the rural atmosphere. We don't want someone to come in and clear off White Oak Mountain to put in houses.

We have all sorts of recreational areas out there that people don't know about, but we try to tell them. Collegedale has a lot to give anyone who wants to live here. We don't want to be just a bedroom community for Chattanooga. We have thousands of people who come in every day to work at McKee Foods and to attend classes at Southern.

**TT&C: What city project are you most proud of?**

**KL:** The Commons area, which we are building up as a town center where people can come and participate in all sorts of activities. The Commons and Founders Hall have brought a lot of different types of entertainment to the area. It hosts a Farmers Market throughout the year on Sundays and during the summer operates on Sundays and Wednes-

days. We have movie nights there a couple of nights a month and music programs and concerts. Our Commons and its Founders Hall is really attracting a lot of different types of activities. We are very pleased with that.

I am also proud of our greenway and bike trails. There is so much out there to do for those interested in physical activities. Our new parks and rec department is really growing and putting us on the map.

**TT&C: What are some of the biggest challenges the city faces? How are they being addressed?**

**KL:** We would like to attract more commercial, but we as a city don't own any land. Those who do own the land either want to lease the land or want to offer it at too high of a price. We would love to attract more nice restaurants. We have a lot of fast-food type things, but we would like to have some more sit-down restaurants and places we can walk to and enjoy.

We have a lot of apartment buildings and are working to attract more commercial to bring in more revenue. We are looking for more retail. We have a lot of banks and medical centers, but would like something more in the smaller retail area. The area on Lee Highway is also a great place for industry because it is along the railroad tracks.

We worked for a while with an organization who dealt with attracting development, and our strategic planning and economic development person now works quite hard with various organizations. We have had a lot of inquiries.

Part of the issue is people don't know the difference between Collegedale and Ooltewah, so we have to explain to them that Collegedale is part of the greater Ooltewah area. It's a matter of getting our name out there and letting people know what we can offer them.

**TT&C: What goals and objectives do you have for the city moving forward?**

**KL:** Right now we are trying to get that Apison Pike widening completed. Once that project is through, I think it will attract even more people to the area. We are also trying to catch up with various roads and safety projects around town. We are constantly working with individuals who have interest in our area.