

Water war is no laughing matter

BY CAROLE GRAVES
TML Communications Director

State and local officials in Tennessee say conservation and planning are the key for addressing water resource issues. But trying to move a 200-year state boundary is, quite frankly, absurd.

Still reeling from last year's drought, Georgia lawmakers believe the solution to their water problems hinges on a flawed land survey conducted in the 1800s. Last month, the Georgia General Assembly passed a resolution to establish a Georgia-Tennessee Boundary Line Commission to study the states' boundaries and possibly move the state line one mile north into Tennessee. The slight shift would give Georgia access to Tennessee's coveted Nickajack Lake near Chattanooga.

In response to the "mythical" land dispute, House Leader Gary Odom filed legislation, HJR 919, that says that no member of the Tennessee General Assembly will partake in the Georgia-Tennessee Boundary Line Commission and calls it "an election-year ploy initiated by the Georgia General Assembly."



The Georgia Legislature has its eye on Nickajack Lake near Chattanooga as a possible solution to their water crisis. A movement is a foot to possibly move the Georgia state line one mile north into Tennessee.

"While we understand the serious problem that the extended drought has created for the people of Georgia, neither Democrat nor Republican can see why Georgia Legislators would resort to such a blatantly political tactic instead of coming up with a realistic solution," the

resolution says.

The city of Chattanooga has also expressed their displeasure with Georgia's proposal, and sent a message to the "Peach State," by delivering a truck load of bottled water to the Georgia Legislature along with a See **WATER** on Page 3

Germantown's PEG channel receives national recognition from U.S. Mayors

BY CAROLE GRAVES

Germantown's outstanding partnership with Comcast Cable that integrates TV production and hands-on learning into the public schools curriculum received national recognition by the U.S. Conference of Mayors.

The Germantown High School Community Television project (GHS-TV), a 24-hour community access and public education government (PEG) station, is a joint project between the city and the high school, and is made possible through a local franchise agreement with Comcast Cable.

City leaders negotiated with Comcast to shift the community access function to GHS-TV, allowing a student-run station to provide the staffing and equipment for community access programming.

The arrangement calls for the cable company to annually provide a stipend – some \$145,000 – in exchange for not having to provide a separate studio for PEG programming.



Germantown's outstanding partnership with Comcast Cable integrating TV production and hands-on learning into the public schools received national recognition by the U.S. Conference of Mayors.

With additional assistance from the city, the school system, and the community, the student high school station agrees to provide live telecasting of meetings of the Board of Mayor and Alderman, Planning Commission, and Design Review Commission. It also provides the fa-

cility and personnel to tape about eight 30-minute community-focused programs for telecast numerous times each month, including the mayor's show *Spotlight on Germantown*.

The end result is that students See **PEG** on Page 6

Johnson City citizens learning the basics of local government with JC101 classes

BY VICTORIA SOUTH
TML Communications Coordinator

Ask a Johnson City resident a question about local government and their wealth of knowledge might be surprising. Since 2002, the city has offered a free eight-week adult education program covering the basics of local government designed to enhance citizen awareness and understanding of government's role in the community.

Similar in structure to the Elected Officials Academy sponsored by the Municipal Technical Advisory Service, the course is not a training ground for future city officials, although those interested in serving often take it, but it is uniquely geared toward the every day citizen interested in the operations of local government.

"A lot of folks say they want to be more involved," said Becky Hilbert, Johnson City community relations director. "Perhaps they're new to town, or running for commissioner. We get a lot of couples, retirees, people of all backgrounds and ages."

The program, taught by department heads, gives a basic overview of what each department in the city does; the history, the processes and level of responsibility associated with each and includes presentations and tours along with in-depth question and answer sessions.

Hilbert also arranges for the city manager and mayor to open classes with an impromptu vocabulary ses-



Former JC101 participants Cecilia and Al Spritzer, along with Planning Commissioner Brenda Clarke, watch as Tom Witherspoon, director of Water and Sewer Services, presents an example of how the City's water is treated.

sion defining the abbreviations and acronyms frequently used by city personnel that can be bewildering to the average citizen.

"This is something we do to give back to the community," Hilbert continues. "There is no cost, no requirements and no prerequisites."

According to Hilbert, the course has significantly bridged the knowledge gap and at times frustration level for citizens unaware of the requirements, timetables, steps and procedures local governments must follow.

The course schedule includes items such as: finance and budgeting, a tour of the jail, community and economic development history, building codes enforcement, engi-

neering, solid waste services, street and traffic, tours of the local golf course and parks and recreation center, water treatment, and a bonus course on schools.

The civic leadership initiative among participants is impressive. In recent years, the program has turned out two city commissioners, a school board member, several city employees and members of various city boards and subcommittees.

"I wanted to learn more about the city before attempting to jump into a public official role," said Vice Mayor and TML Board Member Jane Myron.

"It can really make a difference and make you want to make a difference in the community."

Streamlines communication process TML launches new web site

The Tennessee Municipal League has officially launched its new, revamped web site, still located at www.TML1.org.

The new site is easy to navigate and is designed to help streamline the communication process between the League and its members, and its members and their legislators.

Through a new members-only section, city officials receive up-to-date information on TML's legislative priorities, have access to a "library" of legislative resources, can track key legislation that af-

fects municipal governments, and are kept abreast of current events across the state through an archive of news clips that are updated daily. In addition, a new e-mail feature gives TML members the convenience of electronically communicating with their members of the General Assembly on pertinent legislative issues.

Other highlights include access to electronic copies of *Tennessee Town and City*, information on upcoming events, and contact information for TML's associate members.

TML's new web site, www.TML1.org, will provide members timely information on pertinent legislative information, a library of daily media clips, and information on upcoming events.

Effective July 1, 2008

Risk Management Pool adopts rate reductions

As we look to the future we have good news to share. At the February 2008 Board Meeting of the TML Risk Management Pool, the Board of Directors adopted significant rate reductions, effective July 1, 2008. The Board also voted on and approved some coverage changes as outlined below. As was previously announced, the Pool will also be distributing a significant dividend for the upcoming fiscal year.

BASE RATES

Liability:

- General Liability – 10 percent decrease
- Law Enforcement Liability – No change
- Errors or Omissions Liability – 10 percent decrease
- Automobile Liability – 10 percent decrease
- Automobile Physical Damage

– 15 percent decrease.

These combined decreases in liability result in an overall 9.5 percent decrease in liability base rates.

Workers' Compensation:
5 percent decrease

Property:
4 percent decrease

COVERAGES

Liability:

- Increase the Non-Monetary Defense Cost Coverage per occurrence limit from \$50,000 to \$100,000.
 - Exclude coverage for any claim for damages or non-monetary defense costs arising out of any actual or alleged ouster suit or proceeding.
 - Include "failure by insured to institute arbitration within ninety
- See **POOL** on Page 4

MFD receives fire accreditation

BY PAM ARNETT
Maryville PIO

The Maryville Fire Department (MFD) has joined the ranks of a small elite group of nationally-accredited fire departments. Maryville is now only one of three in the state, including Kingsport and Nashville, and 125 nationwide who have earned that designation.

MFD received word last month when they participated in their final presentation in a long accreditation process during the 2008 Commission on Accreditation's semi-annual meeting held in Henderson, Nevada, on Feb. 26.

The news was a great relief for Maryville even though they had already been recommended for accreditation in mid-January.

"There's always a possibility that even though you are recommended for accreditation by the on site assessment team, that the commissioners could decide differently," said Chief Ed Mitchell. "We were excited that we had gotten this far, but didn't want to celebrate too soon. Now, we are relieved, honored, and overjoyed to be among the ranks of the other accredited fire departments both nationally and internationally."

The group who traveled to Nevada included Chief Mitchell, Deputy Chief David Hodges, Lt. Mike Caylor and Lt. Randy Thompson. All four participated in the final presentation that allowed only 15

minutes for a quick overview and any final questions that the commissioners from the Center for Public Safety Excellence (CPSE) may have.

Prior to the meeting, a Peer Assessment Team from CPSE spent six days in Maryville in January evaluating the fire department. The team came from three states other than Tennessee and all are trained to evaluate fire departments that have completed the necessary documentation and self evaluation needed for consideration. The team members visited all three stations, observed firefighters in action at a structure fire that occurred that weekend, reviewed hundreds of pages of documentation, and interviewed both firefighters and other departments within the city. After careful review, the assessors recommended that the Maryville Fire Department become an accredited agency.

This distinction didn't come easy. For any fire department that is interested in becoming one of the few national and international accredited agencies, MFD will let you know that it's an arduous task that takes lots of time, research that includes hundreds of pages of documentation, along with a humble and eye-opening self-evaluation.

MFD made the decision to begin the process towards becoming an accredited agency in 2005. Training and research began and the agency officially began work in April 2006. See **MARYVILLE** on Page 5

NEWS ACROSS TENNESSEE



BY TML STAFF REPORTS

CHATTANOOGA

Focus Healthcare of Tennessee is launching the first residential eating disorder center in southeastern Tennessee. The Center for Eating Disorders at Focus Healthcare will provide clinical treatment for women struggling with eating disorders and support their families as well.

CROSSVILLE / CUMBERLAND COUNTY

Cave art, that dates back to 1280-1300 A.D., will be preserved thanks to an acquired land purchase by the Tennessee Parks and Greenways Foundation and the state of Tennessee. The Devilstep Cave, located south of Crossville in Cumberland County, is one of only about 60 cave art sites documented in the Southeast, and of 48 in Tennessee. The underground art includes bird-man creatures and other images carved into the limestone. The \$2.1 million purchase will also protect the natural area where the Sequatchie Valley forms and the Sequatchie River springs from the cave.

FARRAGUT

The ECD Grants and Loans Division recently closed a Small Business Energy Loan with Farragut Health Care Center, L. P. for its property occupied by Summit View of Farragut nursing home. The company borrowed \$83,331 at 3 percent interest to install new energy efficient windows and lighting. The improvements will save Farragut Health Care Center \$14,447 per year in energy costs, while also improving the work environment and boosting employee productivity.

HARTSVILLE

Corrections Corporation of America (CCA), the nation's largest provider of corrections management services to state, federal and local government has announced its intent to begin construction of a company-owned and operated 2,040-bed correctional facility in Hartsville in Trousdale county. Pending final negotiations with the county, CCA will begin construction of the \$143 million Trousdale Correctional Center in summer 2008 on a 108-acre site in Hartsville's Power Com Industrial Park, with an estimated completion time of 16-18 months. A customer for the facility has not yet been finalized, but CCA anticipates offering availability to the State of Tennessee, various federal customers or other current CCA state customers experiencing bed shortages and seeking capacity relief. The Center will be CCA's eighth correctional facility in the state providing 2,000 jobs statewide.

LA VERGNE

A marketing firm with ties to Nissan North America is expanding its presence in Middle Tennessee with a new production facility that could employ more than 100 skilled workers. George P. Johnson, an Auburn Hills, Michigan-based firm that specializes in trade show displays, said that it will open a production facility this spring in the CentrePointe industrial park in La Vergne. The plant will turn out displays for companies in the technology and auto industries, including

Nissan, General Motors Corp. and International Business Machine Corp. The La Vergne facility will take up 300,000 square feet and opens in May or June when it begins hiring. The company will bring in some workers from outside the region, but plans to hire locally, taking advantage of state aid for worker training. Preliminary information given to economic development officials shows the company needs 45 full-time and 90 part-time workers when the facility is fully operational in three or four years.

KINGSPORT

Kingsport Tomorrow has been working for more than two years to create a memorial in front of J. Fred Johnson Park. Conceptual drawings were revealed in 2006, and since then the organization has been raising funds to cover the estimated \$700,000 construction cost. The drawings show a memorial of red, white and blue granite that includes a circular area with six 7-foot-tall granite tablets, one for each war from World War I to Operation Iraqi Freedom, with two from World War II. The tablets will display the names of 349 fallen soldiers from Kingsport on one side and a map of the theater of operations on the other. The memorial will also include a centered U.S. flag, which will remain lit at all times, benches, earth berms, and two walkways leading up to the circular area from each side. The project also calls for 1,488 granite pavers to lead up to the memorial along both sides of the walkway, where people and veterans can inscribe messages, their name or the name of another veteran — living or dead.

LEXINGTON

Fluid Routing Solutions, Inc. will expand its facility in Lexington, investing \$700,000 and creating 169 new jobs. Fluid Routing Solutions, based in Rochester Hills, Mich., is a leader in the transporting and routing of fluids, fuels and gases in vehicles. Its primary products are power steering components, extruded hoses and fuel fillers. It also manufactures various automotive fluid handling components. This project, which is both an expansion and a retention project, preserves 307 jobs in addition to the 169 new positions.

MEMPHIS

The Memphis District Attorney general's office says it will request that juveniles 16 years old or older charged with using firearms on school grounds be tried as adults. The office previously made those decisions on a case-by-case basis, but after two recent school shootings, it was decided to make the process automatic. Dist. Atty. Gen. Bill Gibbons said that he would seek adult-court trials for juveniles 16 or older who use a firearm on school grounds.

MEMPHIS/SHELBY COUNTY

Local public and private schools are getting more help to keep violence out of their hallways and classrooms. State Rep. Steve McManus nabbed a \$20,000 state grant to fund a Shelby County Sheriff's Department initiative to help students avoid

gang involvement. McManus and Sheriff Mark H. Luttrell discussed the initiative during a press conference at Cordova High School, where deputies will have the first sessions before making them available to other public and private schools. "With more and more violence in our schools, especially gang-related violence, it's vital we get this message to students and their parents," McManus said. "We want to do the best we can to stay ahead of this issue." He said the grant was secured before a Hamilton High School student, an alleged gang member, shot and wounded a fellow student. Another student was shot at Mitchell High School a week later.

NASHVILLE

Most Metro high school students will see longer classes next year but take them in a different sequence. It's called the block format, and it allows students to earn 32 course credits instead of the 24 offered in a traditional six-period day. Supporters say it also encourages students to take more classes in subjects that interest them. Many schools, including some in Metro, tried and abandoned the block-scheduling format because it had little impact on test scores. Now officials say other benefits, such as increasing the graduation rate by allowing students to take more classes they're interested in, make block scheduling worth a second try. Education experts add that the length and frequency of a class is less important than what goes on inside the classroom before the bell rings.

NASHVILLE

A new campaign aiming to cut down drunken driving in Nashville is being specifically aimed at young Hispanic men. The campaign tag line is "Manejar Borracho? No Seas Tonto Muchacho!," or in English, "Drive drunk? Don't be crazy, man!" It's funded by a \$60,000 grant from the Gov.'s Highway Safety Office, which has also paid for the widely distributed "Booze It and Lose It" campaign. A similar program for the last two years in the Raleigh-Durham area of North Carolina has coincided with what appears to be a 19 percent drop in DUI arrests of Hispanics in the last year. Federal statistics show that car accidents are the leading cause of death for Hispanic males from age 1 to 34. Officials say they want to target all populations and make them aware of the risks of drunken driving, although they must be careful about playing to racial and ethnic stereotypes.

OAK RIDGE

Bechtel Jacobs Co., K-25/K-27 D&D Project in Oak Ridge, was chosen to receive the Governor's Award of Excellence for Workplace Safety. The Governor's Award honors Tennessee employers and employees who meet a required number of hours during a calendar year without workplace injuries serious enough to cause an employee to miss a day of work or restrict normal job activities.

WATERTOWN

A movie about America's most famous preacher, the Rev. Billy Graham, will begin filming March 26 in Watertown. Nashville-based 821 Entertainment is executive producer of *Billy, the Early Years*, which features Hal Holbrook, and is directed by Robby Benson. It has not been confirmed who will play the role of Graham.

Rep. Gary Rowe dies of cancer

State Rep. Gary Rowe, a Memphis democrat, died Feb. 27, of colon cancer at Baptist Hospital in Memphis after missing most of the current legislative session for health reasons. He was 56. He was described by his colleagues as a man of integrity and dedication who will be missed in the Legislature.

Rowe was first elected in a special 2005 election to fill the House District 87 seat vacated by former representative Kathryn Bowers' election to the state Senate. He was re-elected to a full two-year term in 2006.

He was secretary of the House Government Operations Committee. In January 2007, the 22-member Shelby County delegation elected him their chairman for a two-year term. Rowe is survived by his wife, Diane, and two children, Gary Rowe Jr. and Gabrielle Rowe.

Rowe was the president and general partner of the Memphis Business Development Corp. (MBDC), which fosters entrepreneurship. He previously served on



Rowe

the boards of several business, educational and charitable organizations, including the Midtown Mental Health Center, the Memphis 2000 Task Force and the Blues City Cultural Center.

He was a 1976 business administration graduate of LeMoynese-Owen College.

The Shelby County Commission can appoint an interim representative to serve until the Nov. 4 election. Qualifying deadline for candidates to enter the election is April 3.



PEOPLE

BY TML STAFF REPORTS

Tennessee Department of Environment and Conservation Commissioner **Jim Fyke** accepted an award from the U.S. Environmental Protection Agency at the Green Development Conference held in Nashville. Presented by the Environmental Protection Agency, the award is for national leadership in Environment and Conservation's application of EPA's Assessment Database.



Fyke

Ginger Wilson Buchanan of Cleveland has been appointed to fill the vacancy on the Tennessee Circuit Court, 10th Judicial District, Part II. The vacancy was created by the resignation of Judge John Hagler in December. Buchanan has been a solo practitioner in private practice in Cleveland since 1996 and has served as an associate at the law firm of Fillauer & Wilson. Buchanan also served as Bradley County Commissioner from 2003 to 2006, and as the attorney for Bradley County government in the areas of planning, engineering and building inspections.

Longtime Vanderbilt University academic **Nicholas S. Zeppos** will take over as the university's eighth chancellor. Zeppos has served as the chief academic officer since 2002 and its interim chancellor since last summer when Gordon Gee resigned. Zeppos is from Milwaukee.



Zeppos

Debra C. Poplin has been named the city of Knoxville's Law Director. Poplin, who has served as the city's deputy law director since 2001, becomes the first woman to serve as law director in the city's history. She succeeds Morris Kizer, who is leaving the city to return to private practice. Poplin is a Knoxville native and has practiced law in the city since

1990. She joined the city as an assistant city attorney in late 1990 and was promoted to senior city attorney in 1996 before former Mayor Victor Ashe named her interim law director in 1998, a position she held until being named deputy law director.



Poplin

Ronald Mills has been promoted to deputy law director of Knoxville. He has been a senior city attorney and the primary legal advisor to the Knoxville Police Department since 1997. Mills has experience in civil rights and personal injury cases, worker's compensation, contracts, bankruptcy, property law and intellectual property rights law. He is an associate member of the International Association of Chiefs of Police and he works closely with other police legal advisors across the state through the Tennessee Association of Police Chiefs.



Mills

TDOT Chief Engineer **Paul Degges, P.E.** was recently selected as the 2007 Government Engineer of the Year by the Tennessee Society of Professional Engineers. Degges accepted the award at a ceremony at the annual Engineers Banquet. The youngest individual to ever hold the position of Chief Engineer, Degges has overseen the awarding of more than 1,500 projects with a construction value of more than \$2.6 billion.



Degges

Ron McMahan, former editor of *The Knoxville Journal* and earlier press secretary to U.S. Sen. Howard Baker, died recently in Naples, Fla., where he was making his home. He was 70.

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Tennessee ranks third in U.S. for economic development

State boasts nearly 300 new projects in 2007

Tennessee has claimed a top honor in the 2007 *Site Selection* Governor's Cup rankings, a 30-year tradition published by the magazine to honor states with the most new and expanded corporate facilities as tracked by Conway Data Inc.'s New Plant Database. Tennessee placed third with 293 corporate location projects.

"This is good news for Tennessee, and confirms that our state continues to build on its reputation as one of the most business-friendly states in the country," said Gov. Phil Bredesen. "*Site Selection's* Governor's Cup rankings reflect Tennessee's commitment to driving economic growth and developing a world class workforce through education and training."

The survey also ranked metro areas, broken down into four categories by size, based on their number of job creation projects.

Tennessee had four cities on the top 10 metro lists, more than any other state. Nashville-Murfreesboro ranked sixth for metro areas of more than 1 million, Knoxville ranked tenth for metros between 200,000 and 1 million and in the 50,000-200,000 metro category, Morristown ranked second and Johnson City ranked fourth.

"From Gov. Bredesen's first day in office, the creation of higher skilled, better paying jobs has been a priority for us," said Matt Kisber, commissioner of the Tennessee Department of Economic and Community Development. "Seeing smaller cities like Morristown and Johnson City excel on a national platform demonstrates our priorities are in the

right place: collaborating and developing partnerships with local communities and focusing on rural job creation."

The tallies are based on expansion or relocation projects that meet at least one of three standards: a capital investment of at least \$1 million, creation of at least 50 new jobs or creation of at least 20,000 square feet of new floor area. Only corporate projects are considered, meaning the magazine does not track retail or government projects, hospitals or schools.

"Tennessee's third-place finish in our Top 10 ranking means the state's economic development strategy is not only sound, but quite effective in attracting corporate investment," Mark Arend, editor-in-chief of *Site Selection* says. "A significant number of companies - nearly 300 - have found the factors they need in Tennessee with which to grow their operations."

Site Selection, published by Conway Data, is the oldest publication in the corporate real estate and economic development field and the official publication of the Industrial Asset Management Council. Many corporate real estate analysts regard the magazine's rankings as "the industry scoreboard." *Site Selection's* circulation, 44,000 strong, consists of executives involved in corporate site selection decisions, most at the CEO/President/COO level.

To read more and see the complete Governor's Cup rankings, visit *Site Selection's* Web site, www.siteselection.com.

The Tennessee Department of Economic and Community Development works routinely with existing businesses to locate and expand their presence in the state. For more information, visit www.tnecd.gov.

Resource planning needed to meet Tennessee's future water demands

WATER from Page 1
proclamation "Give our Georgia Friends a Drink Day."

"Please know that we are willing to help our neighbors to the south with this complimentary truck load of water," said Chattanooga Mayor Ron Littlefield. "And along with this water, we want to send Georgia legislators a message that focusing on conservation efforts would be much more productive than an ill conceived land and water grab."

Many communities in Tennessee also suffered from the drought with mandatory water restrictions, purchasing water from other communities, and Tennessee farmers losing crops and livestock that totaled hundreds of millions of dollars.

Water Resource Planning

The recent drought, along with Georgia's desperate plea for help, highlights the importance of water resource planning.

According to a report by the Tennessee Advisory Council on Intergovernmental Relations with so many systems and sources of water supplies in Tennessee that are governed and operated by various agencies, there is no overall planning framework to balance the competing demands placed on the state's water resources and delivery systems.

In 2000, the Tennessee Legislature adopted the Inter-basin Water Transfer Act, providing the framework for protecting Tennessee's



Photo courtesy of The Chattanooga Times Free Press

A truck load of bottled water along with a proclamation by Chattanooga Mayor Ron Littlefield proclaiming Feb. 27, 2008 as "Give our Georgia Friends a Drink Day" was delivered to the Georgia Legislature.

water resources from competing demands in adjacent states.

Following the passage of the 2000 Act, the Comptroller's Office of Research released a report in 2003 that examined the state's water supply policy and called for the development of a comprehensive, long-term water policy for Tennessee. To-date, no comprehensive plan has been developed.

However, included in Gov. Phil Bredesen proposed 2008-09 budget is \$2 million to develop regional

water plans. In addition, there are several pieces of legislation pending before the Tennessee General Assembly that addresses water resource planning.

"Obviously water and its supply is a critical resource to city governments and the citizens they serve. With the dire situation of last year's drought, TML is grateful that the governor and the General Assembly have made this issue a priority," said Margaret Mahery, TML executive director.

Five East Tennessee counties form water coalition to address public needs

In East Tennessee, five counties have joined together to create their own coalition in an effort to address drought-related and public water service issues. The East Tennessee Regional Water Coalition consists of Claiborne, Grainger, Hancock, Knox and Union Counties, which all share the Powell/Clinch watershed.

"The 2007 drought, as well as the anticipation of multi-year drought conditions, made it clear that while we may have a sufficient supply of water, providing that water to areas most impacted during drought periods is our challenge," said Knox County Mayor Mike Ragsdale.

"Water is essential to our citizens' quality of life and directly affects our economic livelihood," said Union County Mayor Larry Lay.

The coalition's charge is to introduce plans and solutions to help overcome challenges related to inadequate water supplies throughout

the five-county region.

"Our overall goal is simple," said Claiborne County Mayor Joe Duncan. "We need to find the most efficient and effective ways to meet our water needs."

Earlier in the year, technical representatives from the Environmental Protection Agency, the Tennessee Valley Authority, the Tennessee Department of Environment and Conservation, and the University of Tennessee held a meeting to craft a blueprint for this effort.

The coalition formulated the following structure: One individual appointed by each of the five county mayors, one representative from the Tennessee Farm Bureau Federation to protect agricultural interests, and one representative from the East Tennessee Development District (ETDD) to anticipate development issues and concerns. ETDD will serve as the fiscal agent with Terry Bobrowski as its Execu-

tive Director.

Rather than simply focusing on water pipes and pumps, the Coalition will utilize an integrated approach to identifying and resolving problems related to the abundant and constant supply of clean, safe drinking water.

With both water access and distribution at the forefront of the conversation, the coalition also hopes to address issues surrounding agricultural needs, public health concerns, community and economic development, and public financial assistance.

The coalition is currently seeking funding from a variety of sources, including state and federal monies.

The coalition is being managed by longtime public utility executive, Marvin Hammond, who is serving in a pro-bono capacity and brings 35 years of utility management to the process.

Tennessee Sales Tax Holiday moved from March to April 25-27

The Tennessee Legislature gave final approval to move Tennessee's next sales tax holiday from Easter weekend this month to April 25-27.

The holiday, which is designed to provide relief to taxpayers by instituting a temporary sales tax exemption on certain items, was scheduled by law for the weekend of March 21 - 23. Those dates coincide with both Good Friday and Easter this year.

Tennessee has two, three-day weekends in the current fiscal school year - One held before school started last August and one in the spring.

State and local sales tax is not collected on school supplies, computers and clothing items costing up to \$100 each in the spring.

The tax-exempt weekends run from 12:01 a.m. Friday to 11:59 p.m. Sunday.

Unlike the pre-school weekend, which occurs annually, this year's spring holiday was set on a one-time basis due to last year's budget surplus.

For more information, go to www.tntaxholiday.com.



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STATE BRIEFS



BY TML STAFF REPORTS

A growing number of **professionals without teaching backgrounds are taking nontraditional routes into education.** A national shortage of teachers has led to programs springing up across the country to fast track mid-career professionals into teaching. The goal is to fill hard-to-staff positions, mostly in science, math, foreign language and special education. Varying programs provide intensive summer training sessions, sending new teachers straight into the classroom while they earn teacher's licenses. Gov. Bredesen launched the program in 2005, which now has 140 fellows scattered across the state. Requiring at least five years of work experience, it has attracted former college professors, engineers, doctors, physicists and attorneys.

The U.S. Environmental Protection Agency is expected to issue tougher air-quality standards for ozone in a move that could affect dozens of Tennessee counties working to meet current standards. Elected officials, civic leaders and others warn this could prove costly for existing businesses, impede economic development efforts and leave many counties out of compliance until 2015. As many as 53 of Tennessee's 95 counties could find themselves in violation under the new regulations.

Gov. Bredesen has announced **plans to create a comprehensive energy policy for Tennessee** and will soon sign an executive order laying out the energy plan. The state will begin by addressing what the governor called the "low-hanging fruit" of finding ways to make its buildings and vehicle fleet more efficient. "We, as a state, can focus on driving innovation," Bredesen said. "The rest will sort itself out at the national and regional levels." Bredesen said the field provides economic development opportunities and that Tennessee can position itself as a national leader if it gets working on the topic.

More than 1,250 Tennessee streams, lakes and reservoirs, including 166 in Southeast Tennessee, are polluted to the point of not supporting the public's use of them, according to a state water regulatory list. "These are waters known to violate one or more of the federal Clean Water Act standards," said Greg Denton with the Tennessee Department of Environment and Conservation's Water and Pollution Control Division. Hamilton County holds 35 such bodies of water, according to the list. Available online, the list, also called the 2008 303(d) list, a requirement of the federal Clean Water Act, is compiled by state regulators every two years.

The economy's deterioration has led many people to believe the U.S. is headed for recession, if it's not already in one. Despite that risk, **researchers at the University of Tennessee, Knoxville, expect the economy to avoid recession but continue an economic slowdown as 2008 unfolds.** In Tennessee, the economy weakened in 2007, and

less growth is expected for 2008, but should pick up steam late in the year. "Stronger growth is expected to re-emerge when the national housing market begins its turnaround in the final quarter of the year. A delayed housing rebound would delay a return to stronger growth in Tennessee," according to the UT report. The state unemployment rate is expected to be about 5 percent after 2009, researchers said.

Wildlife officials plan to bring 36 elk from Kentucky into Tennessee as a part of a long-term effort to restore the state's population. The elk will join an estimated 200 to 250 elk in the Royal Blue Wildlife Management Area in Campbell and Scott counties, northwest of Knoxville. The elk are currently at the Land Between the Lakes National Recreation Area in Kentucky. Since 2000, the Tennessee Wildlife Resources Agency has been bringing back the large, antlered animals, which once roamed wild in the state but were forced out by habitat loss and overhunting. Tennessee conservation officials are hoping to have more than 1,400 free-roaming elk in the state by 2016 and have discussed a limited elk hunting season.

Nearly two-thirds of **Tennessee employers predict it will be difficult to find the qualified workers** they need over the next decade, which a state economist warned could slow economic growth in Tennessee. Among 618 business leaders surveyed by the UT Center for Business and Economic Research in Knoxville, 66.2 percent said it will be either "hard" or "much harder" to find skilled workers in the future. More than three of every 10 business respondents said they thought the quality of Tennessee's work force had declined in the past decade, even though most employers said having more skilled workers increasingly is important for their business success. "Employers today in Tennessee are having difficulty getting skilled workers for their jobs, and they expect those problems to be more acute as we go out 10 years," said Dr. Matt Murray, a University of Tennessee economist who helped prepare the survey.

Tennessee's unemployment rate for January was 4.9 percent, down .1 percent from December, the state Department of Labor and Work Force Development announced. The unemployment rate for Dec. was revised down from 5.3 to 5. The national unemployment rate for Jan. was also 4.9 percent, down from the December national rate of 5 percent. Commissioner James Neeley said Tennessee's rate is following a national trend. "We've had moderate employment growth from Dec. to Jan.," Neeley said. "If you look at the course of the last year, generally we've seen the rate move slightly upward as employment growth has been modest and increases in the number of people looking for work have grown somewhat more rapidly." Dec.-to-Jan. gains happened in machinery manufacturing with an increase of 1,000 jobs. Employment at gasoline stations and in telecommunications increased by 200 jobs each.

Toothpaste plant brings smiles to Morristown

State and local leaders joined Colgate-Palmolive executives for an official grand opening of the company's new state-of-the-art toothpaste manufacturing facility in Morristown. The plant adds 200 new jobs to the area and produces market-leading Colgate Total Toothpaste for North America. Additionally, the facility is LEED certified by the U.S. Green Building Council, which means it will be over 17 percent more energy efficient and use 30 percent less water than a plant of comparable size.

"Colgate Palmolive's investment in this community and its people is something Tennessee can be proud of," Gov. Bredesen said.

"By choosing to locate one of its worldwide plants here, the company has displayed great confidence in the workforce of Hamblen County to compete on a global scale. For Hamblen County, that means 200 new jobs, and they're the kind of jobs we like to see in Tennessee—good jobs that will strengthen our families and bring solid foundations to our communities."

Morristown has brought us ev-



Colgate-President and CEO Ian Cook and Plant Manager Alvaro Cantillo present Governor Bredesen with Colgate toothpaste.

erything we could ask for: a pool of talented and skilled people, solid infrastructure and convenient location, a supportive business environment and support from state and local officials," said Ian Cook, president and CEO of Colgate-Palmolive. "We want to take this opportunity to express our gratitude to Morristown and to the state of Tennessee for welcoming Colgate

and its people into the community and for helping us get off to a terrific start."

The plant began operations in the toothpaste manufacturing facility in September after gaining FDA approval. The plant employs cutting edge technology in production and in its LEED certified design, helping the facility conserve water and energy.

Tennessee Historical Commission accepting merit award nominations

The Tennessee Historical Commission is now accepting nominations for its Certificate of Merit Awards to honor individuals or groups that have worked to preserve Tennessee's cultural heritage during 2007. The deadline for submissions is March 26.

"Although much of our work at the Tennessee Historical Commission focuses on efforts to preserve and to restore historic structures, we

also want to recognize people for the work they do in the areas of publication, commemoration and education to safeguard our history and heritage," said Patrick McIntyre, executive director of the Tennessee Historical Commission.

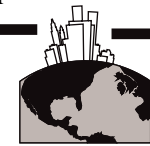
Award recipients will be honored at a special ceremony to mark Historic Preservation Month in May. The National Trust for Historic Preservation, Tennessee Historical

Commission and other preservation organizations will join together to sponsor this event.

To make a nomination for a Certificate of Merit Award, please contact the Tennessee Historical Commission to request an application.

The commission can be reached by calling (615) 532-1550 or by writing to 2941 Lebanon Road, Nashville, TN 37214.

NATIONAL BRIEFS



More than one in 100 American adults are in prison or in jail, according to a study released by the Pew Center on the States. The report on high incarceration rates found that in 2007, 25,000 more Americans went to prison and more than 700,000 to jail.

With more than 2.3 million people behind bars, the United States leads the world in both the number and percentage of residents it incarcerates, leaving far-more-populous China a distant second.

The growth in prison population is largely because of tougher state and federal sentencing imposed since the mid-1980s. Federal law mandated prison terms for crack co-

caine offenses that were up to eight times as long as for those involving powder cocaine. In the 1990s, many states adopted "three-strikes-you're-out" laws and curtailed the powers of parole boards. Minorities have been particularly affected: One in nine black men ages 20 to 34 is behind bars. For black women ages 35 to 39, the figure is one in 100, compared with one in 355 for white women in the same age group.

Tennessee has 19,200 prisoners, which costs the state \$22,400 per inmate every year.

As prison populations expand, costs to states are on the rise. Last year alone, states spent more than \$49 billion on corrections, up from

\$11 billion 20 years before.

Twenty years ago, the states collectively spent \$10.6 billion of their general funds—their primary discretionary dollars—on corrections. Last year, they spent more than \$44 billion in general funds, a 315 percent jump, and more than \$49 billion in total funds from all sources.

Coupled with tightening state budgets, the greater prison expenditures may force states to make tough choices about where to spend their money. For example, Pew found that over the same 20-year period, inflation-adjusted general fund spending on corrections rose 127 percent while higher education expenditures rose just 21 percent.

Rate reduction for TML Pool members

POOL from Page 1
(90) days from the date of denial of coverage by the Pool will constitute a waiver of any or all claims or disputes regarding coverage issues."

- Include contracts entered into by the insured must not waive subrogation rights that the insured and the Pool have in order to obtain subrogation of claims. Waiver of the insured's rights of subrogation at any time may void coverage afforded under the policy.

Workers' Compensation:

- Increase Voluntary Compensation Accident Coverage from

\$100,000 to \$200,000 with proportional increase for partial losses.

Property:

- Amend Coverage E—Automatic Coverage 1. Flood to include "If any flood occurs within the 100 Year Flood Zone A, coverage will be excess of the National Flood Insurance Program (NFIP) or the maximum available limits whether purchased or not of \$500,000 limit for each building, \$500,000 limit for personal property, and \$250,000 for loss of revenue and extra expense."

DIVIDEND CREDIT

The dividend declared by the

Board of Directors for the 2008/2009 renewal policies is \$8.3 million.

The Board is pleased to announce this news. Over the past few years it has become evident that the actuarial and underwriting results from pool members' efforts are paying off. Additionally with the changes in the Workers' Compensation Reform Act of 2004, additional benefit has been seen. The overall result is now evident in the numbers and is being passed back to its members, as it should be.

Thank you for your business and we look forward to a long continuing partnership.

Good Risk Management is just Good Management



Cities and municipal agencies have joined together to create in the TML Pool what has grown to be the largest municipal insurer in Tennessee. The extent of the coverage provided for municipal exposures is staggering.

The Pool insures:

- 40,575 municipal employees for workers' compensation including 5,041 Police Officers representing more than \$951.7 million dollars in annual payroll exposures.

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Tennessee Fire Chiefs promote agenda during Day on the Hill

Fire Chiefs from across the state were in Nashville earlier this month to participate in the annual Tennessee Fire Chiefs Day on the Hill.

"The Fire Department Day on the Hill was a huge success with more than 27 agencies and 34 individuals representing Tennessee Fire Departments," said Ray Crouch MTAS Fire Management Consultant. "Several state representatives made very positive comments on seeing so many uniforms walking the halls of the Legislative Plaza."

Fire personnel were prepared with an official listing of fire related bills and positions prepared by Shane Ray, legislative chair and fire chief for the Pleasant View Volunteer Fire Department

"This is an important day for Tennessee," said Chief Ray. "The fire service of Tennessee saves lives and property every day; they also save the citizens millions of dollars because of the volunteer time donated and the insurance savings that result because of their service. This savings is realized by Tennesseans in the form of their communities' ISO ratings."



Photos by Victoria South

Fire chiefs and representatives from across the state took part in the annual Tennessee Fire Chiefs Day on the Hill. Fire personnel were prepared with an official listing of fire related bills and positions. A catered lunch was sponsored by the Tennessee Fire Chiefs Association, Tennessee Fire Safety Inspectors Association, and the National Fire Sprinkler Association.



Firefighters Day. Pictured left to right: Brian Collins, Brentwood Fire Department, Fire Chief Shane Ray, Rep. Philip Johnson, and Allen Nicholson, Pleasant View Volunteer Fire Department.



Firefighters Day. Pictured left to right: Brian Collins, Brentwood Fire Department, David Windrow, Brentwood Fire Department, Rep. Charles Sargent, and Ronnie King, Brentwood Fire Department.



Firefighters Day: Fire Chief Terry Wiggins with the Bartlett Fire Department and Rep. Ron Lollar.

Maryville Fire Department receives national accreditation

MARYVILLE from Page 1

At that time, the Fire Department started first with the development and writing of a strategic plan that would provide them with formal, written goals and objectives, and a road map to the future.

"Even if we didn't become an accredited agency, the strategic plan was, for us, a very useful and important guideline for the future that could keep us on track," stated Chief Mitchell.

The second part of the process consisted of the Self-Assessment Manual that was so large; it was split into two volumes. Approximately 270 performance indicators were measured, documented and evaluated by the department themselves.

"This part of the process took a long time because we had to document most of our performances and then evaluate the process," explained Deputy Chief Hodges. "The advantage of the Self-Assessment Manual is that it required us to take a look at everything we do and grade ourselves on it. If there was a task or indicator that the department didn't perform effectively, it was up to us to recognize that we fell short and determine a plan for improvement."

The performance indicators were divided into the following areas: governance and administration, goals and objectives, financial resources, programs, physical resources, human resources, training and competency, essential resources, and external system relationships.

Lt. Mike Caylor was in charge of all compiling all the paperwork and submitting the reports for consideration to the Commission on Fire Accreditation International. In addition to the Self Evaluation Manual and the Strategic Plan, the department also put together a Community Risk Assessment (CRA) Standard of Coverage document.

"The CRA furthers MFD's ability to provide the community with a scope of service that can be expected from their fire, rescue, and EMS provider," stated Caylor. He added that the process included a physi-

cal survey of every commercial property in Maryville. Caylor couldn't say how many hours it took to visit and assess all the 792 properties. The properties were assessed for the risk posed by: life hazard, community impact, life impact, water supply, building usage, building construction, number of stories, square footage, and exposures.

After the on-site review, the Assessment Team announced their findings on January 10 in a public meeting that included City Councilmen Andy White and Tommy Hunt, Vice Mayor Tom Taylor, City Manager Greg McClain, city staff, firefighters, and other local public safety officials. The four members of the Peer Assessment Team started by praising MFD for their door to door smoke detector program in which firefighters check and change detector's batteries or provide a new smoke detector, free of charge.

Other accolades in the report said "The working relationships within the city organization and with outside fire and emergency agencies are strongly developed and function very well; the department's accreditation self-assessment manual reflected a genuine ability for appraising its current performance and determining its improvement needs."

Among the recommendations were: expansion of the department's use of Firehouse software to obtain additional data and reports, a budgetary plan to improve the John Sevier Station that is more than 40 years old, and continued input from the community regarding the department's programs and service.

"Our work does not end here because we are now an accredited fire department," said Chief Mitchell. "What happens now is that MFD has a proven method of measuring performance. Our willingness to continue to be a part of the ongoing rigorous re-certification process every five years shows we truly care about the safety of our firefighters and our community. In the end, it is a testimony that we, as an organization, want to be held accountable for standards of excellence."



The Maryville Fire Department has joined the ranks of a small elite group of nationally-accredited fire departments. Showing off the plaque they received for achieving accreditation are pictured left to right: Lt. Jeff Caylor, Deputy Chief David Hodges, Fire Chief Ed Mitchell, City Manager Greg McClain, and Lt. Randy Thompson.

Cities to commemorate first Vietnam Veterans Day in Tennessee

The Vietnam Veterans organization of Cumberland County has announced a huge parade and gala celebration in Crossville March 29-30, to commemorate the first Vietnam Veterans Day in Tennessee and other states.

Governor Phil Bredesen has designated March 29 as Vietnam Veterans Day and the Crossville group is planning a "Welcome Home" celebration to honor all Vietnam veterans and their families.

Many other states have followed Tennessee's lead to honor Vietnam veterans with their own observances.

The parade will kick off at 10 a.m. March 29 with the route running from the Cumberland County Community Complex

over to Main St. then down Main St. to Stanley St. and down Stanley St. to Cumberland County High School.

Two M1A1 Abrams tanks, a Bradley fighting vehicle, the Tennessee National Guard Band will be featured and two Cobra-Blackhawk helicopters will do a fly over.

The hours of this two-day event are 8 a.m. to 7:30 p.m. Saturday, March 29, and 9 a.m. to 7 p.m. Sunday, March 30.

For more information, contact event coordinator Dann Dunham of Crossville at 788-2919 or log on to the group's Web site at www.ccvietnamvets.com.

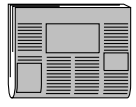
The Vietnam Veterans of America Chapter 942 in Soddy-Daisy is planning a special recognition for local families who lost a loved

one to the Vietnam War. Beginning at 11 a.m. in Veterans Park, there will be a ceremony featuring the Sale Creek High School JROTC, Soddy-Daisy High School JROTC, band and ROTC color guard.

The Southeast Veterans Museum, Chattanooga will bring items to exhibit including photos. There will also be a Vietnam era Jeep and ambulance.

Soddy-Daisy is dedicating the portion of Dayton Pike in front of the park to Vietnam veterans for the week of March 22-29 and American flags will line the street.





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BUILDING INSPECTOR

BELLE MEADE. The city is seeking qualified candidates for the position of Building Inspector until 4:00 p.m. on March 17. Primary job duties include: plans review, building inspections, enforcement of zoning regulations and building codes, issuing building permits, and assisting Building Official and Board members. Minimum high school degree and 5 years experience, college degree and state building inspector certification preferred. The successful candidate must be personable, highly organized, and able to meet deadlines and multitask. He/she should be able to work independently as well as effectively operate in a team environment. Excellent benefits. Beginning salary range \$36,000-\$40,000. DOQ. EOE. Please send application, resume, and cover letter to Beth Reardon, City Manager, 4705 Harding Road, Nashville, 37205 or email to breardon@citybellemeade.org. A printable application and job description are available at the City website, www.citybellemeade.org, by clicking on the menu option "Building & Zoning, Employment Opportunities".

DEPUTY COMMISSIONER OF FINANCE AND REVENUE

CLARKSVILLE. The city has an immediate opening for a Deputy Commissioner of Finance and Revenue. The position will work directly under the supervision of the Commissioner of Finance and Revenue. Responsibilities include: maintenance of the City's accounting and financial system in accordance with generally accepted accounting principles, supervision and review of accounting internal controls, preparation of financial reports and schedules, including the City's annual audited financial report, financial analysis and budgetary work in preparation of the annual City's budget, and special projects as necessary. Will assume departmental responsibility in the absence of the Commissioner of Finance and Revenue. Qualified applicants should possess knowledge and understanding of: public financial administration, government fund accounting (modified and accrual basis), audit principles and procedures, internal controls, relevant federal and state laws, rules, and regulations and management principles and practices. Must be a Certified Public Accountant with an active license status. Must have six (6) years of professional level accounting experience; experience in governmental accounting and auditing preferred. Must have at time of employment or must within 18 months of employment comply with the requirements of the Municipal Finance Officer Certification and Education Act of 2007. The salary range for this position is \$50,000 - \$78,000, and starting salary will be based on experience and overall job qualifications. Apply to: Clarksville Montgomery County Career Center. ATTN: Ms. Ruth McPherson, 350 Pageant Lane Suite 40, Clarksville, TN 37040 E-mail: Ruth.McPherson@state.tn.us

DEVELOPMENT SERVICES COORDINATOR

KINGSPORT. The city is currently accepting applications for a development services coordinator. Please submit completed applications to Human Resources, 225 W. Center St. Kingsport, TN 37660 by 5:00 PM March 21. See our website for more information, visit the website at www.ci.kingsport.tn.us. EOE

DIRECTOR OF PARKS AND RECREATION

SPRINGFIELD: The City is accepting applications for a Director of Parks and Recreation with the Springfield Recreation Department through March 14, 2008. The employee will perform complex professional and administrative work in managing the operation of the City's parks and recreation system, including all parks, facilities, programs, and special events. A bachelor's degree from an accredited four-year college or university with a major in recreation, physical education, business administration, public administration or a field of study that would complement parks and recreation work; five (5) years or more of experience in the administration of recreational programs and in the development and planning of recreational facilities. Hours are M-F 7:30 a.m.-4:30p.m. Salary, \$51,729-\$70,636 per year. Requirements are: a valid TN Drivers License, pass drug screen and physical exam. Applications must be post-marked by March 14, 2008 or may be received in person at the City of Springfield Personnel Office, 405 North Main Street and returned no later than 4:30 p.m. on the date specified above. For more information, contact Carolyn Scott at cscott@springfield-tn.org. When applying for this vacancy announcement, please reference announcement number #REC-042. Website address: www.springfield-tn.org. The city of Springfield is an affirmative action/EOE.

ECONOMIC DEVELOPMENT SPECIALIST

HAYWOOD/TIPTON COUNTY. The Southwest Community Development Authority is seeking applicants for the position of Economic Development Specialist to lead the agency. The duties of this position include coordinating regional efforts to assist with the creation, retention, and expansion of high quality job opportunities for the people of southwest Tennessee. The position will be based in Haywood or Tipton Counties. Haywood County is located 50 miles north of Memphis on Interstate 40; the county seat is Brownsville. Tipton County is located 25 miles north of Memphis; the county seat is Covington located on Highway 51. A minimum of five years professional work experience in an economic development environment is required. Work experience in a range of economic development issues including community development, leadership development, entrepreneurship development, or technology development is preferred. Demonstrated experience in seeking and successfully securing grant funds is preferred. This person must be familiar with the latest economic development trends; have demonstrated experience and knowledge of the industrial site selection process including recruitment, proposal development, and working with industrial prospects or site selection consultants. Strong verbal and written communication skills and strong listening skills are required. This position also requires the applicant to possess a B.A. or B.S. degree. The completion of IEDC (International Economic Development Council) basic core curricula or additional economic development related coursework is preferred. This position requires a person that is highly motivated with a high level of integrity. Current priorities of the Southwest Community Development Authority include building relationships with economic development partner organizations, developing strategies to position our region for future growth, building the skill level of the workforce, retaining and assisting existing industry to expand, and building awareness for economic development within the general public and enhancing tourism opportunities. Salary: DOQ & Exp. plus excellent benefits. Deadline for submittals is March 24.

EXECUTIVE DIRECTOR

MILLINGTON. The city Industrial Development Board is seeking an executive director to provide leadership in developing and implementing the organization's programs in economic development. These duties include the development of marketing programs and strategies for the recruitment of national and international businesses and the retention and expansion of existing businesses. Ideal candidates must demonstrate success in creating partnerships with key complimentary industrial recruiting organizations. Other responsibilities include management of staff and budget accountability. Qualifications include graduation from a four-year college or university with a major in economics, business, marketing, planning or public administration. Five years experience in state or urban economic development is desired. Preferred qualifications also include graduation from EDI and/or the CED designation. Competitive salary and benefits will be commensurate with experience. Interested candidates should submit cover letter, resume and salary history to: Search Committee, Industrial Development Board of the City of Millington, 7965 Veterans Parkway, Suite 101, Millington, TN 38053 or email to: miltndb@bigriver.net or via fax to: 901-873-0600. If interested please respond by March 15.

POLICE OFFICER LATERAL ENTRY PROGRAM

JACKSON. The Jackson Police Department is now accepting applications for its Lateral Entry Program. Minimum qualifications include: current P.O.S.T. certification or out-of-state certification acceptable to the Tennessee P.O.S.T. Commission (minimum of 400 hours). Starting salary 1 year as a certified officer - \$15.50/hr., \$32,240; 2 years as a certified officer - \$15.99/hr., \$33,259; 3 years as a certified officer - \$16.36/hr., \$34,029; 4 or more years as a certified officer - \$16.72/hr., \$34,770. Career police patrol officers receive annual step increases on our P-Program, up to a maximum of \$43,276 with fourteen years of service topped out patrol officer pay, in addition to any annual cost of living increase. Required documents to be submitted with application include: Application, High School diploma or GED, valid driver's license, Social Security card, birth certificate, DD-214 (if applicable), photo (full face), basic Police Academy certificate, Tennessee P.O.S.T. certificate. Out-of-state candidates must submit basic Police Academy curriculum. Requirements: Entrance exam score of at least 70; In-depth background investigation; physical exam (must satisfactorily pass after offer of employment); drug screen (must satisfactorily pass after offer of employment); psychological exam (must satisfactorily pass after offer of employment). Apply at the city of Jackson Personnel Department, City Hall or applications may be downloaded from www.cityofjackson.net.



City leaders negotiated with Comcast to shift the community access function to GHS-TV, allowing a student-run station to provide the staffing and equipment for community access programming.

Germantown TV honored by U.S. Mayors

interactively learn the broadcast industry, the city is provided a means for communicating general government and public safety information to the public, and the community is provided with programming unmatched by any other community access cable television station.

"The city's long-time partnership with its cable provider and the Shelby County Schools system has enabled an extraordinary television production program at Germantown High School," said Germantown Mayor Sharon Goldsworthy.

"The students are well prepared for broadcast careers and well self-disciplined for further study or any profession by the rigorous curriculum and experience," continues Goldsworthy. "Germantown residents benefit because they view proceedings of our Board of Mayor and Aldermen and Planning Commission live, in real-time. And Comcast assigns its usual "community access" obligation to a third party, GHS-TV. It's a win-win-win."

Germantown was one of only 10 cities across the nation that was honored for its best-practice programs. Recipients received their awards during the Conference's annual winter meeting held in Washington, D.C.

"These awards recognize successful and outstanding relationships between cities and businesses. They support the Conference's message of creating a strong and engaged business community inside our organization, sharing and working with us on visions of success to make our cities—and ultimately our nation — economically stronger," said in Las Vegas Mayor Oscar

Goodman, chair of the Mayors and Business Community Task Force.

The Mayors' Business Council established the awards to encourage businesses and cities to work together to improve local communities. An independent panel of judges was appointed by the Conference of Mayors to review the submissions. Criteria upon which their selections were made included: improvement in delivery of services, replicability,

sustainability, cost savings, creativity of approach, benefits to both public and private partners, economic and business benefits, and measurable results.

The U.S. Conference of Mayors is the official nonpartisan organization of cities with populations of 30,000 or more. There are 1,139 such cities in the country today, each represented in the Conference by its chief elected official, the Mayor.



Lifeblood presented the first ever, Clarkson Community First Award to the city of Bartlett and the Bartlett Area Lifeblood Donor Council (BALD). The award is in recognition of reaching and surpassing the city's 2007 goal of 8,000 to collect 8,353 units in the Bartlett area. Mr. Clarkson, whom the award is named after, was the first chairman of the Lifeblood Foundation Board. During his professional career at AutoZone he was instrumental in the overall company leadership and growth. He is a great community advocate and supporter of Lifeblood. Pictured from left to right are Margaret Ryan, CEO Lifeblood Foundation; Bartlett Mayor A. Keith McDonald; Larry Hilbun, BALD chairman; and Andrew Clarkson, past chairman of the Lifeblood Foundation Board of Directors.

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Governors target transportation funding

 BY PAMELA M. PRAH
Stateline.org Staff Writer

The nation's governors are ratcheting up pressure on Congress and the White House to fix the country's crumbling roads, bridges, dams and sewers, an investment some governors tout would serve a dual purpose by boosting the slumping economy.

Governors left the National Governors Association (NGA) winter meeting divided over whether to push Congress to include transportation money in a second economic stimulus package. But the NGA gathering elevated bipartisan concerns about the nation's deteriorating infrastructure, landing the issue directly in front of President Bush amid vows to get the presidential candidates to also address the problem.

In a White House meeting with governors, Bush shot down the idea — pressed mostly by Democratic governors — of passing a second economic stimulus package with money for roads and construction projects, arguing it is premature. Congress just this month passed a package of tax credits and business deductions to try to keep the economy out of recession.

Pennsylvania Gov. Ed Rendell (D), vice chair of the NGA, argued that federal funding for transportation and other construction projects would upgrade the nation's infrastructure and provide well-paying jobs as a possible recession looms. "We think it's the best type of stimulus, even better than the first stimulus," Rendell said.

Rhode Island Gov. Don Carcieri (R) said all governors agree that they need money to invest in roads, bridges and other infrastructure. But that's a separate question from whether there should be another economic stimulus bill, he said.

The governors also appealed for relief from the Democratic-controlled Congress from Bush administration rules affecting driver's licenses and Medicaid expenses.

The new emphasis on infrastructure arises as governors in at least 18 states are facing deficits in their state budgets this year and as most are scrambling to find funds to keep up with maintenance of roads, dams, bridges and other structures that are vital to U.S. commerce.

Governors in Pennsylvania and New Jersey are among those looking to privatize or add toll hikes to raise money to keep roadways maintained. The federal Highway Trust Fund, which pays for roughly 45 percent of the nation's road and bridge building, is expected to run



Pennsylvania Gov. Ed Rendell, vice chair of the NGA; Minnesota Gov. Tim Pawlenty, NGA Chairman; and Tennessee Gov. Phil Bredesen.

out of money as early as next year, falling \$3.3 billion short of needed transportation funding. The fund is paid for by the federal gas tax of 18.4 cents per gallon, which was last raised in 1993.

New attention was focused on infrastructure after a Minneapolis bridge collapsed in August, killing 13 motorists. But problems have been mounting nationwide for years. More than one in four of America's nearly 600,000 bridges are rated deficient, a third of major roadways are rated in substandard condition and may be contributing to traffic fatalities, 3,346 dams could fail, and aging sewer systems are spilling an estimated 1.26 trillion gallons of untreated sewage every year.

Washington Gov. Chris Gregoire (D) said more federal investment in the nation's infrastructure would give a bigger and longer-lasting boost to the economy than the one-time tax credits in the stimulus package already passed by Congress. "It's one thing for someone to get a \$600 check and go out and spend it. It's another thing for them to get a job and add to the infrastructure in the state," Gregoire said.

But Transportation Secretary Mary Peters told governors that transportation projects take too long to get the economy moving. Gregoire was one of 12 governors who over the weekend joined Rendell and California Republican Gov. Arnold Schwarzenegger (R) in support of the "Building America's Future" coalition launched last month with New York City Mayor Michael Bloomberg.

"Roads move people and goods. ... The governors are here to move the federal government," Gov. Schwarzenegger said. The nonprofit is being funded by a \$1 million grant from the Rockefeller Foundation.

Rendell said the coalition plans to lobby not only Congress, but also the parties' presidential nominees for a greater investment in infra-

structure of all kinds. Rendell said the group plans to invite both the Democratic and Republican presidential nominees to participate in an infrastructure forum.

Indiana Gov. Mitch Daniels (R), the president's former budget director, said states should not be looking for a bailout. "My attitude all along has been: Do what is best for the national economy, whether it sends our state government any more money or not," he told *Stateline.org* following a conference at American Enterprise Institute. "This should not be an excuse for people to go and fix their state budget problems."

Mississippi Gov. Haley Barbour (R) said more government spending was not the answer. "I don't think spending is part of the solution," he said.

NGA Chairman Minnesota Gov. Tim Pawlenty (R) said the disagreement wasn't a partisan one and that the issue of more transportation funding in a second stimulus package was just one of several ideas brought up. "The NGA position on all of that would be crystallized if and when we get to a point where Congress is actually going to consider a second stimulus package," he said.

The stimulus package Bush signed into law this month did not include a NGA plan to include \$12 billion to help states pay for Medicaid expenses, which tend to rise as job losses mount, and to provide block grants to local communities.

The governors backed off that plan and instead adopted a policy without any dollar figure that would allow governors to negotiate more broadly for funds if Congress decides to pass a second package. The governors note in the new, interim policy that Medicaid and block-grant funds have helped states in the past during economic downturns and urged Congress to avoid policies that shift additional costs to the states.

**April 1-5:**

Tin Pan South Songwriter's Festival in Nashville. America's largest music festivals dedicated to songs and songwriters. Several hundred songwriters will gather and perform approximately 100 shows over the course of the week in various venues. For more information, contact the Nashville Songwriters Association at 615-256-3354.

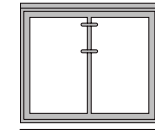
April 3-6:

Mule Day in Columbia. One of the biggest mule celebrations in the world. Events include mule sale, mule pulling, and draft mule shows, pancake breakfast, flea market, and parade. For more information, call 931-381-9557.

April 4-20:

Knoxville's 48th Annual Dogwood Arts Festival. More than 60 miles of blooming Dogwood Trails and more than 100 open gardens. Includes professional art and craft exhibits and sales, entertainment and more. For more information, contact the Festival Office at 865-246-4397.

COMING UP



March 13: The U.S. Knoxville Export Assistance Center and the University of Tennessee Global Business Center will hold a seminar entitled "**China: Risk, Reward & How to Win**" from 1:30 to 4:30 p.m. at 17 Market Square in downtown Knoxville. Registration costs \$50 and can be done online or in person at 1 p.m. the day of the program. For more information or to register, visit www.buyusa.gov/tennessee/china.html.

March 25-27: Tennessee Conference on Social Welfare, "Together Tennessee: Solutions Now: A Strong TN Tomorrow" at the Loews Vanderbilt Hotel, Nashville. Eighty workshops and forums exploring long range strategies from reducing poverty to elder neglect and abuse. For registration and information, call 615-313-9980 or e-mail info@tcsww.org. Visit the website at <http://www.tcsww.org/page/page3897152.htm>.

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Putting retired city managers back in the saddle

BY VICTORIA SOUTH
Communications Coordinator

After the cake and retirement party, great city officials have traditionally ridden off into the sunset seldom to be seen or heard from again, ironically taking with them years of knowledge and experience at a point in their careers when they could run a city in their sleep.

However, a national trend to keep older Americans working and volunteering is bringing retirees to the forefront as hot commodities in cities across the nation.

According to the article "No time to relax: States want new retirees' experience" by Hayla El Nassar, *USA Today*, as the oldest of 79 million boomers turn 62 this year, many are expressing a desire and need to remain in the work force to some capacity.

Rather than creating a huge retirement void in America's workforce and a drain on social and entitlement programs "The aging of America might turn out to be something good for individuals and communities across the country," Nassar quotes John Gomperts, president of the non-profit think tank, Civic Ventures.

The organization released a report on states leading an initiative to "engage boomers" with five states launching programs to utilize the experience and skills of older workers and another eight working with the National Governor's Association to find ways to retain boomers in the labor market as volunteers and part-timers.

With a population boom and facing development, growth and infrastructure challenges, Signal Mountain in East Tennessee re-

cently experienced the perks of placing an experienced city manager back in the saddle.

Grown beyond its sleepy bedroom community status, the town was in need of experienced, progressive management to identify problems, recommend solutions, and conduct job searches for the key positions of finance director and town manager.

"Mike Tallent, interim executive director with the Municipal Technical Advisory Service, recommended the town council hire Lynn Wampler and the town will be forever grateful for his advice," said Signal Mountain Councilmember Susan Robertson.

Retired in 2006 after serving 22 years as Fayetteville's city administrator, the position of Interim Town Manager appeared to be the perfect fit for Wampler, who remarked at one point in his career that being a city administrator was something he loved and felt destined to do.

Awarded the City Manager of the Year Award by TML in 1993, Wampler was affectionately nicknamed "The Wizard" by Signal Mountain department heads when he came on board as interim last fall.

"Mr. Wampler came in and hit the ground running," marveled Robertson. "In only two weeks, he had not only identified problems, but also put solutions in place. After three months, he had implemented a Capitol Project Fund for equipment replacement; regular maintenance plans for water towers, vehicles, and other equipment; instituted a take-home vehicle policy for police and other town employees; oversaw the finalization and adoption of a personnel policy manual, handbook and job descriptions; finalized and

implemented an employee pay plan; worked with department heads on reorganization; and much more."

Wampler also recruited and interviewed candidates to lead the community as the new Town Manager selecting former MTAS intern and recent UT graduate Honna Rogers. After handing the reins over to Rogers March 3, Wampler will stay on for a few weeks to ensure a successful transition for Rogers.

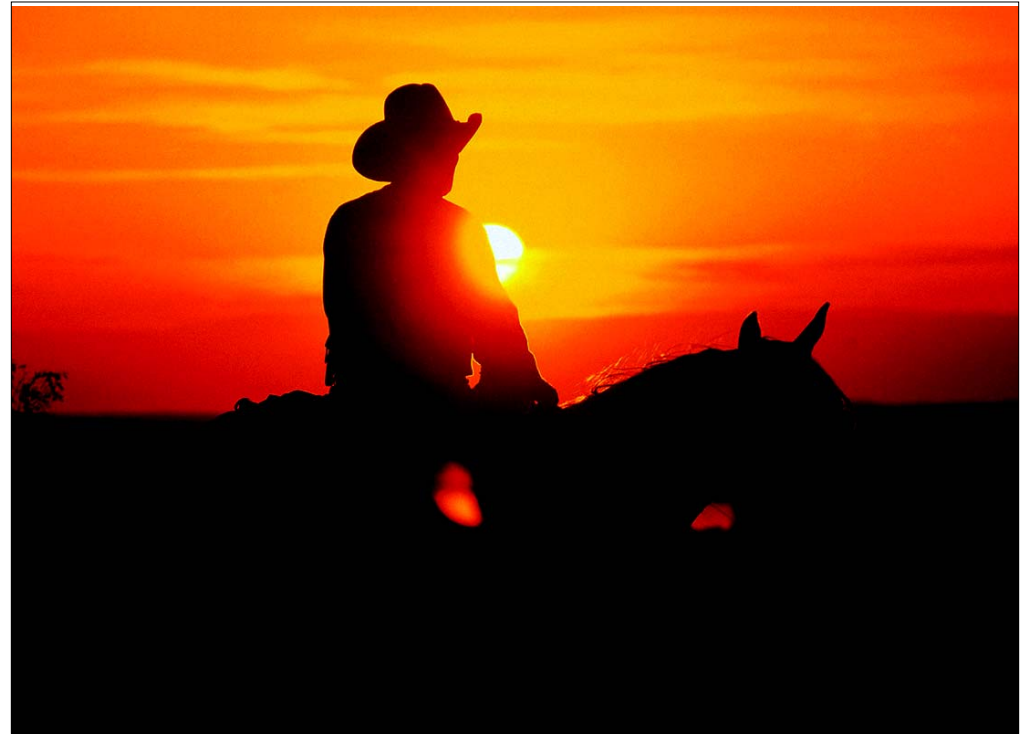
"I enjoy retirement, but it has been nice to be involved with the community of Signal Mountain and seeing progress made," said Wampler.

"There are currently a number of cities without managers, and I think they need to consider this option. It lets a council see how an experienced manager can step in and help the community."

According to the International City/County Management Association (ICMA), "64 of the 90 Best Small Cities identified by *Money Magazine* are run by professional local government managers and administrators.

"All our research and experience suggests that one of the clearest predictors of success and performance in state and local government is the quality of the individuals who work in those organizations and that professional leaders and managers matter," said Robert J. O'Neill, Jr., executive director of ICMA.

The ICMA Range Rider pro-



gram provides the opportunity for retired city managers with extensive knowledge and experience to continue to contribute to the profession through volunteerism. Range Riders volunteer their time to provide outside counsel to city and county managers and administrators, assistants, and other ICMA members. Acting as friends to the profession rather than consultants, Range Riders meet periodically with members in their states and local areas to discuss concerns and issues related to the profession. There are currently 87 Range Riders serving members in 24 states outside of Tennessee.

"Cities certainly have a resource instead of taxing department heads or promoting from within," said Tallent, yet the concept of putting retired, experienced city managers to work as interims is just catching on in Tennessee.

"Tennessee's cities are more open than in past years," said retired Maryville City Manager Gary Hensley, a 28-year veteran of the profession who was invited to interview at Signal Mountain along with retired 19-year city manager Barry Baker of Loudon.

"Throughout Tennessee, there's been a tendency to use someone local as an interim," Hensley observes, yet he credits changing council demographics in age and education as part of an increasing acceptance to change.

"The five-member council at Signal Mountain is comprised of professional people," agrees Wampler. "Sixty-five percent of the residents have college degrees or higher, and the community is very involved in council meetings. There are at least 40-50 people at each meeting with an opportunity to make comments."

"There is an advantage of newness when a city utilizes an interim manager," adds Baker.

"If a city only promotes from within the organization, that person has only seen one management style. The interim not only can help mentor, but alleviate the difficulties resulting from an internal governing body thinking the new guy must always have the management style of

the old manager," Baker continues.

"It's good for the Tennessee Management Association (TCMA) and good for the profession," said Wampler.

Although planning to take full advantage of his impending retirement, Dover City Manager Jimmy Scurlock is supportive of his colleagues.

"Anybody who wants to continue on as an interim, I wish them well," Scurlock said, noting that often department heads are bumped up to an interim position whether they want the job or not, which can be less beneficial to the community.

"It's better to utilize an experienced manager," said Scurlock.

"If an employer sees there may be a critical shortage of certain skills in the future, they may want to look at the pool of 'retirement phasers,' as the source for meeting their manpower needs," said John McCann, managing vice president of the ICMA Retirement Corporation. Retirement phasers are employees who transition into retirement gradually by moving to jobs with fewer hours, more flexibility and responsibility.

"Not everybody has three pensions and an IRA plan," reports Melanie Starns, Arizona governor's policy advisor on aging in *USA Today*.

"A lot of people actually need to work to survive, and others who have more time don't want to just stuff envelopes and answer phones."

Arizona launched the Mature Workforce Initiative viewed at azmatureworkers.com providing online listings of paid and volunteer work. The program also highlights businesses deemed "mature-worker friendly" and hopes to change state government's retirement policies to allow greater flexibility.

In California, Gov. Arnold Schwarzenegger and former CEO of Paramount Pictures Sherry Lansing have launched EnCorps Teachers Program, a corporate effort designed to entice boomers into teaching. In addition, Maryland passed the Baby Boomer Initiative Act; New York launched The Mature Worker Task Force and Massachusetts, The Coalition on Vital Aging.



Pictured left to right: Fire Chief John Vlasik and Police Chief Boyd Veal admire the fireman's jacket they presented Interim Town Manager Lynn Wampler which bears a Signal Mountain fireman's and police patch along with a stitched nickname for Wampler, "The Wizard".

The MTAS City Management Internship program

BY HONNA K. ROGERS

As my two-year city management internship comes to a close, I have realized how beneficial this program has been to me and others. During this time I have had the privilege to work with the cities of Cleveland, Athens, and East Ridge, the Town of Signal Mountain, the Athens Utility Board, and the Southeast Tennessee Development District (SETDD).

The program has equipped me to be an effective city manager. I feel very confident that I am leaving this internship with more experience in management than I would have gained by working in a city for two years.

There are many day to day functions that are not taught in a classroom. An important part of a city manager's job is to work with the council and keep them informed. It has been valuable for me to see the various types of interaction.

While the majority of my time was spent working on larger projects, I spent time with all types of employees to learn their jobs. This has given me a deep appreciation for how every person must work together to keep city functions running smoothly.

While working with the Athens Utility Board, I went on

calls with the various departments (water, gas, wastewater, and electric) observing everything from the installation of new power lines to installing water lines and unstopping sewer lines.

A city manager must deal with county issues and my experience at SETDD helped me to understand the relationship between the two.

Grant funding can be critical for a city. I worked with the planning department on Community Development Block Grants and wrote a grant on my own, including supporting documents.

Beth Jones, SETDD Executive Director, stated: "I feel that this internship program with MTAS was invaluable not only for us, but also for Honna as she had the opportunity to work with a variety of municipalities across a broad range of issues and topics including: economic development (providing local incentives and building infrastructure); community development (recreation and housing rehab); solid waste planning; work force development and transportation issues. SETDD looks forward to future internship opportunities with MTAS."

According to Mitch Moore, City Manager of Athens, "This internship enabled Athens to conduct studies and obtain information that may not have been possible due to manpower con-

straints in the existing organization."

The types of projects I have worked on have been more complicated than are traditionally assigned to an "intern." An example is my work on East Ridge's budget. My assignment was to oversee the entire budget process. The city is divided into three divisions and I worked with each of these directors to formulate a proposed budget for Council. Once the budget was compiled, I realized that the city was faced with a large deficit. I proposed ways to decrease the expenditures and increase revenues.

I also worked on other complicated projects, such as a fire report. Janice Casteel, city manager of Cleveland, stated that "the fire report was critical to the City of Cleveland maintaining their Class 3 ISO rating." Joe Cate, past city manager of Cleveland, commented that the "quality of work produced by this internship was higher than any previous internship." He accredited this to the fact that this internship requires a graduate degree and, therefore, brings more qualifications to the job.

Lastly, I believe this internship program will benefit the field of city management. After two years of this type of intense training, the end result is a better city manager. Many current



Interim Lynn Wampler presents the Signal Mountain Town Policy to the new Town Manager, Honna Rogers.

managers have commented to me that they wish they had been able to go through this experience.

Once in a city, a manager rarely has time to spend extended amounts of time in a single department. This internship allowed me to gain an in-depth understanding of departments and experience their day-to-day happenings. I also had the advantage of experiencing different cities and seeing the various ways they handle similar situations.

This post-graduate experience allows me to carry different ideas into Signal Mountain as manager. This is experience I would not have if I had gone to

work for a single city after graduate school. I also have been able to build a network of support throughout these organizations that I will be able to call upon with questions in the future.

Overall, this internship is a benefit to the intern, the cities and other entities, and the overall field of city management.

Within a few years, many city managers will be retiring. The cities in Tennessee should work to assure that adequately trained professional managers are prepared to step into these positions. Doing so will benefit all the citizens of Tennessee.