



Save the Dates

TML District Meetings

| | |
|---------|-----------------------------------|
| Jan. 4 | District 8 Bartlett |
| Jan. 5 | District 4 Sparta |
| Jan. 11 | District 5 Lafayette |
| Jan. 12 | District 6 Brentwood |
| Jan. 17 | District 3 Collegedale |
| Jan. 18 | District 2 Knoxville |
| Jan. 19 | District 1 Johnson City |
| Jan. 27 | District 7 Henderson |



Municipalities go to the polls

BY KATE COIL

Residents of 193 municipal governments across Tennessee headed to the polls on Nov. 8 to elect their city leaders.

In addition to electing city and town officials, voters in many municipalities across the state weighed in on a variety of referendums.

Some of the most popular referendums included consumption of alcohol on the premises measures, which allow for the sale of alcohol in city limits, as well as the wine in retail measures – also known as “wine in grocery stores” referendums.

Municipalities approving consumption on the premises referendums included Blaine, Charlotte, Jellico, Oliver Springs, McKenzie, Mosheim, and New Tazewell. Package sales were also approved by voters in Coopertown, New Market, Red Boiling Springs, and South Carthage. Mt. Pleasant voters approved a liquor-by-the-drink referendum. Carthage, Minor Hill, Monterey, Tusculum, Watertown, and Westmoreland voters approved both consumption on the premises and package sales referendums.

Measures allowing for retail wine sales were approved in municipalities including Baxter, Bolivar, Columbia, Dandridge, Dayton, Elkton, Erwin, Fayetteville, Humboldt, Jasper, Jefferson City, Kimball, LaFollette, Lawrenceburg, La Vergne, Madisonville, Portland, Pulaski, Rockwood, Selmer, Soddy Daisy, Sparta, Springfield, Sweetwater, Tazewell, Unicoi, Vonore, and White Pine.

Some communities also passed both consumption on the premises and wine in retail stores referendums in tandem, including Chapel Hill, Rocky Top, Smithville, and Waverly. McMinnville voters passed a referendum to allow package sales as well as a wine in retail referendum. Under state law, only places that have authorized package liquor sales or liquor by the drink are eligible to hold a referendum on wine in grocery stores.

A referendum to allow consumption on the premises failed in Tracy City by seven votes, while a referendum to allow retail package stores failed in Jamestown by 131 votes.

Voters in Harriman also voted down a sales tax referendum by 178 votes.

CITY ELECTIONS

Adams City Commissioner

Mike Harbert – 90

Mary M. Mantooh (i) – 127

Adams City Commission (unexpired term)

Chris Cockrill – 85

Will David Goodman – 122

Adamsville Mayor

William David Leckner (i) – 502

Tommy Morris – 331

Adamsville City Commission (two seats)

Sammie Maness – 384

Devastating wildfires rip through Gatlinburg, Smokies; 14,000 evacuated, 1,000s of homes, businesses destroyed

BY KATE COIL

TML Communications Specialist

One of the most devastating wildfires in Tennessee history has burned thousands of acres and led to the evacuation of thousands of residents in the Gatlinburg-Pigeon Forge area.

The Tennessee Emergency Management Agency said more than 14,000 residents were evacuated from Gatlinburg, Pigeon Forge and other areas after a devastating wildfire blanketed much of the area. The fires began on Nov. 23 at the Chimney Tops area of the Great Smoky Mountains National Park and spread rapidly on Nov. 28, head-

ing into Gatlinburg and stretching to Dollywood near Pigeon Forge.

Fourteen deaths have been attributed to the disaster and dozens were hospitalized for burns and other injuries related to the wildfire.

Two juveniles have been charged with aggravated arson in relation to the fire set at Chimney Tops following a joint investigation by Special Agents with the Tennessee Bureau of Investigation, National Park Service, Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF) and the Sevier County Sheriff's Office.

The names of the two teenagers have not been released because of their juvenile status, but officials stated the names could be released if the decision is made to try them as adults. The investigation is still ongoing and officials have not ruled out other charges being levied in the case.

In Tennessee, aggravated arson is a felony charge and carries a sentence. See **WILDFIRES** on Page 3



Half of the sign for the Great Smoky Mountains National Park Gatlinburg Welcome Center was burned away by wildfires that originated in the park. Thousands were evacuated from the city on Nov. 28-29.

GOP caucuses nominate McNally, Harwell to speaker positions

Republicans in the Tennessee Senate and House met last month to elect leaders for the 110th General Assembly.

In the Senate, Republicans unanimously nominated Sen. Randy McNally (R-Oak Ridge) to the top leadership post as Lt. Governor and Speaker of the Senate. Lt. Governor Ron Ramsey will continue to hold the position until the General Assembly convenes on Jan. 10, when the full Senate will formally vote on his successor.

The Senate Republican Caucus also voted unanimously to re-elect Sen. Mark Norris (R-Collierville) for a sixth term as Senate Majority Leader and Sen. Bill Ketron (R-Murfreesboro) for a fourth term as Republican Caucus Chairman.

Others re-elected to leadership positions in the Senate Republican Caucus were Sen. Ferrell Haile (R-Gallatin) as treasurer, Sen. Becky Duncan Massey (R-Knoxville) as secretary, and Sen. Mark Green (R-Clarksville) as chaplain.

Senate Republicans hold 28 of the 33 seats in the Tennessee Senate.

In the House, Rep. Beth Harwell (R-Nashville) was nominated by the House GOP Caucus as the Speaker of the House with a 40-30 vote. She had been challenged by Rep. Jimmy Matlock (R-Lenoir City).



Sen. Randy McNally



Rep. Beth Harwell

Rep. Glen Casada (R-Thompson Station), who has served in Tennessee General Assembly for the past 10 years and as the GOP Caucus chairman for four terms, was elected as the new majority leader. He won over challenger Rep. Mike Carter (R-Ootelwah) with 42-29 votes to win the open majority leader position previously held by Rep. Gerald McCormick (R-Chattanooga) who did not seek another term as majority leader.

Rep. Ryan Williams (R-Cookeville) succeeds Casada as caucus Chairman. He defeated Rep. Kevin Brooks (R-Cleveland) 47-23.

House Speaker Pro Tem Curtis Johnson (R-Clarksville) was renominated. He won the seat in a three-way contest against Rep. David

Alexander (R-Winchester) and Rep. John Ragan (R-Oak Ridge).

The House Democratic Caucus also held elections. Rep. Craig Fitzhugh (D-Ripley) was elected the Minority Leader; Rep. Mike Stewart (D-Nashville) is the Caucus Chair; Rep. Joe Towns (D-Memphis) is the Assistant Leader, and Rep. JoAnne Favors (D-Chattanooga) is the whip. Rep. Raumesh Akbari (D-Memphis) was elected as the new floor leader, and Rep. John DeBerry (D-Memphis) replaces the departed Joe Armstrong as Leader Pro Tempore.

Also re-elected is Rep. Karen Camper (D-Memphis) as the treasurer, Rep. Harold Love (D-Nashville) as the secretary, and Rep. Antonio Parkinson as the vice-chair (D-Memphis).

Mayors' Monarch Pledge takes flight in Tenn.

BY KATE COIL

As monarch butterflies continue to disappear from the skies across North America, municipal leaders across Tennessee can take a few small actions that have a big impact.

The monarch butterfly is an iconic North American species, whose multigenerational migration and metamorphosis from caterpillar to butterfly has captured the imagination of millions of Americans. However, the monarch population has declined by more than 90 percent over the last two decades.

As part of a National Wildlife Federation initiative to “Save the Monarchs,” the Tennessee Wildlife Federation (TWF) and Tennessee Municipal League (TML) are urging mayors across the state to take actions that can help bring the monarchs back through the Mayors' Monarch Pledge.

Michael A. Butler, chief executive officer of the Tennessee Wildlife Federation, said the organization is working with cities to help restore Tennessee's monarch population. The goal of the 70-year-old organization is to encourage conservation, wise use and sustainable use of Tennessee's wildlife and outdoors.

“Monarch butterflies are pollinators and they are important to the food supply,” Butler said. “For a lot of people, they are important to their quality of life and they like to have them around. Monarchs have



Mayors across the country are participating in the Mayors Monarch Pledge to help restore the sharply declining numbers of monarch butterflies in the past 20 years.

declined by 90 percent in the last 20 years. They have gone from a population of more than a billion to one less than 60 million, and that is largely due to habitat loss.”

Like bees, monarch butterflies are essential pollinators and without them, agriculture and the overall environment suffers.

“Monarch butterflies are not only pretty to see in the wild and an indicator of a healthy environment, but they also play an important part as pollinators,” Butler said. “Pollinating insects are necessary to our entire food ecosystem, and when tens

of millions of a species are missing from that process, it makes a big impact. The good news is that they can be restored, and everyone can play a role by taking small steps to contribute.”

Through the National Wildlife Federation, city leaders can now join the fight to help preserve this important species.

“City leaders often face issues that are very complicated and tough,” Butler said. “Very rarely do they face an issue that is complicated and tough where the big problem has

See **MONARCH** on Page 6

NEWS ACROSS TENNESSEE



BRISTOL

Officials have broken ground on the city of Bristol's fifth fire station, which will provide fire protection and EMS services to the Pinnacle retail development, Wellmont Bristol Regional Medical Center and other properties on the city's west end. The area is currently served by Station No. 3, which is roughly four miles away. In addition to improving access to fire services, the new department has the potential to improve the city's ISO rating. The 10,000-square-foot facility is expected to cost \$2.4 million, including the purchases of an ambulance and engine and ladder truck. Training features will also be built into the station, and the city anticipates hiring nine new full-time firefighters once the station is complete.

COLUMBIA

The Columbia Police Department recently received a certificate of accreditation from the Commission on Accreditation for Law Enforcement Agencies (CALEA), the foremost national law enforcement accreditation agency. CALEA assessors visited the Columbia Police Department in June 2016 and examined files, toured facilities, and spoke to department employees. Additionally, CALEA assessors held a public hearing followed by a final report stating that the department met all CALEA accreditation requirements. The report was presented to the full CALEA Commission for a final review. On Nov. 5, Chief Tim Potts, Assistant Chief Michelle Jones and Lt. Niki Fall, the accreditation manager, along with City Manager Tony Massey went before the CALEA Hearing Board in Charleston, South Carolina to answer any additional questions. The CALEA Hearing Board had no areas of concern and accepted the Columbia Police Department for CALEA Accreditation. Accreditation of the city's Police Department follows last year's announcement that the Columbia Fire Department achieved the highest possible rating in fire protection after receiving an ISO 1 fire suppression rating.

ERWIN

The town of Erwin has sold the former Elm Street School to a developer with the intention of renovating the building into residential space. Lee Naylor, a developer with the Georgia-based PlanSouth, purchased the building from the town for \$50,000 as part of the Elm Street School, LLC. Naylor said early plans for the property include turning the former school on North Elm Avenue into a loft-condominium development, but apartments and an assisted living facility have also been discussed. The current plans call for 10 loft-style condo units each measuring between 1,000 and 1,300 square feet. Constructed in 1922, the building served as a school until 1969. In 1970, the town leased the property to the Unicoi Board of Education to serve as the system's central office, which it did until 2011. The building has since been vacant.

HENDERSON

Jackson-based Aeneas Internet and Telephone have introduced fiber and premise gigabit broadband to Henderson, the first gigabit fiber network the company has created in the state. The FTTX network is the only network of its kind in West Tennessee and only the second in the state. Aeneas chose Henderson for the project because the growing

community earned high rankings as one of the state's best cities for young families. The network will provide services to both the Chester County School System and Freed Hardeman University. Officials with Aeneas said they hope that the new gigabit broadband will help with the economic growth of Henderson, especially as rural communities are historically underserved in terms of internet access.

KINGSPORT

The Kingsport Public Library is now offering a maker space in its reference section, complete with a 3-D printer, scanner and stop-motion animation station. The items were purchased through a \$5,000 Best Buy grant as part of a teen tech center the library is working to provide. Other maker space items include a box that allows patrons to connect wirelessly to 3-D printers, small robot blocks that can be assembled in various shapes by magnets, an invention kit that works like a USB drive, a LEGO system that helps construct robots, a circuit building kit, and a program that teaches programming languages like Scratch and Python. Items will become available once the library remodel is completed and library staffers have mastered them so they can offer assistance in using the items.

LEBANON

Journeys Group, a division of Nashville-based Genesco Inc., announced the company will expand its distribution operations in Lebanon, investing \$35 million and creating 72 new jobs. The footwear and accessories retailer will add 207,000 square feet to its current 320,000-square-foot distribution facility in Lebanon. With this expansion, the company plans to add new equipment to better serve its retail and online customers. The construction of the additional square footage is set to begin by the end of the year. Journeys Group is the leading specialty retailer featuring branded fashion footwear and accessories and operates more than 1,300 specialty retail stores in seven countries, including the United States, Canada, U.K., Republic of Ireland and Germany, serving everyone from toddler to adult. Journeys Group operates seven banners in North America and Europe including Journeys, Journeys Kidz, Shi by Journeys, Underground by Journeys, Schuh, Schuh Kids and Little Burgundy.

MARTIN

The Martin Board of Mayor and Alderman have approved the purchase of a former bank building to serve as a new fire station for the municipality. The purchase of the more than 5,000-square-foot building in the University Plaza Shopping Center is expected to cost around \$500,000 with another \$500,000 budgeted for the renovation and conversion of the facility into a fire hall. The building will be Martin's third fire station and will serve an area of town that is seeing large amounts of commercial development. Officials expect the new station will cut response time in half for that area of the community.

NASHVILLE

Warner Music Group (WVG) will be expanding in Nashville over the next two years, bringing up to 175 jobs to the area. WVG will bring positions in its U.S. finance team, which will now be located in Nashville. The company has recently leased offices downtown at Nashville City Center. After undergoing renovations, WVG's new Nashville office will open in mid-2017. WVG's long-standing presence on Music Row will remain at its current location.

OAK RIDGE

Oak Ridge National Laboratory has been awarded \$3.36 million from the U.S. Department of Energy's Advanced Research Projects Agency-Energy to develop control technologies for connected and automated vehicles, according to a news release from the lab. The project's goal is to achieve a 20 percent improvement in vehicle energy efficiency. It will focus on developing and adopting technologies in a plug-in hybrid electric vehicle to achieve the following: compute optimal routing to bypass bottlenecks, accidents, special events and other conditions that affect traffic flow; accelerate and decelerate based on traffic conditions and the state of the surrounding roads; and optimize on-board powertrain efficiency. ORNL received this competitive award from ARPA-E's NEXT-Generation Energy Technologies for Connected and Automated On-Road Vehicles (NEXTCAR) program, which seeks to leverage vehicle connectivity and automation technologies to optimize vehicle controls and powertrain operation.

SAVANNAH

The Wise Company, Inc., will create 74 new jobs and expand its current facility in Savannah. The manufacturer will add 75,000 square feet of production and warehouse space, allowing the company to merge its engineering and prototyping responsibilities into one facility. Founded in 1961 by Charles W. Wise and acquired in 2005 by the Canale family, the Wise Company manufactures seat assemblies and related items for several industries with a primary focus on the boating and marine industry. Headquartered in Memphis, the Wise Company is a leading manufacturer of boat seating and interiors, supplying both the OEM and aftermarket marine industry. Construction on the new building will begin in 2017.

SURGOINSVILLE

The town of Surgoinsville will be working with local homeowners to help rehabilitate homes through a U.S. Department of Housing and Urban Development HOME grant. The city received \$250,000 from the federal grant program to pay for improvements such as roofing, foundations, siding, windows, doors, and flooring. The work will be completed by area contractors. To participate in the program, homeowners must meet qualifications such as low-to-moderate income guidelines, proof of homeownership within the city and up-to-date property taxes.



PEOPLE

Rita Brown, the human resources director for the city of Athens, will retire at the end of the year. Brown has been with the city for more than 28 years, beginning her position as the city's human resources director in 1988. During her career with the city, Brown has undertaken initiatives like the Municipal Technical Advisory Service's Municipal Management Academy and city participation in the National League of Cities (NLC) Prescription Drug Discount Card Program.

David Gerregano

David Gerregano has been named the new commissioner of the Tennessee Department of Revenue. A 19-year veteran of the department, Gerregano has served as a deputy commissioner since 2011, and will replace Commissioner Richard Roberts, whose departure was announced in November. Gerregano began his tenure with the department in 1997 as a tax counsel and has held multiple legal and legislative positions with the state, such as administrative hearing officer, general counsel and assistant commissioner. Gerregano received his bachelor's degree from Vanderbilt in 1992 and J.D. from Vanderbilt University School of Law in 1995. He clerked for the Chancery Court of Rutherford County from 1995 until 1997 when he joined the Tennessee Department of Revenue. He worked his way up through the department, becoming an assistant commissioner in 2010 and then deputy commissioner in 2011.



David Gerregano

Tina Tuggle has been selected as the new city manager of Etowah after a unanimous vote by the Etowah City Commission. Tuggle presently serves as the municipal finance trainer for the city of Kingston. Before working for Kingston, Tuggle served as Oliver Springs' city manager from 2012 to 2014 and city recorder from 2010 to 2012. She holds an associate's degree in legal science.

Harry Wampler

Lenoir City councilman and well-known business owner, died Oct. 21 at the age of 81. A Lenoir City native, Wampler served in the U.S. Army Reserve and began working at the age of 14 for the family sausage business, Wampler's Farm Sausage. Eventually, he worked his way up to become the CEO of Family Brands International, which serves as the umbrella company for several brands of food, including Elm Hill Meats. He also served the community as a city councilman for 26 years and Lenoir City's vice mayor for 16 years. He served on the Lenoir City Utilities Board, Baptist Hospi-



Harry Wampler

tal board, Roane State Community College board, Harrison Chilhowie School Board, Small Business Bureau, United Way, SunTrust Bank board, Third National Bank board, and the Bank of Loudon County board.

Tracy Wilkins

Tracy Wilkins, the golf department director for the city of Murfreesboro, will retire on Jan. 27. Wilkins began his career with the city as the head golf professional of the Old Fort Golf Course in 1987. He became director of golf that same year. Wilkins has worked with four mayors and three city managers beginning with Mayor Joe B. Jackson and City Manager Clyde Fite. Before coming to the city, Wilkins worked as the assistant golf professional at Chickasaw Country Club from 1983 to 1986. Wilkins played four years of collegiate golf and is a 1983 graduate of Union University in Jackson, where he earned a bachelor's degree in physical education with a minor in business administration. He graduated from Brentwood Academy in 1979.



Tracy Wilkins

Kayce Williams

Kayce Williams has resigned from her position as an alderman with the city of Spring Hill to take the job as the city's economic development coordinator. The EDC position was created for the city in June and several candidates were interviewed by both the city council and City Administrator Victory Lay. Williams has worked as the chief financial officer for Alliance International marketing as well as the chief financial officer and marketing director for Firstrate Inc., since 2002. She has served as the chairwoman of the city's parks and recreation committee as well as president of Spring Hill Little League. She has a degree in marketing and graphic design from O'More College of Design.



Kayce Williams

Athens Police Chief Charles "Chuck" Ziegler

Charles Ziegler will retire at the end of the year after 45 years with the Athens Police Department. Ziegler began working with the department in 1971 as a patrol officer. He worked his way up to captain and then served as detective captain for 11 years. He was selected as the city's chief of police in 1991. An Athens native, Ziegler is presently the longest-serving employee with the city of Athens and was a founding member of the Tennessee Law Enforcement Training Officers Association.



Charles Ziegler

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Water and Wastewater Systems

TENNESSEE TOWN & CITY
Tennessee Town & City (ISSN 00403415, USPS 539420) is published semi-monthly except in the months of June and December 19 times per year by Tennessee Municipal League, 226 Capitol Blvd, Suite 710, Nashville TN 37219-1894. Subscription rates: \$6 per year to members, \$15 to nonmembers, \$1 a copy. Periodicals Postage Paid at Nashville TN. POSTMASTER: Send address changes to Tennessee Town & City, 226 Capitol Blvd, Suite 710, Nashville TN 37219-1894.

Official publication of the Tennessee Municipal League. **Publisher:** Margaret Mahery (mmahery@TML1.org); **Editor:** Carole Graves (cgraves@TML1.org); **Phone:** 615-255-6416. **Advertising:** Publisher reserves the right to reject any advertising deemed unacceptable. Fax classified ads to **TT&C:** Attention Carole Graves at 615-255-4752, or e-mail cgraves@TML1.org. Fax advertising copy to **TT&C:** Attention Debbie Kluth at 615-255-4752, or e-mail to dkluth@TML1.org. Opinions expressed by non League officials or staff do not necessarily reflect policies of TML.

Devastating wildfires rip through Gatlinburg, Great Smoky Mountains

WILDFIRES, from Page 1

tence of 15 to 60 years in prison and fines up to \$50,000.

Around 50 firefighting agencies and 200 firefighters from across East and Middle Tennessee responded to help fight the blaze along with state officials and members of the Tennessee National Guard. Volunteers from across the nation have been arriving since the fires to help clean wreckage, offer services to families affected by the blaze and help rebuild the area.

More than 1,000 buildings incurred damage countywide. Many residences in the Cobbly Nob and Wear's Valley areas were destroyed as were the Driftwood Apartments near the Park Vista. Dozens of businesses were also impacted. Hundreds including resorts like a 16-story hotel on Regan Drive, Chalet Village, the Westgate Smoky Mountain Resort & Spa, and the Park Vista Hotel.

Additionally, severe damage was reported at the Arrowmont School of Arts and Crafts complex. Officials with the Ripley's Aquarium of the Smokies reported a team of specialists were on hand to monitor the aquarium's more than 10,000 animals while teams in Myrtle Beach, S.C., and Buffalo, N.Y., were on standby to take care of the animals if evacuation for them was needed. Dollywood resorts and the park's American Eagle Foundation, were also evacuated of tourists, employees and animal residents.

Numerous roads were closed due to fires and falling trees with State Highway 144 shut down to all but emergency traffic. Schools were closed in Sevier, McMinn, and Greene counties. TEMA estimated more than 12,000 Sevier County residents were without power following the fires. Officials established a command center at Gatlinburg City Hall and at Gatlinburg-Pittman Center High School.

At least 1,300 residents took refuge in shelters set up by the Red Cross and other organizations. Despite the destruction, Gatlinburg Mayor Mike Werner offered a message of hope.

"Our community has suffered through significant storm damage over the years, but nothing like this," Werner said. "Over our 10 square miles of our city, about half has been impacted. Gatlinburg is a very strong, very resilient community. We have people who are reaching out from all over the country. We want to let people know we will rebuild and we will remain the premiere resort community that we are. Gatlinburg will rebuild."

Gov. Bill Haslam issued an executive order suspending certain state laws in order to ensure wildfire and severe weather disaster survivors have access to health care services, consumer rights protections, and availability of state services as they recover. The executive order enacts a state of emergency through Jan. 30.

Wildfires have been an ongoing issue across East Tennessee with TEMA declaring a Level III State of Emergency on Nov. 10 due to ongoing drought conditions and wildfire threats. Approximately 302 of Tennessee's 480 water systems are experiencing some level of drought impact, ranging from moderate to exceptional. At least three counties have requested water for residents whose wells have run completely dry of water.

Haslam issued a regional burn ban for 53 counties on Nov. 14. At one point, at least 67 wildfires had been reported across the state.

This year, the state has experienced 1,381 wildfires that have burned 43,457 acres. The Tennessee Department of Agriculture reported that 48 percent of the wildfires recorded since October were the result of arson while 29 percent were the result of debris burns. The rest were the result of vehicle fires, house fires, and other causes. Three men have been arrested for setting fires in Sequatchie and Monroe counties following state and local investigations.

Since October, fires have been reported in Anderson, Bledsoe, Blount, Bradley, Campbell, Carter, Claiborne, Cocke, Cumberland, Grainger, Greene, Grundy, Hamilton, Hancock, Marion, Meigs, Morgan, Polk, Putnam, Rhea, Roane, Sequatchie, Sevier, Smith, Union and Van Buren counties.



An aerial view of destroyed chalets in Gatlinburg. Hundreds of homes and businesses were destroyed or damaged by fire.



Tennessee State Troopers help residents evacuate from the Gatlinburg and Pigeon Forge areas. More than 14,000 were displaced by the fire.



Photo by Michael Patrick/Knox News Sentinel

A forestry crew from South Dakota helping with clean up efforts.



Photo by Amy Smotherman Burgess/Knox News Sentinel

Apartments located near the Park Vista Hotel were totally destroyed.



Photo by Amy Smotherman Burgess/Knox News Sentinel

Firefighters from across the region are posted at the TEMA command center at Gatlinburg-Pittman Center High School.

Fundraising, recovery efforts underway; ways you can help

Website created to centralize recovery, fundraising efforts, www.mountaintough.org

Sevier County and the cities of Gatlinburg, Pigeon Forge and Sevierville, have created an official website for the Smoky Mountain area recovery efforts, www.mountaintough.org. The website includes up-to-date information on the various recovery efforts.

If you are interesting in volunteering your time, donating items or donating money, the website lists ways to contribute. Information and resources are also included for those who need assistance. Four separate funds have been established to raise money:

- Dollywood Foundation: My People Fund;
- East Tennessee Foundation: Sevier County Community Fund;
- The Gatlinburg Relief Fund; and
- Sevier County Fire Relief Fund.

Links to all four foundations can be accessed through the Mountaintough.org webpage.

Your donation can make a huge difference to the Smoky Mountain community and can help improve the lives of the families who were affected by the devastating wildfires.

Free Zac Brown concert Dec. 17 downtown Gatlinburg

Mountain Tough is also organizing a benefit on Saturday, Dec. 17, at 705 Parkway in downtown Gatlinburg. It's being hosted by Ole Smoky Moonshine, Yee Haw Brewing Company, Gatlinburg Convention and Visitors Bureau and Music City Roots.

Zac Brown Band will headline the concert. Other musicians to perform, include Jim Lauderdale, Sam Bush, Derek St. Holmes, Jason D. Williams, Rob Ickes and Trey Hensley, Randy Kohrs, Sarah Potenza, Moe Pitney and Chelle Rose.

"In addition to raising much-needed money for the families that were devastated by the fires," says Mark Adams of the Gatlinburg CVB, "we're putting out the message that Gatlinburg is 'Mountain Tough' and open for business. The best thing people can do to help is to come here and enjoy the beauty, same as always. We need to get everyone back to work."

Go Fund Me account established for displaced city employees

To assist city employees in the East Tennessee area whose homes were destroyed in the wildfires, several state agencies have joined together to establish a "Go Fund Me" account. The TML Risk Management Pool, the Tennessee City Management Association, the Municipal Technical Advisory Service, the Tennessee Association of Chiefs of Police, and the Tennessee Association of Firefighters have all joined in to support the cause. According to information provided by The Pool, approximately 10 city employees have been displaced due to the wildfires.

To contribute to the fund, please go to <https://www.gofundme.com/etn-wildfire-cityemployee-hms-lost>.

Any help you can provide will be greatly appreciated. To date, more than \$35,000 has been collected with a goal of raising \$100,000.

Smoky Mountains communities unite to support area tourism

"If you really want to do something for Gatlinburg, come back and visit us," - Mike Werner, Gatlinburg Mayor

As the communities in the Smoky Mountains area begin the recovery process following the Nov. 28 wildfires, Sevierville, Pigeon Forge, Gatlinburg and Sevier County tourism officials have united to reinforce a strong message delivered by Gatlinburg Mayor Mike Werner.

"If you really want to do something for Gatlinburg, come back and visit us," Werner said in a Nov. 30 press conference, encouraging visitation as a show of support to the popular vacation destination located next door to Great Smoky Mountains National Park, the nation's most visited. Werner lost his home and business in the fire.

Local tourism officials are reinforcing the message that the vacation destination's many attractions, theatres, restaurants and lodging properties are operating as usual after recent wildfires in the area, urging travelers who have reservations to not cancel.

In Gatlinburg, the area surrounding downtown experienced significant losses; however, the heart of the city's town is intact. The structures along Gatlinburg's main strip still stand, including Ripley's Aquarium of the Smokies, Ole Smoky Distillery, the Gatlinburg Space Needle, and the convention center. Downtown Parkway opened to the public beginning Dec. 9.

Businesses in Pigeon Forge and Sevierville suffered no damages, and are operating as usual. Dollywood, the state's most-visited ticketed attraction, is open. Also, Smoky Mountain Winterfest Festival, which spans all three cities, continues through Feb. 28. Restaurants and lodging properties in Pigeon Forge are operating on normal schedules.

Townsend, in Blount County, is open for business, including the entrance to Cades Cove, a popular Smoky Mountain scenic drive.

The area has received an overwhelming outpouring of donations, phone calls and support from community members. First responders from across the country helped battle the blaze.

"The generosity and concern shown to our community is a bless-

ing beyond words," said Mark Adams, chief executive officer of the Gatlinburg Convention and Visitors Bureau. "But it has also reinforced to us that our community is not just here at home. Our community is all the folks who have visited with us through the years, who feel a very special connection to our cities and these mountains. They continue to ask us how they can best help us because they, too, want to see this area rebuild."

A community resource center opened on Dec. 1 to assist residents with insurance claims, unemployment filings, building permits for both residential and commercial structures, driver's license replacement and other processes necessary during the rebuilding process. In addition, several employment agencies are on site to help displaced workers find jobs.

"Many people have asked us how to help. One of the best ways to help the Smoky Mountains recover from the wildfire's impact is to come visit us and help keep our community strong and working," said Brenda McCroskey, chief executive officer of the Sevierville Chamber of Commerce.

"We are happy to report that businesses along the Parkway in Sevierville, including Tanger Outlets and Apple Barn and Cider Mill, are open as usual and ready to help you enjoy your Smoky Mountain vacation," McCroskey added.

"As we strive to keep our folks working so that they can support themselves and their families, our greater community can help us in several ways," said Leon Downey, executive director of the Pigeon Forge Department of Tourism. "If you have reservations, don't cancel; come and see us during Winterfest. Consider us as you make your plans for spring break and next summer's vacation. This will help us sustain our businesses and jobs."

For more information about Smoky Mountain Winterfest as well as other information about visiting Sevierville, Pigeon Forge, Gatlinburg and Sevier County, please visit www.SmokiesFun.com.

Municipalities go to the polls

ELECTION, from Page 1

Marvin D. Braden - 476
 Jerry D. Childers (i) - 406
 Chase Cress - 250
 Michael Hopson - 428
 Jimmy Langley - 366
 Charlie McKnight - 306

Braden Commissioner
 Mike Vanstory (i) - 119

Bradford Mayor
 Ray Arnold (i) - 338

Bradford Alderman (two seats)
 Terry Johnson (i) - 88
 Frank Lockard - 150
 Jeff McCarter - 145
 Dwayne Reynolds - 127
 Carolyn J. Thomas (i) - 145

Brighton Mayor
 Sarah Crocker (i) - 958

Brighton Alderman (four seats)
 Stephanie Washam (i) - 657
 Jason Dittrich (i) - 496
 Kenny Hall - 553
 George W. Smith - 543

Bruce Alderman (three seats)
 Carmion Johanna Fuhrman - 236
 Robert T. Scotty Higdon (i) - 355
 Frank McGee - 239
 Cliff Sturdivant (i) - 394

Bulls Gap Alderman (two seats)
 Gaylon Williams - 157
 Susan Williams (i) - 171

Burlison Town Council (two seats)
 Julie Howard (i) - 139
 Jim Kenny (i) - 100

Burns Mayor
 Stephen R. Cathey - 112
 Landon Mathis (i) - 168

Burns City Commission (four seats)
 Ed "Shot" Grove (i) - 181
 Wayne Lomax - 173
 George Valton Potter (i) - 193
 Jerry Prella - 2

Calhoun City Commission (four-year term)
 James "Mike" Garren - 178
 Dennis H. Goodine Jr. - 151
 Evan Thomas - 158

Calhoun City Commission (two-year term)
 John Walker - 101

Camden Alderman (three seats)
 Debbie Baldwin (i) - 905
 Randall W. Clark (i) - 820
 Richard Smith (i) - 748

Carthage Alderman (three seats)
 Randy Dennis - 400
 L.C. Grisham (i) - 295
 Barbara A. Kannapel (i) - 394
 Jacquelyn M. Scott - 309

Caryville Mayor
 Robert Stooksbury (i) - 434
 Glenn Smith - 318

Caryville Alderman Ward 1
 Patrick Pebley (i) - 353
 Jerry Chadwell - 324

Caryville Alderman Ward 2
 Eric Jones - 557

Caryville Alderman Ward 3
 Lloyd Lawson (i) - 446
 William Richardson - 227

Centertown Mayor
 Joel Akers - 86
 Kris Pawlak - 37

Centertown Alderman (two seats)
 Jerry L. Lorance - 103
 Ramona A. Mathis - 49

Church Hill Mayor
 B.D. Cradic - 466
 Dennis W. Deal (i) - 1,540
 Bill Killen - 817

Church Hill Alderman At-Large (three seats)
 James Grigsby (i) - 1,436
 Tom Kern - 1,363
 Linda Miller (i) - 1,601
 Gregory "Buck" Tipton (i) - 1,354

Clarksville City Council Ward 4
 Tim Chandler - 1,245
 Al Colvin - 123
 Burnst L. Gonzales - 293
 Ron Westfall - 852

Clarksville City Council Ward 5
 Joey Dasinger - 402
 Valerie M. Guzman (i) - 1,961
 Summer Holloway - 840

Clarksville City Council Ward 8
 David D. Allen (i) - 1,875
 DeMone A. Chestnut - 1,010

Clarksville City Council Ward 9
 Mike Gluff - 1,510
 Jeff Henley - 1,580
 Bruce Livesay - 288

Clarksville City Council Ward 12
 Jeff Burkhart (i) - 3,386

Clifton City Commission (two seats)
 Carol Hickerson - 253
 Jimmy Pickett - 125
 Eva Ruth Warren (i) - 125

Clinton City Council Ward 1
 Rob Herrell (i) - 2,884

Clinton City Council Ward 2
 Larry Gann (i) - 2,814

Clinton City Council Ward 3
 Jim McBride (i) - 2,933

Coalmont Alderman (two seats)
 Rick Rust (i) - 253

Coalmont Alderman (unexpired term)
 Dannis Alan Jones (i) - 424

Collegedale City Commission (three seats)
 Katie A. Lamb (i) - 2,118
 Tim Johnson (i) - 2,034
 Debbie Baker (i) - 1,968
 Alexander Brown - 1,551

Collierville Mayor
 Stan Joyner (i) - 17,045
 Tom Allen - 4,562

Collierville Alderman Position 3
 John Worley (i) - 18,321

Collierville Alderman Position 5
 John E. Stamps III (i) - 18, 221

Collinwood City Commission (three seats)
 James Glenn Brown (i) - 250
 Debie Dicus Cole Pigg - 243
 Jeremiah M. Stults - 248

Columbia City Council Ward 1
 Carl McCullen (i) - 1,905

Columbia City Council Ward 2
 Steve Boshers 1,073
 Debbie Matthews (i) - 778

Columbia City Council Ward 3
 Anthony Greene (i) - 1,513

Columbia City Council Ward 4
 Mike Greene (i) - 2,922

Columbia City Council Ward 5
 Mark A. King (i) - 2,160

Copperhill Mayor
 Billy Brackett - 51
 Jerry Gilliam - 23
 Kathy A. Stewart (i) - 92

Copperhill City Commission (four seats)
 Tara Akins (i) - 92
 Scott Brooks - 81
 W.L. "Bill" Standridge (i) - 105

Coopertown Mayor
 Glen Guyor - 1,580

Coopertown Alderman Ward 1
 Valorie Buck - 722

Coopertown Alderman Ward 2
 Lucas Decker - 450
 Stuart Way - 320

Cornersville Mayor
 Melissa Peters (i) - 368

Cornersville Alderman (two seats)
 Bryan Wallace (i) - 226
 James H. "Jimmy" Wolaver (i) - 286

Cottage Grove Mayor
 David Alan Jackson - 34

Cottage Grove Alderman (four seats)
 Matthew McClure (i) - 30
 John Wieher III (i) - 24

Covington Alderman Ward 5
 Minnie L. Bommer (i) - 416
 Shelvie Rose Sr. - 215
 Chad Billings Smith - 131

Covington Alderman Ward 6
 Wanda Lynn Bellow - 35
 Christopher A. Davanzo - 234
 Margaret Fleming - 332
 Jere H. Hadley (i) - 348
 Catina "Tina" Stark - 196

Covington Alderman Ward 7
 C.H. Sullivan - 560
 Billy Yancy - 170

Crab Orchard Mayor
 Michael Findley - 69
 Emmett H. Sherrill (i) - 152
 Willard Sherrill - 102

Cross Plains City Commission (three seats)
 Daniel Chaney - 287
 Paul W. Creasy - 180
 Michael Henderson - 348
 Jimmy Stark (i) - 403
 Jason Todd Young - 364

Crossville City Council (two seats)
 Jerry T. Brownstead - 317
 Charles Cooper - 269
 J.H. Graham III - 1,352
 Robert E. Harrison - 1,047
 Terri Neal Manning - 155
 Jeanette Parsons - 596
 Scot Shanks - 1,625
 David E. Warner - 507

Cumberland Mayor
 Gary "Whitey" Vaughn (i) - 102

Cumberland Alderman Ward 1
 Wanda J. Gilliam (i) - 54

Cumberland Alderman Ward 2
 Eric Milliken (i) - 51

Cumberland Gap Mayor
 Neal Puccianelli - 85

Cumberland Gap Alderman (three seats)
 Susan Bain (i) - 71
 Teresa Fuson (i) - 75
 Phillip Waller (i) - 79

Crump Alderman (two seats)
 Vicky Cotner (i) - 378
 Mary Warren - 343

Dandridge Mayor
 Mike Chambers - 237
 George Gantte (i) - 399
 Kay E. Rutherford-Williams - 356

Dandridge Alderman (three seats)
 Jessica Chambers Elder - 487
 Mike Nelson (i) - 405
 Marianne Reneau Reese - 384
 Jeff Smith - 355
 Martin J. Witberg - 171

Decatur Alderman (three seats)
 P.J. Hackney - 308
 John Wayne Irwin Jr. (i) - 365
 Glendon Bryan Peaden (i) - 295

Decaturville Mayor
 Gerald "Jerry" Buchanan (i) - 229

Decaturville Aldermen (six seats)
 Betty Blankenship-Maness (i) - 195
 Willie Brewer (i) - 174
 Sarah Camper (i) - 175
 James England - 194
 Charles E. "Chuck" James (i) - 179
 Cassi Keeton Reeves (i) - 176

Dresden Alderman (three seats)
 Joyce Hurt (i) - 595
 Kenneth W. Moore - 612
 Willie Parker - 681
 Richard "Dick" Tidwell (i) - 485

Ducktown City Commission (two seats)
 Douglas Collins (i) - 83
 Brad Miller (i) - 90

Dyer Mayor
 Eric Freeman - 135
 Robert T. Johnson - 116
 Chris Younger (i) - 624

Dyer Alderman (four seats)

Michael Barron (i) - 551
 Craig Blackburn - 496
 Jennifer Hughey - 500
 Thomas A. Mikkelsen (i) - 548

Eagleville City Council (three seats)
 Alan Ball (i) - 176
 Chris Hendrix (i) - 183
 John Marshall - 179

East Ridge City Council (two seats)
 Esther Helton - 3,424
 Brian W. Williams - 2,404
 Jim Bethune - 2,367
 Doris Rogers - 1,591
 Matthew DeGlopper - 1,447
 Robert A. Stahl - 1,137
 Gregg Shipley - 998

Elizabethton City Council (three seats)
 Curt Alexander (i) - 2,478
 Kim Birchfield - 2,599
 Robert W. "Bob" Cable Jr. (i) - 1,898
 Jenett Morgan - 1,199
 Jeff Treadway (i) - 2,231

Erwin Mayor
 Doris Hensley (i) - 1,753

Erwin Alderman (two seats)
 Gary W. Edwards (i) - 1,302
 Rob Martin - 437
 Wayne Morris - 472
 Sue Jean Wilson (i) - 1,009

Fairview City Commission (three seats)
 Derek K. Burks - 1,814
 Scott Lucas - 1,908
 Debby Rainey - 2,111
 Toney R. Sutton Sr. (i) - 893
 Scott Tucker - 1,215

Gallatin Alderman (At Large)
 Julie Brackenbury (i) - 5,314
 Shawn Fennell - 6,025

Gallatin Alderman District 1
 Bill Barber - 848
 Lynda Bradley Love - 864
 Albert Strawther Jr. - 344

Gallatin Alderman District 2
 Steve Camp (i) - 1,439

Galloway Commission (two seats)
 Jim L. Light - 26
 Jamie G. Mayo - 72
 Jimmie W. McCulley - 51
 Doris A. Simpson - 41
 Dennis Timbes (i) - 65
 Bobby Whittemore - 64

Gates Mayor
 Dwayne Dixon (i) - 174

Gates Alderman (four seats)
 Candace Billings - 108
 Angela F. Dixon (i) - 141
 Terry J. Janda (i) - 118
 Jennifer Long Vaughn (i) - 120

Germantown Alderman Position 3
 Dean Massey - 10,012
 Dave Klevan (i) - 8,708

Germantown Alderman Position 4
 Forrest Owens (i) - 16,695

Germantown Alderman Position 5
 Rocky Janda (i) - 10,035
 David Nischwitz - 9,482

Gibson Mayor
 Tony Black (i) - 114

Gibson Alderman (three seats)
 Betty Ann Bivens - 95
 Clyde Frye (i) - 75
 Jim Hill - 88
 Billy Loflin (i) - 93

Gleason Mayor
 Jerry Connell - 213
 Guy Dotson - 70
 Diana Poole (i) - 257

Gleason Alderman (four seats)
 Charles L. Bookout - 275
 Anthony B. Carroll - 228
 Jerry Allen Dunn Jr. (i) - 313
 James Mayor Hines - 115
 Marcus Hopper (i) - 307
 Doug Johnson (i) - 311
 Jim Phelps (i) - 364

Goodlettsville Commission (three seats)
 Harry Bell (i) - 1,588
 Jeff Duncan (i) - 1,721
 Zach Young (i) - 1,725

Gordonsville Mayor
 James M. "Duck" Gibbs (i) - 437

Gordonsville Alderman (two seats)
 John Jay Slatton (i) - 413
 Barbara P. Vantrease (i) - 345

Gilt Edge Mayor
 W. Stephen Fletcher (i) - 135

Graysville Mayor
 Robbie Davenport - 120
 Ted Doss (i) - 269

Graysville City Commission (four seats)
 Robert "Bobby" Baldwin - 175
 Andy Beene (i) - 154
 Jimmy Lee Massengill - 248
 Michael May (i) - 142
 DeNesa Reel (i) - 130
 Ron Scott - 255
 David Sulcer - 224

Greenback Mayor
 Tom Peeler (i) - 301

Greenback Alderman (four seats)
 Robin Blankenship - 249
 Delmar L. Davis (i) - 264
 Polly Evans (i) - 259

Greenfield Mayor
 Cindy McAdams (i) - 447
 Bobby R. Morris II - 368

Greenfield Alderman (four seats)
 Paul Grooms (i) - 524
 Donald Ray High (i) - 574
 Shane D. Johnson - 450
 James Roy Pope (i) - 538
 Karrie M. Radford - 354
 Jeremy Ray Wolfe - 253

Guys Mayor
 Keith Rinehart (i) - 153

Guys Alderman (four-year term, two seats)
 Wayne Henry II (i) - 159

Guys Alderman (two-year term)

William B. Butler (i) - 143

Harrogate Mayor (unexpired term)
 Linda S. Fultz (i) - 1,209

Harrogate Alderman East Ward
 Gary J. Burchett (i) - 966

Harrogate Alderman West Ward
 Sylvia Donahoe (i) - 260

Harrogate Alderman West Ward (unexpired term)
 Lieven Cox - 254

Hendersonville Mayor
 Jamie Clary - 8,053
 Jeff Coker - 4,901
 Tommy Elsten - 5,265
 David Kimbrough - 5,464

Hendersonville Alderman Ward 1
 Mark A. Skidmore (i) - 2,398

Hendersonville Alderman Ward 1 (unexpired term)
 Jim "Skull" Detlefsen - 916
 Brad McKenzie - 585
 Peg Petrelli (i) - 1,409

Hendersonville Alderman Ward 2
 Scott Sprouse (i) - 2,395
 Terry Waters - 1,575

Hendersonville Alderman Ward 3
 Angie Hedberg - 1,718
 Joseph Taylor (i) - 775

Hendersonville Alderman Ward 4
 Don Ames (i) - 1,692
 Andy Gilley - 2,285

Hendersonville Alderman Ward 5
 David LeMarbre - 2,212
 Darrell Woodcock Jr. (i) - 2,745

Hendersonville Alderman Ward 6
 Nick Rapheal - 1,058
 Jim Waters (i) - 2,249

Henry Mayor
 Michael R. Gross (i) - 121

Henry Alderman (two seats)
 Charles W. Barnes - 106
 Todd W. Danielson - 95

Hollow Rock Alderman (three seats)
 Curt Lumley (i) - 180
 Rob Woods (i) - 194

Hornbeak Mayor
 Dennis W. Dozier (i) - 138

Hornbeak Alderman (five seats)
 Roger Alford - 108
 Coday Finch - 88
 Lynn Finch (i) - 114
 Kelley Owen - 114
 Ricca Shirley (i) - 79
 Betty M. Walley - 125
 George Warren - 75
 Alvin L. Webb - 93

Hornsby Mayor
 Mack Carter Jr. (i) - 82

Hornsby Alderman (seven seats)
 Raymond Cox (i) - 82
 Wayne V. Isbell - 68
 Anita Johnson (i) - 77
 Gregory Vance (i) - 74
 Curtis W. Vandiver - 81
 Melissa Wilson - 16
 Sandy Sanders - 14

Huntingdon Mayor
 R. Dale Kelley (i) - 1,256

Huntingdon City Council (four seats)
 Carl R. Byars (i) - 1,155
 Charlie Hodges (i) - 1,161
 Nina R. Smothers (i) - 1,134
 Tim Tucker (i) - 1,148

Huntsville Mayor
 Dennis Jeffers - 369
 George W. Potter (i) - 209

Huntsville Alderman (four seats)
 Steven Ray Asberry (i) - 208
 Paul E. Lay (i) - 220
 Jaimi Lloyd - 363
 Mark E. Love (i) - 199
 Jim Morrow - 299
 Jody Newport (i) - 210

Jamestown Alderman (five seats)
 Lyndon Baines - 286
 Bob Bow - 306
 Charles "W.B." Cooper (i) - 298
 Becky Duncan - 353
 Vanessa Matthews (i) - 325
 Elizabeth Ann Pendergrass - 343
 Tona G. Thompson - 244

Jasper Mayor
 Paul Wayne Evans (i) - 1,004
 Billy Simpson - 518

Jasper Alderman (two seats)
 Josh Jennings - 915
 Paul West - 800
 Jason Turner - 689

Jefferson City Council (two seats)
 Catherine "Ailene" Combs - 830
 Greg Embrey - 528
 Rocky Melton (i) - 789
 Carl H. Mills - 453
 John Sonnen - 343

Johnson City Commission (three seats)
 Todd Fowler - 13,208
 William "Bud" Hill Jr. - 5,295
 Clayton Stout (i) - 8,593
 Ralph Jay Van Brocklin (i) - 9,861
 Joe Wise - 10,024

Jonesborough Mayor
 Charlie B. Moore - 1,043
 Kelly Wolfe (i) - 1,275

Jonesborough Alderman (two seats)
 Terry Countermine (i) - 1,134
 Adam Dickson (i) - 1,108
 Jerome K. Fitzgerald - 1,308

Kimball Mayor
 Rex Pesnell (i) - 549

Kimball Alderman (two seats)
 Jerry Don Case (i) - 498
 John Matthews Jr. (i) - 399

Kingston City Council (three seats)
 Tony D. Brown (i) - 1,137
 John Byrkit (i) - 583
 Tara R. Stockton - 1,566
 Norman Sugarman (i) - 962
 Stephanie Wright - 1,082

Kingston Springs City Commission (three seats)
 Tony Gross (i) - 975

Geoff Lorenz - 652
 Glenn Remick (i) - 775
 Bob Stohler (i) - 645

LaFollette Mayor
 Mike Stanfield (i) - 1,558

LaFollette City Council (two seats)
 Bill Archer - 886
 Bob Fannon (i) - 771
 Hansford Hatmaker (i) - 415
 Lonnie Wilson - 810

LaGrange Mayor
 John Walker Jr. - 85

LaGrange Alderman (six seats)
 M. Eileen Cowan - 85
 Jill Worthey Cox (i) - 73
 Paul R. Ince Sr. - 75
 Gregory G. Kinney (i) - 82
 Rhonda Nolan - 70
 Earl M. Smith - 83

Lakesite City Commission (three seats)
 David Howell - 646
 Curtis L. Jones - 620
 William "Bill" Neighbors (i) - 516
 John A. McPherson (i) - 471

LaVergne Alderman (two seats)
 Matt Church - 3,532
 Jason Cole - 3,658
 Calvin B. Jones (i) - 3,610
 Kathy Tyson - 2,643

Lawrenceburg Council Ward 3
 James G. Sevier (i) - 2,415

Lawrenceburg Council Ward 4
 Ronald K. Fox (i) - 1,906
 Bill Porter - 1,364

Lebanon Mayor
 Bernie Ash - 5,580
 Philip E. Craighead (i) - 4,665
 Derek Dodson - 516

Lebanon Alderman Ward 1
 Joey Wayne Carmack - 1,200

Lebanon Alderman Ward 2
 Marilyn Bryant - 302
 Fred Anthony Burton (i) - 382
 Liz Reese - 192

Lebanon Alderman Ward 5
 Robert "Tick" Bryan (i) - 1,380

Lenoir City Mayor
 Tony R. Aikens (i) - 2,318

Lenoir City Council (three seats)
 Bobby Gene Johnson (i) - 1,404
 Monty Ross - 1,133
 Steven D. Shoemaker - 871
 Eddie Simpson (i) - 1,628
 Harry Wampler (i) - 1,292

Lenoir City Recorder/Treasurer
 James "Jim" Wilburn (i) - 2,311

Louisville Alderman (two seats)
 Jill Robinson Pugh (i) - 1,419
 Robert S. Smith (i) - 1,359

Madisonville Alderman (three seats)
 James "Tree" Bledsoe - 713
 Melvin Cagle - 643
 Augusta T. Davis (i) - 918
 Irad W. Lee - 656
 Susan G. Saunders (i) - 865
 Billy Joe Spradlin (i) - 685

Madisonville City Recorder
 Sherri Anderson - 1,130
 Alfred W. McClendon (i) - 625

Martin Alderman Ward 1
 David Nanney (i) - 747
 Robert A. Nunley - 585

Martin Alderman Ward 2
 Marvin Flatt - 491
 David Sudberry (i) - 383

Martin Alderman Ward 3
 Randy Edwards (i) - 651

Maryville City Council (two seats)
 Joe Swann (i) - 9,135
 Thomas "Tom" Taylor (i) - 8,660

Mason Mayor (unexpired term)
 Paul David Broughton - 99
 Gwendolyn Kilpatrick (i) - 203

Mason Alderman (three seats)
 Keneko T. Claybon - 138
 Sandra L. Norvell (i) - 116
 Virginia A. Rivers (i) - 179
 Carl A. Somerville - 136

Mason Alderman (unexpired term)
 Joe R. Nelson - 195

McKenzie City Council Ward 1
 Jessie L. Townes (i) - 50

McKenzie City Council Ward 4
 Randy Jackson Callahan - 131

McKenzie City Council Ward 6
 Charles Pruneau (i) - 64

McMinnville Mayor
 Jimmy Haley (i) - 2,510
 Terry L. Mullican - 1,345

McMinnville Alderman (three seats)
 Kate Medley Alsbrook - 2,118
 Jimmy Bonner (i) - 1,705
 Mike Neal (i) - 1,943
 Ben Newman (i) - 2,011

Medina Mayor
 Vance Coleman (i) - 574
 Piper Reynolds Jenkins - 593
 Steve Murphy - 566

Medina Alderman (two seats)
 Frank Baker (i) - 939
 Samuel J. Gilley - 988
 Jason "Peanut" McCallister - 513

Medina Alderman (unexpired term)
 Kevin Mackenzie Painter - 968
 David Robbins - 590

Middleton Mayor
 Jackie L. Cox (i) - 128
 Doug Henderson - 121

Middleton Alderman (five seats)
 David Bo Callahan (i) - 156
 Robert Evan Mott - 173
 Jimmy Simpson - 172
 Kevin Speck - 119
 Richard Yopp (i) - 164
 Brandon C. Tigner - 79

Millersville City Commission (three seats)
 Keith Bell - 732
 Milton L. Dorris (i) - 763
 Jeff Kerr - 683
 Timothy F. Lassiter (i) - 711
 Lawrence J. Petty - 478

Results from city elections held in 193 TN. municipalities Nov. 8

ELECTION, from Page 4

Millington Mayor

Terry Jones (i) – 1,987
Chris Ford – 1,717

Millington Alderman Position 1

Missy Boyd Ervin – 1,726
Bethany K. Huffman (i) – 1,699

Millington Alderman Position 2

Hank Hawkins (i) – 1,732
Albert “Al” Bell – 1,702

Millington Alderman Position 3

Frankie Dakin (i) – 2,431
R. Toney Henderson – 971

Millington Alderman Position 4

Larry Dagen (i) – 2,337
Sherrie Hopper – 1,140

Millington Alderman Position 5

Thomas L. McGhee (i) – 2,214
Donald Holsinger – 1,208

Millington Alderman Position 6

Don Lowry – 1,961
Jon Crisp – 1,425

Millington Alderman Position 7

Mike Caruthers (i) – 2,970

Monteagle Mayor

Marilyn Campbell-Rodman (i) – 190
Alexander “Lex” Orr – 61

Monteagle Mayor

David Sampley – 186

Monteagle Alderman (two seats)

Jessica D. Blalock – 306
Kenneth Wayne Gipson – 184

Monteagle Alderman (two seats)

Harry Parmley – 145
Alvin Powell Jr. (i) – 138

Morrison Alderman (three seats)

Keith Ray Youngblood (i) – 178

Moscow Mayor

Gary W. Howell (i) – 63
LaChrista Jackson – 80

Moscow Alderman (three seats)

Tonya S. Kennon – 69
Virgil Jones – 129

Moscow Alderman (three seats)

Vicki R. Roye – 86

Mountain City Mayor

Lawrence C. Keeble (i) – 383
Kevin Parsons – 518

Mountain City Alderman

(two seats)
Jerry Jordan (i) – 697

Bob Morrison (i) – 512
Jason Panganiban – 168

Mt. Carmel Mayor

Tina S. Carico – 494
Larry Frost (i) – 468

Mt. Carmel Alderman At-Large

(three seats)
P.E. Diane Adams – 657

George Bridwell – 417
Alan Cloyd – 398

Wanda Worley Davidson (i) – 915
Kevin M. Engwiller Sr. – 196

L. Paul Hale (i) – 480
Denise Russel Livesay – 541

Pat N. Stillwell – 521
Jennifer Lawson Williams – 741

Carl E. Wolfe (i) – 818

Mt. Juliet Mayor

Jim Bradshaw – 5,604
Ed Hagerty (i) – 6,982

Mt. Juliet Commissioner District 1

Ray Justice (i) – 2,375

Mt. Juliet Commissioner District 3

Art Giles (i) – 2,768

Mt. Pleasant City Commission

(three seats)
Delores D. Blankenship (i) – 848

Jacqueline A.W. Grandberry – 491
Mark Henderson – 430

Dale Stafford – 447
Maitland Westbrook – 228

Bill White – 759
Kenneth N. Williams – 433

Mt. Pleasant City Commission

(unexpired term)
James “Jim” Bailey (i) – 1,267

Tiffany Henderson – 261

Munford Mayor

Dwayne Cole (i) – 2,036

Munford Alderman (three seats)

Raymond P. Deneka (i) – 1,051
Lonnie Glass – 1,646

Todd A. Martchek – 814
George H. Watson – 863

New Hope Mayor

Mark Myers (i) – 382

New Hope Alderman (two seats)

Jerry Crosslin – 362
Jerry Quinton Choate (i) – 315

New Market Mayor

Jack Akard – 109
Charles Guinn Sr. – 120

Beau Tucker (i) – 338

New Market Alderman (two seats)

Ross Cunningham Jr. – 217
Chris Fair (i) – 239

Maurice “Moose” Solomon (i) – 310

New Tazewell Mayor

Jerry H. Beeler – 482
Phil Greer (i) – 381

New Tazewell Alderman Ward 1

“Andy” Samuel Duncan (i) – 676

New Tazewell Alderman Ward 2

Franklin Essary – 494
Nita Louthan – 313

New Tazewell Alderman Ward 3

Jeff Lewis (i) – 688

Newbern Mayor

K.W. Dennison – 500
Justin A. Wright – 668

Newbern Aldermen (three seats)

Preston French – 583
Robert “Bob” Hart (i) – 539

Pam Mabry – 830
Daniel E. Watson – 483

Randy Wolf – 452

Niota City Commission (three seats)

David Dilbeck – 193
Allen Watkins (i) – 165

Adam Reed (i) – 4

Nolensville Alderman (two seats)

James Larry Felts (i) – 3,485
Jason D. Patrick (i) – 3,572

Normandy Alderman

Jessica West – 2

Norris City Council (five seats)

Jack Black (i) – 334
William “Bill” Grieve Jr. (i) – 380

York Haverkamp (i) – 388
Shelia R. Herren – 265

Ron Hill – 314
Roy T. Langheld – 256

Chris Mitchell (i) – 587
Loretta Ann Painter (i) – 363

Peter Sexton – 354
Matthew S. Zorvan – 155

Oak Ridge City Council

(three seats)
Jim Dodson – 6,743

Wende Doolittle – 2,043
Anne Garcia Garland – 4,176

Charles “Chuck” Hope (i) – 5,869
Joseph Lee – 3,162

Mark LeNoir – 3,160
Hans Vogel – 4,330

Oakland Mayor

William “Pedie” Cofer – 174
Jeff Fisher – 385

Chris Goodman (i) – 876
Billy Ray Morris – 520

Bryon O’Brien – 775
Robert Redditt – 777

Oakland Alderman (four seats)

Franklin E. Cates – 1,289
Karl Chambless (i) – 938

Gregory Duncan – 1,187
Michael “Harpo” Harper – 748

Kelly Rector (i) – 1,410
Bart Regan – 932

Ken Sutton – 1,589

Obion Mayor

Connie Lyons – 26
William Keith Ozment – 157

Rodney Underwood (i) – 205

Obion City Council (six seats)

Bob Anderson (i) – 237
Gracie M. Ashley (i) – 221

Patsy Barker (i) – 247
Michael Freeman – 77

Michael Freeman – 77
Terry Ledbetter – 234

Betsy Long – 128
Richard Lyons – 156

Glen Parnell – 239
Randon K. Stacks – 100

Amy Brown Wherry – 174
James L. Wyrick – 155

Oliver Springs Alderman Ward 5

Terry Holland (i) – 622

Oliver Springs Alderman Ward 6

Don Shillings (i) – 628

Orlinda City Commission

(two seats)
Ricky Stark (i) – 231

Tabitha Swearingen (i) – 208

Paris City Commission (two seats)

Terry L. Fuller (i) – 2,115
Jacquelyn Jones (i) – 1,568

Paris City Commission

(unexpired term)
Gayle Griffith (i) – 2,743

Philadelphia Mayor

Chris Miller (i) – 149

Philadelphia Alderman (four seats)

John W. Kyker Jr. – 117
James P. Miller 108

Keith M. Russell – 131

Piperton Mayor

Henry Coats (i) – 850
Hugh Davis Jr. – 250

Piperton Commissioner (two seats)

David Beesinger – 297
Michael Binkley (i) – 562

Sylvester Logan – 332
Neil Taylor – 505

Pittman Center Alderman

(two seats)
Rachel Huskey – 195

Dustin M. Shultz – 124
Judy Huskey Tucker – 144

Pleasant Hill City Commission

Lisa Patrick (i) – 99

Pleasant View Mayor

Perry Keenan (i) – 1,137
Danny Rediker – 783

Pleasant View Alderman (two seats)

Heather Brown Hardwick – 1,521
Kyle Pritchett – 1,477

Portland Alderman (four seats)

Mike Callis (i) – 1,997
Mike Hall – 1,632

Brian Harbin (i) – 1,654
John Kerley – 1,676

Jody McDowell (i) – 1,895

Powell’s Crossroads Alderman

Dwight Richards – 497

Pulaski Alderman (three seats)

Vicky Hastings Harwell (i) – 1,206
Ricky Keith – 1,102

Randy Massey – 1,397

Pulaski Alderman

(unexpired term)
Hardin Franklin – 188

Nathan Lenss – 51

Puryear Mayor

David Varner (i) – 194

Puryear Alderman (two seats)

Rebecca Haynes (i) – 151
Billy J. Robinson (i) – 139

Puryear Alderman

(unexpired term)
Mitch Sykes – 196

Puryear City Recorder

Verla Smith (i) – 206

Ramer City Commission

(two seats)
George Armstrong (i) – 89

C. Kendall Summers (i) – 53
Robert K. Wardlow – 71

Ramer City Commission

(three seats)
Randy Roten – 108

Red Bank At-Large Commission

Eddie Pierce (i) – 3,536

Red Bank District II (two seats)

Carol S. Rose – 2,036
Bill Cannon – 1,012

Paul Thompson – 744

Red Boiling Springs Mayor

Tom Fultz – 226
Lydia P. Lowe – 18

Terry Newberry – 175

Red Boiling Springs City Council

(three seats)
George A. McCrary (i) – 271

Cynthia Smalling – 34
Lee Butram – 11

Ridgetop Mayor

Tony Reasoner – 798

Ridgetop Alderman (two seats)

Stephen Harper – 606
McCaw Johnson (i) – 500

Rockwood City Council

(three seats)
Mike Fuller – 704

Jason Jolly (i) – 671
Joe Moore – 412

Patrick A. Shivers – 184
Shane Trew – 400

Rocky Top City Council (two seats)

Nathan Dison – 169
Donald Douglas – 160

Robert Griffith – 179
Gary Rains – 130

Rossville Mayor

Judy B. Watters (i) – 426

Rossville Alderman (three seats)

Nim Aldrich – 234
Suzy Gray – 376

David Robertson – 333
Michael Swessel (i) – 284

Rutherford Mayor

Larry D. Davidson (i) – 63
John Sidney Raehn – 21

Sandra Simpson – 191
Robert H. “Bob” White – 245

Rutherford Alderman (five seats)

Annie Edwards – 304
Jeff Emerson – 338

Broeck McCullar Horner – 332
James Roach (i) – 338

George “Tony” Weimer (i) – 282

Rutledge Mayor

Fred A. “Speck” Sykes – 262
Danny Turlay (i) – 211

Rutledge Alderman Ward 1

(two seats)
Ed Boling (i) – 142

Keith Merritt – 124
Jack Munsey – 121

Rutledge Alderman Ward 2

(two seats)
Jason L. Day – 178

Benny Atkins (i) – 8

Saulsbury Mayor

Jim Daniel (i) – 37

Saulsbury Alderman (five seats)

Rich Emerson (i) – 33
Carl L. Hayes (i) – 28

Lillie Reece (i) – 31
Johnny Smith (i) – 33

Jan Ward (i) – 28

Saltillo Mayor

Larry Darnell Lowery (i) – 177

Saltillo Alderman (five seats)

Stuart Grooms – 166
Danny C. Mooney (i) – 170

William Lee Robertson – 170
Arther L. White (i) – 123

Rickie L. Withers – 131
Carolyn Wood (i) – 157

STATE BRIEFS



The entire I-40 corridor in Tennessee has been designated as an alternative fuel corridor. On Nov. 3, the U.S. Department of Transportation's Federal Highway Administration (FHWA) announced the designation of 55 routes that will serve as the basis for a national network of "alternative fuel" corridors. The designation of these corridors fulfills a directive in the "Fixing America's Surface Transportation (FAST) Act" and will help drivers identify routes where they can refuel and recharge vehicles that run on compressed natural gas (CNG), liquefied natural gas (LNG), liquefied propane gas (LPG) or propane auto-gas, hydrogen, and electricity. The section of I-40 between Dandridge to Nashville was designated as a "sign-ready" electric vehicle (EV) charging corridor, due to the fact that the charging infrastructure along this route is already in operation. The new signs to be installed will look similar to existing signage that alerts drivers to gas stations, food, and lodging. FHWA's designation of I-40 in Tennessee as an alternative fuel corridor is in response to a nomination that was submitted by the Tennessee Department of Transportation. TDEC's Office of Energy Programs, the East Tennessee Clean Fuels Coalition, and many alternative fuel stakeholders assisted with the compilation of this nomination.

The state of Tennessee has seen a 7.8 percent jump in traffic fatalities this year, according to state Safety and Homeland Security officials. Tennessee has had 859 vehicle-related

deaths through Nov. 7, a 62-fatality increase over the same period's 797 deaths in 2015. Traffic fatalities had been on the decrease in previous years. Motorcycle-related deaths have risen from 115 last year to 137 this year and pedestrian deaths have also increased with 83 deaths of pedestrians and bicyclists. Fatalities involving teens have also risen from 66 in 2015 to 84 so far this year.

The Tennessee prison chief wants an additional \$4 million to fight the hepatitis C epidemic in the state correctional system. Department of Corrections Commissioner Tony Parker asked Gov. Bill Haslam for the extra money during the department's budget hearing to help fight what Parker called a "nationwide issue." An investigation earlier this year found only eight of the 3,487 inmates infected were receiving the medication that could cure the potentially deadly liver disease. Inmates have filed a federal class action lawsuit against the department asking for all inmates to receive treatment. The case is scheduled to go to trial in 2018.

The Tennessee preliminary unemployment rate for October was 4.8 percent, up two-tenths of a percentage point from the September revised rate of 4.6 percent. The U.S. preliminary rate for October was 4.9 percent, down one-tenth of a percentage point from the previous month. Over the past year, Tennessee's unemployment rate decreased from 5.6 percent to 4.8 percent while the national rate declined from 5 percent to 4.9 percent.

October revenues exceed state projections

Tennessee revenues for October slightly exceeded revenues for the same time last year. Finance and Administration Commissioner Larry Martin reported that revenues for October were \$983.3 million, which is 1.29 percent more than October 2015, and \$44 million in excess of the budgeted estimate.

"The sales tax, which is one of Tennessee's best economic indicators, recorded relatively moderate growth for October," Martin said. "Corporate revenues – franchise and excise taxes – recorded negative growth for the month. However, this is a normal occurrence in the state's business cycle for October, as this is when some corporate filers who may have over paid their tax liability in previous months are allowed to request a refund. Adjustments were consistent with our expectations."

On an accrual basis, October is

the third month in the 2016-2017 fiscal year.

General fund revenues for October were \$44 million more than the budgeted estimate, and the four other funds that share in state tax revenues were equal to the budgeted estimates.

Sales tax revenues were \$37.5 million more than the estimate for October. The October growth rate was 4.52 percent. The year-to-date growth rate was 3.72 percent.

Franchise and excise combined revenues for October were \$66.2 million which is \$6.8 million more than the budgeted estimate of \$59.4 million. The growth rate for October was negative 14.42 percent. The year-to-date growth rate was 14.04 percent.

Gasoline and motor fuel revenues decreased by 4.79 percent and they were \$1.4 million less than the budgeted estimate of \$73.2 million.

Motor Vehicle Registration rev-

enues increased by 3.99 percent and they were \$1.7 million more than the October estimate.

Tobacco tax revenues for the month were \$200,000 in excess of the budgeted estimate. Privilege tax revenues were \$2 million more than the budgeted estimate of \$28.8 million.

Inheritance and Estate taxes were \$1.7 million less than estimate. Business tax revenues were \$1.6 million less than the October estimate. Hall income taxes were \$300,000 less than the October estimate. All other tax revenues were more than estimates by a net of \$800,000.

Year-to-date revenues for three months were \$198.6 million more than the budgeted estimate.

The general fund was over estimated by \$183.9 million and the four other funds that share in state tax revenues exceeded estimates by \$14.7 million.

Mayors' Monarch Pledge takes flight in Tenn.

MONARCH, from Page 1
a simple solution. The solution for monarchs is habitat."

To participate in the Mayors' Monarch Pledge, cities can take three of 25 steps outlined by the National Wildlife Federation in its guide Monarch Conservation in America's Cities and then pass a proclamation to raise awareness about conservation of monarch butterflies.

Actions cities can take include speaking with local gardeners clubs, schools, and neighborhood associations about planting monarch friendly spaces as well as converting areas in city parks, abandoned lots or medians and rights-of-way into butterfly gardens. Cities may also initiate or support citizen-science efforts to monitor the local monarch population, remove milkweed from invasive species ordinances, adopt pesticide plans that are not harmful to monarchs and other pollinators,

or hosting or support a monarch festival.

"This pledge has already been undertaken by hundreds of cities across the country," Butler said. "The idea is that if everybody does a little bit, it will make a big difference to help recovering this species."

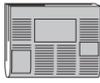
Nashville Mayor Megan Barry was one of the first Tennessee mayors to undertake the pledge, presenting Butler and other members of the Tennessee Wildlife Federation with a copy of Nashville's monarch pledge at the Tennessee Municipal League board meeting in November.

"There's so much that we can do as municipalities to make a difference here, from providing habitat in public spaces to helping citizens understand what they can do to help," Mayor Barry said. "Something as simple as planting milkweed in the garden at home or at schools and businesses can provide critical

habitat for the monarchs and other pollinators that play a huge role in our ecosystem. I'm proud to be a part of this initiative and encourage other mayors across the state of Tennessee to get involved in helping bring back the monarchs."

Mayor Barry has agreed to lead Metro Nashville in taking a number of positive actions, including: planting a monarch-friendly demonstration garden at city hall; working with city parks and public works staff to review mowing and planting programs; reaching out to community gardening groups to share knowledge and encourage involvement; and issuing an official Metro Nashville proclamation recognizing the Monarch Pledge.

Learn more about the Mayor's Monarch Pledge at www.NWF.org/MayorsMonarchPledge and visit the Tennessee Wildlife Federation at www.tnwf.org.



CLASSIFIED ADS

Advertising: \$9.25 per column inch. No charge to TML members. Send advertising to: TT&C Classified Ads, Carole Graves, 226 Capitol Blvd. Suite 710, Nashville TN 37219; e-mail: cgraves@TML1.org; or fax: 615-255 4752.

COMMUNITY DEVELOPMENT SPECIALIST

BRISTOL. The city of Bristol, TN, is accepting applications for a community development specialist. Salary Range: \$37,400 - \$57,900 Under the direction of the director of community development, the purpose of the position is to administer the Community Development Block Grant and HOME Investment Partnership Grant the city receives from the Department of Housing and Urban Development. Employees in this job classification are responsible for process and compliance issues related to funding agency regulations and standards, and oversees adherence to administrative, fiscal and accounting policies and procedures related to grant funds. This position maintains detailed files for projects in connection with program funds, provides staff assistance to the Community Development Advisory Committee, conducts pre-bidding and bidding of rehabilitation/reconstruction projects, communicates with project applicants, coordinates with First Tennessee Development District regarding the administration of HOME funds, oversees and maintains financial records of the program, and researches to secure additional grant funds. This candidate must have a bachelor's degree in urban planning, development or related field; supplemented by two years responsible funds accounting experience in grants or funding within a similar government institution; or an equivalent combination of education, training and experience. Candidates must apply online (application & upload resume): <http://bristoltn.org/jobs.aspx> . EOE.

DIRECTOR OF FINANCIAL SERVICES

MARYVILLE. The city of Maryville is seeking an experienced, skilled profession-

al to fill the position of director of Financial Services. Performs complex professional work supervising the accounting, budgeting and payroll functions; managing the city's debt portfolio; performs official duties as city recorder; preparing and maintaining detailed financial records and files; preparing financial reports and related work as required. A bachelor's degree in finance or accounting or related field and extensive experience in governmental finance, accounting, and debt management required. CPA preferred. For a complete job description, please visit www.MaryvilleGov.com/jobs. Salary range: \$62,266 - \$112,622 (DOE) plus excellent benefits. Nepotism policy prohibits hiring relatives of city employees. Applications are available in Human Resources at 400 W. Broadway Ave. or on our website. Deadline to apply is 5PM, Dec. 30, 2016. EOE. Employment application and resume required for consideration

PARKS & RECREATION DIRECTOR

JOHNSON CITY. The city of Johnson City is seeking qualified applicants for the position of director of Parks and Recreation. The director should be a self-starter, energetic, progressive and visionary in displaying parks and recreation services to the area. The position will lead a staff of 64 full and part-time employees and 75-150 temporary employees depending on the season. The department operates the following: 24 parks; 45+ ball fields and courts; 23 lighted tennis courts; 16 play structures; two 18-hole golf courses; 19.75 miles of hiking and walking trails; seniors' programs and services; recreation centers; and two swimming pools on approximately 1,150 acres. The department also operates a 72,000 square foot multigenerational recreational center which opened in 2012. The director is responsible for day-to-day management and administration of this

multi-faceted department while actively and visibly supporting the city's vision. This position will work with multiple community boards including the Senior Services Advisory Council and the Parks and Recreation Advisory Board. The total departmental budget is approximately \$7.4 million dollars. The director reports to the assistant city manager, but also has frequent and direct interface with the city manager. Successful candidates must possess comprehensive knowledge of public recreation and land park operations. Should have extensive experience with modern recreational organization policies, objectives, services and equipment. The ability to establish and maintain cooperative relations with municipal officials and the public, and to promote community interest and enthusiasm in recreational activities is paramount in this position. Required qualifications include graduation from an accredited college or university with a bachelor's degree in Recreation Administration or a closely related field. Five to seven years of relevant experience in municipal multi-disciplinary parks and recreation. Starting pay range DOQ. The city of Johnson City offers a competitive benefits package including a defined contribution retirement program. Interested candidates may apply online at www.johnsoncitytn.org. From the main page select Departments and Divisions, Human Resources, then current job openings. EEO

PUBLIC WORKS DIRECTOR

ATHENS. Applicants must have experience in public sector management and/or experience in the field of public works. Four year college degree required along with TN driver's license, certifications in areas of sediment and erosion control,

traffic control, engineering and design criteria, site development plan review, pavement maintenance, sanitation, and training in ESRI geographic information systems. Must possess working knowledge of ArcView, ArcInfo, EPA Phase II Stormwater Permitting; good computer skills; experience with budgeting; excellent people, organizational, writing and supervisory skills. Position directs Public Works operation, including streets, sanitation, fleet management, stormwater and animal control. Minimum salary \$71,306+benefits. Background checks will be conducted. Resumes, cover letter and reference lists may be emailed to rbrown@cityofathens.com, or mailed to Human Resource Department, City of Athens, P.O. Box 849, Athens, TN 37371-0849. EOE

TRAINING & DEVELOPMENT MANAGER

UT-MTAS. The University of Tennessee Municipal Technical Advisory Service (MTAS) has an opening for a training and development manager in the Knoxville office. This position oversees and manages all aspects of MTAS training and continuing education activities. The position supervises the training staff and designs, develops, and delivers training programs and courses primarily for city officials. In addition to providing direct client assistance, this position develops and teaches training courses, and assists others in the agency in the performance of individual and team projects. The training and development manager serves as both a supervisor and as a team leader, leading and participating in project teams, and performs other special project work as assigned by the assistant director and the executive director. This position requires a

master's degree in adult education, human resource development, organizational development, public administration or related field. This position requires five years of experience in developing curricula, evaluating training programs, performing logistical development, and in delivering training programs with increasing supervisory responsibility. Work experience in a governmental environment preferred. This position requires a knowledge of training methodology, techniques and principles; a knowledge of adult learning techniques; knowledge of research methodology as applied to adult education and training; knowledge and understanding of issues faced by municipal officials; ability to write clearly and concisely; ability to effectively use teaching aids and techniques; ability to successfully coordinate multiple programs; excellent group presentation skills; and ability to work effectively with agency colleagues, city officials and university staff. Excellent managerial, conceptual and interpersonal skills are essential. Certification from the Association for Talent Development or other professional training certification preferred. Experience working with a learning management system, online course delivery and other current technologies in the field of adult education or related field is also preferred. Applicants are encouraged to review the full job description requirements prior to applying. Applicants should apply electronically to <http://humanresources.tennessee.edu/recruitment> and submit a cover letter, resume and references. Position is open until filled. The University of Tennessee is an EEO/AA/Title VI/Title IX/Section 504/ADA/ADEA institution in the provision of its education and employment programs and services

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BOOK REVIEW**The Carrot Principle**

How the best managers use recognition to engage their people, retain talent, and accelerate performance

BY **ADRIAN GOSTICK** and **CHESTER ELTON**
(REVIEWED BY **DANA DEEM**)
MTAS Management Consultant

The principles outlined in this book have been incorporated into thousands of organizations worldwide by leaders who realize that if they focus on their employees and acknowledge their great work, their organizations will be stronger and more productive.

The book is divided into three parts:

- The Accelerator: How the Best Managers Deliver Extraordinary Results;
- Carrot Culture: How Great Organizations Create World Class Results; and
- Managing by Carrots: You Can Get There from Here.

One of the largest issues facing municipal governments today is turnover of key employees. The key question is how do municipalities begin to improve the rate of turnover of their employees? You begin to do this by changing the culture of your city. Create an environment where people love to come to work and where employees are recognized and appreciated.

Studies have shown that 79 percent of employees who quit their jobs cite a lack of appreciation as the key reason for leaving. These same studies show that 65 percent of employees report that they weren't recognized in the least bit during the previous year. The authors of this book explore ways that employers can create a culture where performance is both recognized and rewarded.

The simple transformative act of a leader expressing appreciation to a person in a meaningful and memorable way is the missing accelerator that can change the culture of your workplace. This can help create a culture where employees are satisfied and engaged and much

less likely to leave.

The book highlights that the central characteristic of truly effective management is "the manager's ability to recognize employee's talents and contributions in a purposeful manner." When recognition is considered effective, managers:

- Have lower turnover rates,
- Achieve enhanced results, and
- Are seen as much stronger in four basic areas of leadership: goal setting, communication, trust, and accountability.

In other words, "recognition accelerates a leader's effectiveness".

"Watching the impact of recognition in the workplace is a bit like watching the center pole lift up the middle of a large tent; everything else rises too except one thing – turnover. With effective recognition, that can drop like a rock." U.S. Department of Labor statistics show that the number one reason people leave an organization is that they "don't feel appreciated".

Great organizations and effective managers create what the authors define as a "Carrot Culture" one person at a time by using a variety of inclusive and meaningful recognition experiences. Four of the most common forms of recognition that make up the backbone of a healthy recognition culture are:

- **Day to Day Recognition:** These are pats on the back, handwritten notes, team lunches, and other ways that you regularly express gratitude to employees.
- **Above and Beyond Recognition:** These awards provide a structured way to reward significant achievements that support your core values and goals as an organization.
- **Career Recognition:** Most organizations provide a formal program to recognize employees on the anniversary of their hire date. In most

organizations, this is the most underused vehicle for rewarding and engaging employees.

- **Celebration Events:** These celebrations reinforce your organizations brand and thank everyone on your team.

These four recognition types are the essential tools of a Carrot Culture, and it's vital to know how to use them.

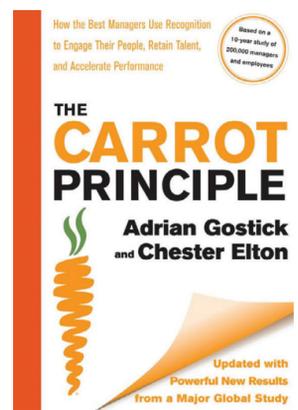
The bottom line is this: Great management is born when recognition is added to the other characteristics of leadership. This is *The Carrot Principle*. It is a simple concept and one that works every time. In other words, when recognition is applied to the basic four areas of good management identified above, it serves as an accelerator of employee performance and engagement.

The authors state that recognition accelerates results. It amplifies the effort of every action and quickens every process. It also heightens the manager's ability to see employee achievements, sharpens the manager's communication skills, creates cause for celebration, boosts trust between the manager and the employees, and improves accountability.

The authors create a strong case for incorporating and enhancing recognition in your management style and in your organization. Based on research from more than 200,000 interviews, *The Carrot Principle* illustrates the undeniable correlation between recognition and organizational and individual manager success. Their research shows that managers rated as "very effective" at recognition by their employees were also rated as:

- Better goal setters
- Better communicators
- More trustworthy
- Able to hold people accountable

The research leaves no doubt that recognition is the missing ingredient in successful leadership of groups



with higher trust, teamwork, productivity, and overall success.

Who should read this book? Elected and appointed officials and city managers and department heads will find this book extremely enlightening.

This book can be borrowed from the MTAS Watson Information and Research Center by emailing Dawn McMillen, MTAS senior library associate, at dawn.mcmillen@tennessee.edu or by calling at 865-974-8970.

**Dec. 24: Jackson**

32nd Annual Old Country Store Christmas Eve Breakfast
Start a new family tradition with one of Jackson's oldest and finest holiday traditions! Santa will be there for any last minute requests, before he heads to the North Pole! For more information please call 731.668.1223 or visit www.caseyjones.com

Dec. 31: Chattanooga

New Year's Eve on the River
Departing from Riverfront Parkway, Pier 2 in Chattanooga, cruise includes a DJ, dinner of prime rib and chicken, party favors and a toast of champagne at midnight with complimentary souvenir glasses to take home. Boat will dock at 11:45 p.m. to watch the televised ball drop from Times Square. The boat will remain dockside for dancing until 1 a.m. Must be 21+ for this cruise. For more information call 423-266-4488

Dec. 31: Kingsport

New Year's Eve Street Party
Come to Downtown Kingsport to ring in the New Year and celebrate Kingsport's 100th birthday! Heated benches and patio heaters will keep you warm. The YMCA is sponsoring a kids station with a magician, face painting and more. Festivities begin at 8 p.m.

Dec. 31: Knoxville

Ring in the New Year
Ball drop, fireworks, and singing of "Auld Lang Syne" at this family friendly New Year's Eve event at Market Square Mall.

UT-MTAS January MAP CLASSES**TOOLS FOR INTENTIONAL EXCELLENCE IN WORK LIFE BALANCE**

This work-life and time management course will help boost productivity by teaching people how to attain a higher level of achievement and enjoyment every day, both on and off the job. This is achieved by taking care of associates and developing their work and life skills significantly. Tools for achieving a positive work-life balance include stress and time management solutions that can be applied to all situations both on and off the job. A positive work-life balance impacts key business objectives, including productivity, customer service and profitability

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Target Audience:

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Jan. 4, Knoxville
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(LM)

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

**No loan is too large or too small**

The city of Dyersburg recently closed a \$2.8 million refunding bond issue through the TMBF loan program. It is the city's sixth loan financed through the Tennessee Municipal Bond Fund.



Lenoir City and the Lenoir City Utilities Board recently closed two loans with the Tennessee Municipal Bond Fund – one variable rate loan in the amount of \$25 million and one fixed rate loan in the amount of \$25 million. The money will be used for a new administrative complex for the Lenoir City Utilities Board.



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(615) 255-1561

Christmas activities throughout Tennessee bring holiday cheer



First Lady Crissy Haslam, Gov. Bill Haslam, Santa Claus and Mrs. Claus read "Twas the Night Before Christmas" before the official state tree lighting ceremony.



Downtown Savannah has been turned into an ice rink as part of the city's annual "Christmas on Main" celebrations. Various events have been scheduled for each weekend in December.



Cookeville city employees prepare the official city Christmas tree and Dogwood Park for the holidays. The tree was lit following the city Christmas parade while the park will host the city's Christmas in the Park festivities.



Morristown's Public Works Department decked out one of their vehicles in holiday lights to participate in the city's Christmas parade.



Collierville residents gather around the town's Christmas tree.



Members of the Greenville Fire Department escort Santa Claus during the city's Christmas Parade.



Knoxvillians skate around the rink at the city's Market Square.



Officers with the city of Cleveland Police Department ring bells for the Salvation Army.



Franklin residents gather around the city's new Christmas tree as part of the annual city tree lighting celebration.



Santa and a gingerbread house make their way through downtown Clarksville during the city's Christmas parade.



Carolers perform during the city of Lebanon's Christmas parade.



Officers with the Union City Police Department accept donations of toys and canned goods for their "Pack the Patrol Car" event outside the Obion County Courthouse.