

States challenge new overtime rule in court

New bill filed to protect workers, non-profits, colleges, and local governments

BY CAROLYN COLEMAN
National League of Cities

Last month, 21 states filed a lawsuit challenging the administration's new overtime rule, which applies to public and private sector employers. The new rule, set to go into effect on Dec. 1, would double the minimum salary threshold under which an employee is entitled to overtime pay to \$47,500. In the first year of the new rule alone, the Department of Labor (DOL) estimates that more than 4 million additional workers would be entitled to overtime pay. The current threshold is \$23,660.

In the lawsuit, the states are seeking to block the rule from going into effect on Dec. 1. In its complaint the states make five arguments for why the Texas federal district court should grant their injunction. Its first and most ambitious argument is that the Court overturn *Garcia v. San Antonio Metropolitan Transit Authority* (1985), where the Court held that the Fair Labor Standards Act (FLSA) applies to the states and localities.

The states also argue that DOL has exceeded its authority under the FLSA in issuing these rules by ignoring the duties an employee performs and making salary a litmus test. By automatically increasing the salary basis test, the states argue that DOL is violating the FLSA's requirement to "define and delimit from time to time" the white collar exception.

As in almost any lawsuit objecting to federal rules, the states argue the rules are "arbitrary, capricious, an abuse of discretion, or otherwise not in accordance with law." Finally, the states claim that Congress improperly delegated congressional legislative power by conferring "unlimited legislative authority on DOL" in the FLSA.

In addition to the lawsuits, there is also a legislative effort underway to block the rule from going into

effect. Rep. Kurt Schrader (D-OR) introduced H.R. 5813, the Overtime Reform and Enhancement Act, several months ago, and it is awaiting action in the House Committee on Education and the Workforce. The bill would implement a three-year phase-in of the new salary threshold and also eliminate the automatic increases. NLC supports the legislation and is considering filing an amicus brief in support of the litigation.

Sens. Lamar Alexander (R-Tenn.), Susan Collins (R-Maine), James Lankford (R-Okla.), Tim Scott (R-S.C.), and Jeff Flake (R-Ariz.) have also introduced legislation similar to the bill introduced by Rep. Schrader to change the timeline for implementation of the Obama Administration's "Time Card" overtime rule.

The legislation would stretch out over five years the administration's increase in the salary threshold for overtime pay from \$23,660 to \$47,476, which is now set to more than double at once on Dec. 1. The bill would also require an independent government watchdog study of the rule after the first year of implementation, and if the rule is found to negatively impact American workers and our economy, non-profits—including colleges and universities—along with state and local governments and many Medicaid- and Medicare-eligible facilities such as nursing homes or facilities serving individuals with disabilities will be exempt from any further increases under the rule.

"The Overtime Review and Reform Act makes urgently needed modifications to the administration's rule, which will otherwise on Dec. 1 force changes in overtime pay that are too high, too fast and will result in employers, non-profits, colleges and others cutting workers' hours, limiting their workplace benefits and flexibility, as well as costing students more in tuition," said Senate Labor Committee Chairman Lamar Alexander. "This is a moderate, bipartisan approach that should be able to pass both Houses before December."

Race, redistricting, religion and death penalty top Supreme Court's fall docket

An evenly divided court could decide the fate of many cases watched closely by state and local officials.

BY DANIEL C. VOCK
and J.B. WOGAN
Governing Magazine

An evenly divided U.S. Supreme Court has returned from its summer recess to confront a long list of thorny issues, including the death penalty, separation of church and state, and several cases involving race. But just how far the justices are willing to go in those and other cases will likely hinge on the outcome of the presidential race.

The death last year of Justice Antonin Scalia left the court split 4-4 between liberals and conservatives. President Obama nominated a replacement for Scalia — federal appeals court Judge Merrick Garland — but the Republicans who control the U.S. Senate have declined to consider him until at least after the presidential election.

Since Scalia's death, the court has been deadlocked on contentious cases involving issues like public-sector unions and Obama's executive action on immigration. In other cases, the justices have issued narrow rulings to close cases without issuing broad new policies.

Until Scalia's vacancy is filled, legal experts expect the court to continue to shy away from major controversies.

Lisa Soronen, executive director of the State and Local Legal Center, said the high court has taken a "slightly lower but not hugely lower" number of cases this year. The real difference may be in the types of cases the court has accepted. In any given term, about 20 percent

of opinions might be split 5-4. With only eight justices, "I think they've been filling it with cases where they think they can resolve issues," she said. But there's still plenty at stake.

"Even in a more dull or non-exciting Supreme Court term, state and local governments have a lot of cases that affect them," said Soronen.

These are the most important for states and localities:

Separation of Church and State

A Missouri case could determine whether states can exclude religious institutions from public funding for an "otherwise neutral and secular aid program."

The dispute could have national implications because about three-quarters of states, including Missouri, have a provision in their constitutions that prohibits direct government aid to educational institutions with a religious affiliation.

In the case, a Missouri agency denied a grant application for materials to resurface a school playground owned by Trinity Lutheran Church. The church argues that by denying it the money, the state violated the First Amendment's protections for the "free exercise" of religion and the 14th Amendment's guarantees of equal treatment under the law. Missouri, on the other hand, says no constitutional violation occurred.

"As the text of the First Amendment shows, the government must ensure that the exercise of religion remains unrestrained, but that does not mean the government must pay the church's bills," its lawyers wrote.



National Fire Prevention Week Oct. 9-15



Oct. 9-15 is Fire Prevention Week. National Fire Prevention Week is observed in the United States and Canada, during the week in which Oct. 9 falls. In the United States, the first Presidential Proclamation of Fire Prevention Week was made in 1925 by President Calvin Coolidge. The National Fire Protection Association continues to be the international sponsor of the week. For more information about Fire Prevention Week, visit the NFPA website at www.firepreventionweek.org; or visit www.tn.gov/commerce.

Lawrenceburg flood mitigation project shows importance of infrastructure for disaster prep

By KATE COIL

TML Communications Specialist

For nearly 200 years, the creek running through the city of Lawrenceburg has provided local residents with both opportunities for enjoyment and recreation as well as moments of fear and concern.

Joe Baxter, Lawrenceburg Emergency Management director, said the city's unique location along Shoal Creek and its topography made the city prone to flooding.

"Lawrenceburg was built in a bowl on the top of a hill," he said. "There is only one major outlet for the water to get out. Over the course of the city's development, people put in pipes that were too small and cut that

outlet off. We had a lot of man-made problems in town we had to fix."

Originally known as the Sycamore River, Lawrenceburg's Shoal Creek has historically been an important source of both water and power for the city and surrounding communities.

Famed frontiersman Davy Crockett was one of the area's earliest settlers who used the creek to power a powder mill, grist mill and distillery to make a living. Baxter said the history of floods caused by Shoal Creek are well documented as far back as Crockett's day.

"Davy Crockett was one of our first city commissioners, and he got wiped out in the flood of 1821," Baxter said. "He got into an argument with other members of the government over making Lawrenceburg the county seat because he said it would flood. We have found all the studies that TVA has done over the years on the floods. We weren't really as developed until the 1950s. County-wide we don't have a lot of issues with people being in the flood zone. Some of the only places it floods are in Lawrenceburg because the further downstream it goes the more room

the water has."

The event that began the city's mitigation efforts occurred on Memorial Day weekend of 1991.

"It wasn't a super bad flood, but it was bad enough that the city of Lawrenceburg adopted a stormwater ordinance that required detention ponds and other measures," Baxter said. "They had some engineers look at our problems, and they said we needed a dump-truck load of money to fix it. The old storm drains didn't have the ability to carry all the run off. We took some measures then to try and improve our issues, but then we had the big flood in 1998."

The most famous flooding event in recent history came in 1998. Lawrenceburg had experienced an F-5 tornado in April 1998, prompting the city to set up a NOAA weather station and put in several tornado safety measures.

Then, in July 1998, nine inches of rain fell on Lawrenceburg in less than 24 hours, undoing much of the repairs the city had just completed from the tornado. The ensuing 500-year-flood destroyed hundreds of homes and led to the death of two Lawrence County residents. See **FLOOD** on Page 3



A city employee works to make room for the new culvert to reroute water from surges of Shoal Creek as part of Lawrenceburg's flood mitigation project.



Seven small homes were removed to construct this surge area at the end of an open channel on Pulaski Street in Lawrenceburg. Shoal Creek crossed Pulaski Street from behind Coffman Middle School and only three blocks from the city's courthouse square.

NEWS ACROSS TENNESSEE



CHATTANOOGA

The Chattanooga Public Works Department has become the first in the state to be awarded a prestigious American Public Works Association (APWA) Accreditation through a program that recognizes public works agencies that go beyond the requirements of the management practices established nationally in the public works industry, as contained in the APWA Public Works Management Practices Manual. The city's public works department was reviewed by a team of public works professionals from Missouri, Ohio and Kentucky as part of the program. The department has become the 116th agency accredited through the program in the country and the first in the state of Tennessee to receive the honor.

CHATTANOOGA

Chattanooga-based nonprofit Launch has received \$50,000 federal grant minority and women entrepreneurs in the area. The U.S. Small Business Administration picked Launch as one of 67 recipients of the Growth Accelerator Fund Competition. More than 400 applicants were judged by more than 100 experts with entrepreneurial, investment, startup, economic development, capital formation and academic backgrounds to be eligible for the funds. Since it was founded in 2011, Launch has trained nearly 250 entrepreneurs, helped start 134 businesses and create 166 jobs. So far, 96 percent of businesses started with support from Launch are still in operation.

COOPERTOWN

Coopertown recently celebrated its 20th year of incorporation on Sept. 30, 2016, with a reception held at Chappel Acres. Both current and past city leaders attended the event, as well as city employees and community residents. An historical photo display helped document the city's progress since it became an incorporated city in 1996.

ELIZABETHTON

The Elizabethton Covered Bridge has earned the honor of being the No. 1 covered bridge in the U.S., according to a *USA Today* readers' choice poll. Months after holding the 50th Annual Covered Bridge Celebration, the bridge was voted the best by readers out of a field of 20 bridge nominees. It was selected for the competition by a panel of experts assembled by *USA Today*, including the president of the National Society for the Preservation of Covered Bridges. Built in 1882 by Dr. E.E. Hunter and George Lindamood, the Howe Truss bridge spans the Doe River, connecting Third Street and Hattie Avenue. It was the only area bridge to survive a massive 1901 flood. The bridge was closed to vehicle traffic, but still allows bicycle and pedestrian traffic. The bridge is one of only four covered bridges remaining in the state of Tennessee.

ERWIN

Erwin Utilities has received \$650,000 in federal grant money from the Appalachian Regional Commission to help pay for a water line extension to Rocky Fork State Park and approximately 70 local households. The grant will be combined with state and local funding to help finance the waterline installation. In 2010, Erwin was named an official Appalachian Trail Community, which demonstrates the importance of the area and its potential to become a popular destination for recreational use and tourism. The state of Tennessee is currently working to construct a road

system, a visitor center, ranger station, campgrounds, parking area and restroom facilities for the new park. The construction of a new water line is the next important step for final development of the state park.

GALLATIN

A city-owned cemetery in Gallatin is part of a new preservation project bringing together the Middle Tennessee State University Center for Historic Preservation, Sumner County Historical Society, and city officials. The Gallatin City Cemetery will be part of a preservation project aimed at helping provide plans for maintenance, historic interpretation, and restoration funding options for the city. Land for the cemetery was donated to the city in 1813 by former U.S. Rep. and Sen. Felix Grundy. The cemetery is home to many former city residents ranging from soldiers to physicians, teachers, lawmakers, and business people. A variety of notables are also buried in the cemetery including Eliza Allen Houston, first wife of Sam Houston while he was the president of the Republic of Texas; Martin Barth, who taught Morse Code to Andrew Carnegie as a child and was later the telegrapher for Gen. William Tecumseh Sherman during the Civil War; and William Trousdale, a former Tennessee governor who earned the nickname the "War Horse of Sumner County" during his time in the military.

LA VERGNE

Ebuys, Inc., will open a new distribution facility in La Vergne, investing \$38 million and creating 160 new jobs as part of the expansion. The global online shoe retailer currently employs around 180 employees at its existing distribution facility in Antioch. Driven by the need to expand Ebuys' online fulfillment capabilities, the new 600,000-square-foot facility will be operational in February 2017. Part of the total \$38 million investment will come in the form of personal property.

MURFREESBORO

Murfreesboro's CityTV has received three awards during the 31st annual Government Programming Awards presented by the National Association of Telecommunications Officers and Advisors, which honors excellence in broadcast, cable, multimedia and electronic programming produced by local government agencies. The city's government-oriented television brought home the second place award in NATOA's category for "Use of Social Media," an honorable mention in the category of Interview/Talk Show for "In the City," a monthly video magazine show produced by Steve Burris; and an honorable mention in the Library category for "It's Mattie Time," produced by Michael Nevills in conjunction with Linebaugh Public Library. NATOA received more than 850 entries, up 7 percent from the previous year, submitted by local governments across the country. The Savvy Awards are presented by 3CMA, (www.3cma.org) the City-County & Marketing Association, which has awarded excellence in strategic marketing and communications in government for 28 years.

NASHVILLE

Nashville's 37214 ZIP Code ranked 15 out of 50 on Realtor's list of hottest real estate markets for Millennials. The ZIP Code includes Donelson, Opryland, the Nashville International Airport, and the Elm Hill Recreation Area. The list was compiled by the Realtor.com based on the time it takes properties to sell and how frequently homes are viewed in each ZIP Code. Homes in this year's top 20 hottest markets sell in an average of 25 days – just over three weeks – 53 days faster than the rest of the country. The 2016 hottest ZIP Codes report underscores the role that large populations of Millennials, the ability to purchase within expensive housing markets, as well as strong job markets and steady salaries play in the interest shown for these highly competitive locales.

OAK RIDGE

The Oak Ridge Fire Department has already saved lives with recently purchased rope rescue equipment. The quick deployment 3-to-1 rope haul system is designed to move injured people up steep slopes or through confined spaces where it is difficult to lift or carry a person. Engine companies and crews began

Elizabethton covered bridge No. 1 in U.S.A



The Elizabethton Covered Bridge has earned the honor of being the No. 1 covered bridge in the U.S., according to a *USA Today* readers' choice poll. Months after holding the 50th Annual Covered Bridge Celebration, the bridge was voted the best by readers out of a field of 20 bridge nominees located in states across the country.

training with the equipment in August, and have saved two lives with it since the beginning of September. The new rope haul system is part of a variety of training exercises the department takes part in including trench, collapse and confined space rescue. The fire department provides dedicated standbys upon request for contractors performing high-risk work in the area.

PARIS

The city of Paris has achieved Tennessee Main Street accreditation, according to the Tennessee Department of Economic and Community Development Commissioner. Paris joins 32 other Tennessee Main Street communities that are accredited through the state program and the National Main Street Center, a program of the National Trust for Historic Preservation. Downtown Paris' commercial district is part of a National Register Historic District and contains the traditional Tennessee town square, centered by the Henry County Courthouse, which is surrounded by 52 historic commercial buildings that house a variety of retail and service businesses.

WHITE HOUSE

A new museum and visitor's center is being unveiled in White House in the location of the city's former library. The conversion plan began last year at an estimated cost of \$150,000. The former library site is a replica of the White House Inn for which the city was named. The site has continued to house the city's chamber of commerce during the renovation process, which has included new stairwells, drywall, painting, new light fixtures, and flooring. An additional 4,000 square feet will also be added to the structure to accommodate two offices, restrooms, a break room, museum display area and work area.

Bolivar's Hatchie River Park project receives top honors by SWTDD

The city of Bolivar's Hatchie River Park and Nature Center was named the Southwest Tennessee Development District (SWTDD) 2016 Project of the Year.

The city's was given the award for its commitment to restoring, preserving and enhancing the utilization of the Hatchie River, and for creating an outdoor tourist destination in Southwest Tennessee.

The project, first launched in 2015, will help develop the Hatchie River Park and Nature Center into a recreational destination for tourists and the general public. It will offer camping, boating, canoeing, fishing, picnicking, boardwalks and several other outdoor recreational and educational activities.

The Nature Center sits on a three-acre parcel of land that will be developed into a public park, nature center and outfitter that will offer educational trips and be a major stop in what will eventually become a system of water trails along the Hatchie River.

Bolivar Mayor Barrett Stevens said the park is the centerpiece of a much larger plan to promote tourism to the area.

The Hatchie River, an environmental treasure, is the only remaining unchanneled and unimpounded

Local officials tour Lebanon's new waste-to-energy plant



Officials with PHG Energy and officials from Wilson and Sumner counties were on hand to tour the world's largest waste-to-energy downdraft gasification plant being constructed in Lebanon. The facility is expected to be fully operational in October. The new plant will reduce carbon emissions, power 350 local homes, sell biochar output for agricultural purposes and take in scrap tires, commercial wood waste and wastewater treatment plant biosolids to produce energy. Left to Right: Wilson County Mayor Ron Hutto, Lebanon Mayor Philip Craighead, Gallatin Mayor Paige Brown, and Sumner County Executive Andy Holt.



Employees of the Bolivar City Recreation Department, Bolivar Street and Sanitation Department, and Bolivar Utility Department used recycled materials from other projects to create a water wheel as a focal point at the new nature center.

major tributary of the Lower Mississippi River Basin in West Tennessee. The Hatchie River is home to more than 100 species of fish, 50 species of mammals, 35 species of mussels, 250 species of birds (including migratory fowl) and, according to the U.S. Fish and Wildlife Service, an "amazing number" of species of amphibians, reptiles and invertebrates. Recently,

bald eagles have been regularly spotted and photographed on the Hatchie River near Bolivar. "Truly, the city of Bolivar is doing its best to preserve this environmental treasure as they develop it into a public park that will provide recreational and educational enjoyment for years to come," said Joe Barker, SWTDD executive director.

TENNESSEE TOWN & CITY

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Lawrenceburg flood mitigation project shows importance of infrastructure for disaster prep



Lawrenceburg city employees work to install culverts as part of the flood mitigation project. By controlling where the water can flow, city officials were able to lessen the risk of certain properties being flooded. Other properties at risk were purchased to be used as part of the mitigation project.

FLOOD from Page 1

In addition to the homes lost in the flood, the city's lost its sewer plant, water plant and all of the dump trucks from the public works department. The local drinking water supply was rendered unusable for several weeks. However, Baxter said the massive disaster did help the city gain funding for a U.S. Army Corps of Engineers study to determine how to deal with flooding issues.

"We started looking at the terrain, and received some grants here and there. We used our own city workers, bought some equipment and started doing some design work. It took us 10 years to complete the entire project," he said.

Part of the reason the project took so long to complete was because of weather conditions. Rain made it difficult to complete some of the work, and Lawrenceburg experienced other floods in 1998, 2002, 2003 and 2010. The bulk of the work on the project was between 2003 and 2010 when weather was more favorable. If the project had been put off, Baxter believes it might have had disastrous consequences for the city.

"Don't think that you have 500 years until the next 500-year flood," he said. "Your community could be next. You can't put it off. Most people don't have flood insurance for these types of floods. A lot of our damaged houses weren't in the floodplain, and we only had a couple of households in the floodplain that had insurance. There is no guarantee that a buyout will come and rescue you. I don't know what the people on the creek would have done if we hadn't done the buyout program for them."

Baxter said property acquisition was one of the hardest parts of the flood control project, though there were many residents eager to leave after being flooded out.

"Our first phase was to clear the floodplain because we didn't want to rescue these people again. We knew if they were on the creek bank they were going to get flooded again. They would get flooded, rebuild and then get flooded again. We wanted to end that cycle, so we tried to take advantage of FEMA grants for hazard mitigation and floodplain clearance. We now have three or four really nice parks that used to be part of flood risk neighborhoods. That was a voluntary buyout, but there are two or three people who refused the buyout and are still in harm's way."

In addition to residents living in the floodplain, Baxter said the city also had to acquire additional land to help improve its stormwater system. The plant was moved and was given new pumps and protection for those pumps to prevent the loss of drinking water. The city used grant money to buy property from and then relocate between 50 and 60 households.

Dealing with roadways with the potential to flood was another issue.

"We had four or five intersections that would get blocked every time it flooded," Baxter said. "There was always the danger of losing someone in a car. In fact, the two fatalities in the 1998 flood were people in vehicles. The water can come up so fast. It wasn't a gradual flood. The water literally rose two or three feet in 10 to 15 minutes."



Water flows through one of the concrete collectors constructed to control the flow of water around the city. Some collectors are open air while others are tunnels that go under the surface. During the period of construction, Lawrenceburg EMA Director Joe Baxter said this collector was sometimes called "Joe's ditch." Since the mitigation project was completed, Baxter said local residents have realized how the it protects them and their property.

The city constructed two large retention ponds as well as a 7-acre detention basin. EMA also constructed a series of underground channels placed throughout the town to control where water flowed and to carry it to the basins and ponds. Being able to control the water made it less likely roadways and structures would be flooded.

Of the \$14 million the city spent on the project, Baxter said \$9 million came from grants and \$5 million came from the city. While the city could have created a stormwater tax to help fund the project, they decided instead to finance bonds. Now, the project is paid for and Baxter said the risk of the project is more than worth the reward.

"We used our own employees for 90 percent of the work, and bought our own equipment," Baxter said. "We poured our own concrete, and it turned out very well. We've done a lot and we were very lucky we had a problem we could fix. Any city needs to take a close look at their drainage system and make sure that it's large enough to handle these issues. We had to increase ours by 10 times."

While the flood mitigation project was necessary to protect property and lives, Baxter said it was sometimes hard for residents and even city leaders to see the big picture as the project progressed.

"I think the public was skeptical when we first started the project,"

Baxter said. "You sometimes run into issues like that. Not everyone was enthusiastic about it. But it seemed like every time public opinion grew negative, we got another big storm. We moved millions of yards of dirt and poured millions of yards of concrete. People could see it, but they didn't think a big flood would happen again. They called it a '\$10 million ditch' or 'Joe's ditch.' Now, people realize it needed to be done."

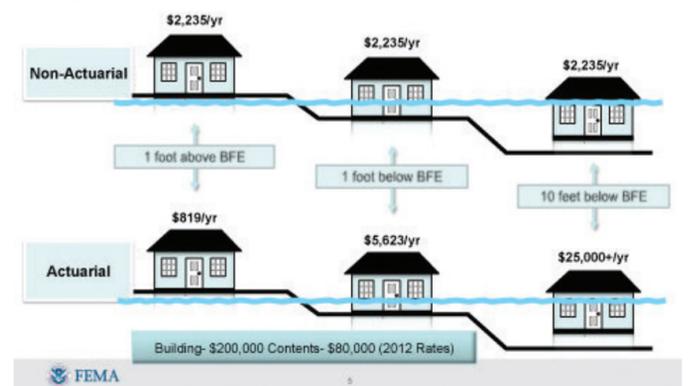
While no permits have been issued to build in the floodplain since the mitigation project started, Baxter said there are still some who don't understand how building in the floodplain can endanger themselves and put their community at risk of not receiving federal disaster relief.

"The rules are very specific as far as flood insurance on where you can build, how you have to build, and all the hoops you have to jump through," he said. "It is hard to get a permit, and I've never issued a permit to build anything in the floodplain. The city owns most of the floodplain property. There is a new subdivision that is developing and the houses are close to it. It's hard to get a loan if you want to build in that area. People have to understand that if you allow someone to build in the floodplain — even if they go without flood insurance — you are putting your city's flood insurance program in jeopardy by letting them build."

Changes coming to National Flood Insurance Program

NFIP Rating Examples: The Impact of Loss of Subsidies

Rate comparisons



Changes to the Flood Insurance Rate Map (FIRM) and an end to subsidies are among the changes that could increase flood insurance premiums for buildings constructed below Base Flood Elevations (BFE). Allowing construction below these elevations could put communities at risk of losing out on federal disaster relief funds in the event of a major flood.

By KATE COIL

As changes come to the National Flood Insurance program, state officials are encouraging municipal officials, builders, contractors and surveyors to educate themselves about the federal program.

"This program is open to all of the communities in the state of Tennessee that have any flood risk as long as they agree to participate. However, communities are not required to participate," said Chris Shults, a grants and training specialist with the University of Tennessee's Municipal Technical Advisory Service (MTAS). "But, if a community does not participate in a National Flood Insurance program and there is a disaster, they are not eligible for funds from the federal government."

The landscape and bodies of water that cover the state mean many communities in Tennessee are at considerable risk of flooding events.

"There are 411 communities in the state that have a flood risk," Shults said. "They are considered to have some sort of floodplain in their community that makes them more susceptible to flood. It's a very widespread thing. We have a lot of lakes and streams in Tennessee, and any of those can flood. That puts communities at considerable risk."

Since the National Flood Insurance Program was implemented in 1978, FEMA has paid out more than \$339.6 million in flood-related claims to residents, businesses and government entities across the state. According to FEMA, the average-flood claim amounts to more than \$46,000.

While there is no federal requirement for property owners to have flood insurance, floods can prove financially devastating to residents regardless of their proximity to water. In fact, people outside of mapped high-risk flood areas file more than 20 percent of all National Flood Insurance Program flood insurance claims and receive one-third of federal disaster assistance for flooding, according to FEMA statistics.

Eric Ward, a spokesperson with the Tennessee Department of Environment and Conservation, said the major changes coming to the National Flood Insurance Program are the result of federally mandated reforms the Homeowner Flood Insurance Affordability Act of 2014 (HFIAA) that repeal and modify the Biggert-Waters Flood Insurance Reform Act of 2012.

"The new law slows some flood insurance rate increases and offers relief to some policyholders who experienced steep flood insurance premium increases in 2013 and early 2014," Ward said. "Flood insurance rates and other charges will be revised for new or existing policies beginning on April 1, 2015. In addition to insurance rates, other changes resulting from Biggert-Waters and HFIAA will be implemented that will affect the total amount a policyholder pays for a flood insurance policy."

Those who are not in compliance risk their communities or property losing out on important federal disaster recovery money such as federal disaster assistance, federal mortgage insurance and loan guarantees, and other funds available through agencies such as the Department of Housing and Urban Development, Environmental Protection Agency and Small Business Administration.

Ward said floods are determined based on the computed elevation to which floodwater is anticipated to rise during the base flood. This Base

Flood Elevations (BFEs) are shown on Flood Insurance Rate Maps (FIRMs) and on the flood profiles.

"The BFE is the regulatory requirement for the elevation or flood proofing of structures. The relationship between the BFE and a structure's elevation determines the flood insurance premium," Ward said. "The Tennessee model flood ordinance states in AE Zones where Base Flood Elevation data is available, new construction and substantial improvement of any residential or non-residential building or manufactured home shall have the lowest floor, including basement, elevated to no lower than one foot above the Base Flood Elevation. Communities can have higher regulatory standards than the model ordinance."

Shults said floodplains can change and as maps are redrawn, some municipalities might find local floodplains have grown or that areas not previously in floodplains have become at risk.

"FEMA draws flood-plain mapping. They try to do it periodically, but it is really based on the amount of funding they have available," Shults said. "If a community was not at one time considered to be in a floodplain or at flood risk, a map might be redrawn and determines now they are. They will need to make sure they have policies in agreement with the National Flood Insurance policy to make sure they can receive assistance. The average citizen may not understand that these maps can change, but generally whenever a map changes your real estate or mortgage company can contact you and say you need flood insurance."

Construction on older buildings in particular could change their eligibility for the program, Shults said.

"You can build below the BFE, but you will pay much, much higher insurance premiums," he said. "Even if your building is not built up to code, you may be able to get insurance but it will be much higher. Older buildings may be grandfathered in, but if they suffer damage or receive any improvements that cover more than 50 percent of the structure, they will have to bring their building up to code to receive federal funding."

To help with these issues, Ward said many communities designate a floodplain manager or administrator to oversee their floodplain management program. The manager's duties typically include enforcing the community's flood damage prevention ordinance, updating flood maps, plans, and policies of the community, and any of the activities related to administration of the National Flood Insurance Program.

Ward said conducting risk assessments are another way of insuring a municipality is prepared in the event of a flood.

"Communities need to uniformly adopt and enforce their floodplain management regulations within the community," he said. "Communities can write a hazard mitigation plan to reduce or eliminate long-term risk to people and property from natural hazards. Each county in Tennessee can prepare a plan to identify and better protect the people and property of the community from the effects of natural hazard events. A risk assessment can identify and profile hazards that pose a risk to the county, assess the county's vulnerability to these hazards, and examine the capabilities in place to mitigate them."

To learn more about changes coming to the National Flood Insurance Program and those that have already been implemented, visit www.fema.gov/changes-national-flood-insurance-program.



PEOPLE

Wanda Burnett has announced plans to retire as director of the Clarksville Housing Authority after 37 years with the department. After graduating from Austin Peay State University, Burnett started her career as a Tennessee accounts receivable bookkeeper/occupancy clerk in 1979 at the housing authority. She worked her way up and was chosen as CHA's new director in 1991. She will retire on Dec. 31.



Wanda Burnett

Lt. Joey Radford has been appointed the new chief of police for the city of Greenfield. Radford will take over the position following a five-month vacancy when former Chief Danny Harris retired. Radford comes to the position with nearly 25 years of experience with the Greenfield Police Department and 20 years of experience in a supervisory role within the department. He also has a degree in criminal justice.



Joey Radford

Alan Howard has been appointed as a new battalion chief for the Bristol Fire Department. A 25-year veteran, Howard will be assigned as a shift commander with operational, management, and administrative duties. He began his career with the fire department in 1996 as a firefighter and earned a promotion to fire sergeant in 2005. Two years later, Howard earned appointment to fire lieutenant and has performed in that capacity for the past nine years.



Alan Howard

Jody Sliger, a ThreeStar Director with the Tennessee Department of Economic and Community Development, has become a Tennessee Certified Economic Developer. She and 11 other graduates were recently honored for the accomplishment at the Tennessee Economic Development Council's fall banquet in Franklin. Before coming to work with the state, Sliger worked with *The Sparta Expositor* before joining the staff of the Sparta-White County Chamber of Commerce. Sliger worked as a tourism and marketing director and then interim president of the chamber of commerce. She has an associate's degree in business technology from Motlow State Community College.



Jody Sliger

Nathan Johnson has been appointed to fire lieutenant with the Bristol Fire Department. Johnson has served the city since 2008, performing as a firefighter and emergency medical technician until becoming a nationally registered paramedic in 2010. For the past six years, Johnson has served the Bristol community as both firefighter and paramedic. In his new role, Lt. Johnson will have supervisory and training responsibilities while in charge of a fire station crew and he will be tasked also with officer level operational and supervisory duties at emergency scenes.



Nathan Johnson

Kristine Tallent, the management and budget director for the city of Maryville, has been appointed to serve on the Government Finance Officers Association Committee on Governmental Debt Management. Tallent is one of four appointees to the 25-member board and was selected from a pool of applicants chosen based on their fields of expertise, related experience and size and type of governmental unit. The GFOA Committee on Governmental Debt Management promotes sound financial practices for local, state and provincial governments. Tallent began her career with the city of Maryville in 2007 after previously serving as the budget director for Gwinnett County, Ga. She began her career with a national financial advisory firm coordination issuance of municipal bond transactions and developing long-term capital plans for state and local governments. She earned a bachelor's degree in economics from Maryville College and a master's in public policy and management with a concentration in public finance from Carnegie Mellon University in Pittsburgh, Pa.



Kristine Tallent

Chief Tommy Kelley of the Collierville Fire Department has been appointed by Gov. Bill Haslam to serve a six-year term on the Tennessee Commission on Firefighting Personnel Standards and Education. Kelley has been with the department since 1988, and is a licensed paramedic with the Tennessee Department of Health. He is an active member of the Tennessee Task Force One, a FEMA Urban Search and Rescue Task Force, and has been deployed to help with many disasters in his 12 years with them, including Hurricane Katrina and the Space Shuttle Columbia Recovery. Kelley was selected to serve on the commission based on his experience overseeing training procedures and the selection of training materials, among many other duties. The commission is responsible for the certification of volunteer and paid firefighters in the state of Tennessee, the approval of training programs, and the administration of the Educational Incentive Pay Program for paid firefighters in Tennessee.



Tommy Kelley

Doug Varney will be retiring as commissioner for the Tennessee Department of Mental Health and Substance Abuse Services effective Oct. 21. Varney has served as commissioner of the department since 2011 and under his leadership, the department completed a major transformation in the mental health system in East Tennessee, better serving long-term patients by transitioning them into community-based programs. Varney has also been instrumental in leading efforts to triple federal discretionary grant funding to help veterans, increasing suicide prevention efforts and strengthening adult and children crisis services, and establishing mental health and substance abuse best practice guidelines. Before serving as commissioner, Varney spent his professional career with Gray, Tenn.-based Frontier Health, a community mental health center serving families and individuals affected by behavioral health, substance abuse and intellectual deficit issues. He worked his way up from psychological examiner, counselor and therapist to president and CEO. Formerly licensed as a psychological examiner, marriage and family counselor and professional counselor, Varney earned a master's degree in psychology from East Tennessee State University.



Doug Varney

Bo Mills, director of public works for the city of Germantown, has been selected as the president-elect of the America Public Works Association during the recent APWA international conference in Minneapolis. Mills will serve APWA and its 29,000 association members. He has served for six years on the APWA's 17-member board of directors, where he most recently served as regional director. Mills will take over as president of APWA for the 2017-2018 year. He has served as the director of public works for Germantown for 12 years and served as the assistant director of public services for the city seven years prior to that. Mills has worked for the Germantown Public Works Department throughout his career and has been a member of APWA since 1989, serving as director of the Tennessee Chapter's West Branch for six years and as Tennessee Chapter president in 2005.



Bo Mills



State leaders visit at the Battle at Bristol football game when the University of Tennessee Vols took on Virginia Tech Hokies on Saturday, Sept. 10, in what is believed to be the biggest college football crowd ever at Bristol Motor Speedway. The Vols won 45-24. Pictured from left to right are Jason Mumpower, chief of staff Tennessee Office of the Comptroller; Rep. Jon Lundberg, Tennessee Comptroller Justin Wilson and Lt. Governor Ron Ramsey.

State Law Enforcement Academy celebrates 50th year of training

90 officers from across state newly certified

More than 90 newly certified officers graduated Sept. 30 from the Tennessee Law Enforcement Training Academy (TLETA) during a ceremony to be held at Hermitage Hills Baptist Church at 3475 Lebanon Pike in Hermitage, Tenn. The event coincided with the 50th anniversary celebration of TLETA as Tennessee's leading law enforcement training organization.

"For 50 years, TLETA has given its graduates the training needed to make good decisions in the midst of high-pressure situations," said TLETA Director Brian Grisham. "I congratulate the students of Basic Police School Class 1799 as they have chosen a challenging yet rewarding career enabling them to serve and protect Tennessee communities."

TLETA's 12-week Basic Police School course provides technical and tactical expertise in addition to the ethical and professional standards of law enforcement necessary for success. The newly certified officers will join the ranks of thousands of law enforcement officers who have studied at TLETA.

Every year, TLETA trains between 2,000 and 5,000 specialized course students so graduation is a fitting time to commemorate its anniversary and legacy of serving as Tennessee's premier law enforcement training facility.

Tennessee Department of Commerce and Insurance Commissioner Julie Mix McPeak, Williamson County Sheriff Jeff Long, Robertson Coun-



TLETA's 12-week Basic Police School course provides technical and tactical expertise in addition to the ethical and professional standards.

ty Sheriff Bill Holt, and La Vergne Police Department Chief Michael Walker attended the ceremony.

Basic Police School Class 1799's members will serve the following law-enforcement agencies, including police departments (PD), sheriffs' offices (SO) and state agencies: Athens PD, Austin Peay State University PD, Bolivar PD, Brentwood PD, Brighton PD, Cannon County SO, Carter County SO, Collierville PD, Columbia PD, Cumberland County SO, Dyersburg PD, Eagleville PD, Fayette County SO, Gallatin PD, Grundy County SO, Hamilton County SO, Hardeman County SO, Henderson County SO, Hendersonville PD, Hickman County SO, Houston County SO, Humboldt

PD, Jackson PD, Johnson County SO, Lauderdale County SO, LaVergne PD, Lexington PD, Lincoln County SO, Macon County SO, Madison County SO, Marshall County SO, Martin PD, Maury County SO, McMinnville PD, Murfreesboro PD, Overton County SO, Paris PD, Perry County SO, Putnam County SO, Robertson County SO, Rutherford County SO, Smith County SO, Sumner County SO, Tennessee Bureau of Investigation, Tennessee Department of Revenue Special Investigations, Tennessee Wildlife Resources Agency, the University of Tennessee at Martin PD, Weakley County SO, Westmoreland PD, White House PD, Williamson County SO, and Winchester PD.

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STATE BRIEFS



The state of Tennessee has received five awards for Excellence in Economic Development from the International Economic Development Council (IEDC). The Tennessee Department of Economic and Community Development received two gold and three silver awards from the IEDC. The organization's Excellence in Economic Development Awards program distinguishes the world's best economic development programs and partnerships, marketing materials, as well as the year's most influential leaders. The awards honor organizations and individuals for their efforts in creating positive change in urban, suburban and rural communities.

Tennessee's preliminary unemployment rate for August was 4.4 percent, increasing one tenth of a percentage point from the previous month's revised rate. The U.S. preliminary rate for August was 4.9 percent, remaining unchanged from the previous month. No county in the state had an unemployment rate higher than 10 percent with 26 counties having an unemployment rate less than 5 percent and 69 having rates between 10 and 5 percent. Williamson County had the lowest unemployment rate with 3.7 percent while Davidson County had the lowest metro area rate at 3.8 percent. Rates decreased in 26 counties, increased in 58, and remained the same in 11 counties.

The Southwest Tennessee Development District (SWTDD) was awarded a \$999,123 grant through the Labor Education Alignment Program (LEAP). The grant is the largest of the 12 awarded, and represents an unprecedented collaboration among nine Tennessee Colleges of Applied Technology (TCAT), 16 high schools, 16 industries, and numerous government agencies in West Tennessee. The goal is to increase the opportunity for high school Career and Technical Education students to start their learning process in machining and welding technologies, accelerate their progress through these programs while earning industry-recognized certifications, and complete credit hours toward a diploma with a TCAT while still in high school. Grant funds will be used to purchase and install the necessary equipment to create a "hands-on" environment as students learn and hone skills in these areas.

Tennessee's Oak Ridge National Laboratory (ORNL) will be part of a new initiative to enhance the real-time monitoring and predictive capabilities of the Environment for Analysis of Geo-located Energy Information (EAGLE-I) system. The U.S. Department of Energy said by transitioning its operation to Oak Ridge, EAGLE-I will take advantage of ORNL's world class capabilities and expertise in energy infrastructure assurance, geospatial data and analysis, and scalable high performance computing environments. EAGLE-I will become the authoritative source to track the status of energy systems throughout the nation. These enhancements will help target and efficiently mobilize public and pri-

vate sector resources in support of whole community partners during post-incident recovery.

The state of Tennessee has received a "C" grade for its infrastructure according to a report recently released by the American Society of Civil Engineers (ASCE). The 2016 Report Card for Tennessee's Infrastructure gave the state an overall mediocre rating. The state scored highest with "good" rankings for aviation and bridges but earned its lowest marks for dams, transit and wastewater with "D" grade meaning "poor." The state earned a "C" or mediocre grade for drinking water, inland waterways, parks, roads, and schools. The report was compiled by civil engineers across the state who evaluated all 10 categories. The state's dams earned the lowest grade as farm ponds are not regulated by the state and funding for state-regulated dams is falling, despite the average dam in the state being around 50 years old. Transit earned low marks because of a lack of accessibility and the lack of momentum the state has exhibited in providing more transit options to residents. The aging wastewater infrastructure earned low marks because of the \$2.6 billion estimated to resolve issues such as deteriorated sewage pipes, joints and manholes. The report's recommendations for the state to improve its scores including finding sustainable solutions to building future transport networks, leveraging infrastructure investments to help manage the impact of expected population growth, leveraging the state's central location as a transportation hub, raising awareness of the true cost of supplying clean water, and lessen the unknowns about farm pond dams.

Gov. Haslam names Garth Brooks a Tennessee Ambassador of Goodwill

The Tennessee Department of Tourist Development has joined forces with Garth Brooks to host a free celebration show to commemorate Brooks' becoming the first recording artist in history to earn seven Diamond Certifications from the Recording Industry Association of America.

In a special ceremony at the state Capitol, Gov. Haslam named Brooks a Tennessee Ambassador of Goodwill in honor of the achievement, which brings the title of most Diamond-certified artist home to country music and the state of Tennessee. Brooks had previously been tied with The Beatles, who have six Diamond-certified recordings.

Haslam also announced the launch of a partnership between the Tennessee Department of Tourist Development and Garth Brooks, which includes a special "thank you" performance for fans in the singer's adopted home state of Tennessee.

Brooks will take the stage at Ascend Amphitheatre in Nashville on Monday, Oct. 24, at 7 p.m. and the event is free. Additionally, there will be a viewing area at Riverfront Park in downtown Nashville, where fans can watch the celebration live on giant video screens, enjoy refreshments from local vendors and receive special giveaways.

"Garth Brooks can live and make music anywhere he wants, and the fact that he has chosen to do that in Tennessee says a lot about our state," said Gov. Haslam. "We're grateful he is partnering with us because he represents our state so well and inspires people to visit Tennessee and experience, as we say, the soundtrack of America."

Free tickets for the celebration show will be available using codes issued on TDTD's new Snapchat



Garth Brooks is the first recording artist in history to earn seven Diamond Certifications from the Recording Industry Association of America.

account @Tennessee. By following the account, fans can access these codes as well as exclusive Garth Brooks stories and surprise celebrity takeovers.

"I feel very lucky and blessed to get to team with the state of Tennessee to bring the seven Diamond Certifications to the home of country music. The journey has truly been a genuine partnership," said Brooks.

The RIAA Diamond Certifications highlight the seven Garth Brooks albums, which were all recorded in Tennessee, that have individually sold more than 10 million copies. The albums that have reached this achievement are Garth Brooks, *No Fences*, *Ropin' The Wind*, *The Hits*, *Double-Live*, *Sevens*, and *The Ultimate Hits*. The seven Diamonds celebration further supports the state's dedication to music and

tourism initiatives as part of "The Soundtrack of America. Made in Tennessee" program.

Tennessee has long been known as a global music destination, where the genres of blues, bluegrass, country, gospel, soul, rockabilly and rock 'n' roll originated and has more musicians per capita than any other place in the world.

It is the state where artists come to create and perform their music. Tennessee is home to world-renowned music attractions like Graceland, Beale Street, Country Music Hall of Fame and Museum, The Bluebird Café, Birthplace of Country Music Museum, Grand Ole Opry and the famous Ryman Auditorium.

For more information, visit tnvacation.com and follow @Tennessee on Snapchat.

Supreme Court's fall docket addresses local issues

COURT from Page 1

for voters' race when drawing new congressional or legislative districts. It's a topic that has long vexed the high court as well as the lower courts and state legislators who must follow the Supreme Court's rulings.

On the one hand, the federal Voting Rights Act requires maps to ensure that large blocs of minority voters who tend to vote together must have the power to elect their own representatives. On the other hand, the high court has also ruled that states cannot gerrymander districts strictly on the basis of race, especially if that means that they are "packed" into a district to reduce their overall influence.

The redistricting cases before the high court so far this term involve North Carolina's congressional map, which was struck down by a federal appeals court, and Virginia's state legislative districts, which were upheld by a lower court. They both deal with situations in which minority groups claim Republican lawmakers impermissibly packed black voters into a few districts in order to reduce their overall strength in the state.

GOP officials in both cases say they used nonracial criteria (such as party affiliation) to craft the disputed districts. The cases are *McCrorry v. Harris* and *Bethune-Hill v. Virginia*

State Board of Elections.

Cases with such partisan implications could easily lead to a deadlock. But Justice Anthony Kennedy, a moderate conservative, sided with the court's liberal bloc in an Alabama redistricting case decided last year, leaving open the possibility that the left-leaning justices could find another majority in the current redistricting cases as well.

Race

Beyond politics, race plays a role in several cases this term. A lawsuit brought by the city of Miami against Wells Fargo and Bank of America deals with the practice of "reverse redlining."

Miami claims the banks targeted black and Hispanic customers for higher-risk loans, which came with higher fees and led to higher foreclosure rates. As a result, Miami argues that the practice cost the city tax revenue and lead to higher costs for public safety and human services. At issue is whether Miami has standing to sue for those damages under the Fair Housing Act. The trial judge ruled that it did not, but an appeals court disagreed.

In another case in Colorado, a Hispanic man convicted of sexual assault is asking for a new trial after two jurors said that one of their fellow jurors made several disparaging

remarks about Mexican men during the jury deliberations.

The defendant claims that those comments deprived him of his right to a fair trial, as guaranteed by the Sixth and 14th Amendments. But a majority of the Colorado Supreme Court rejected the argument because of a law that bars testimony from jurors about their secret deliberations. Such "no impeachment" rules are common among states.

Other cases on the court's docket include:

- A dispute over a New York law (which is similar to laws in nine other states) that prevents retailers from adding a surcharge for customers who pay with credit cards. New York officials say its law does allow sellers to offer discounts to customers who pay in cash, though. The plaintiffs in *Expressions Hair Design v. Schneiderman* say the law violates the First Amendment because it regulates how the retailers characterize their prices. But an appeals court upheld the law, concluding that it simply required retailers to charge credit card users the advertised price on their goods
- A lawsuit by an Illinois man who was jailed for 47 days on drug charges, even after lab tests came back negative. *Manuel v. City of Joliet* could clarify the rules for ma-

licious prosecution lawsuits.

- A case, called *Fry v. Napoleon Community Schools*, brought by the family of a girl with cerebral palsy whose school prevented her from bringing a service dog to class. The question centers on whether the family needed to exhaust its administrative options before filing a lawsuit.
- An action brought by deaf and hard-of-hearing students against the Texas Education Association over the availability of driver's education courses for deaf and hard-of-hearing students under 25. The plaintiffs in *Ivy v. Morath* claim the state agency controls nearly all aspects of driver's education and, thus, should ensure that students with disabilities are accommodated in those courses.
- A dispute involving four Wisconsin brothers who argue that the state took land away from their family when it rezoned two neighboring properties as one property. By doing so, the state prevented the brothers from developing and selling the parcels separately. The brothers argue that the state regulation made half of the parcels "economically useless" and they should be compensated for the loss. The Wisconsin Court of Appeals ruled that there was no "taking" because the family had retained significant value even after the properties merged.

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ASSISTANT CITY ADMINISTRATOR FINANCE & ADMINISTRATION FRANKLIN. The city of Franklin is accepting applications for an experienced assistant city administrator of Finance and Administration due to the upcoming retirement of their current ACA. This position reports directly to the city administrator and holds a key leadership role with responsibilities for providing oversight of all financial operations of the city, assisting in the coordination of activities across all city departments, and overseeing the planning, organizing, staffing, operations, and administration for all assigned departments. The ideal candidate will possess the ability to manage time demands of multiple projects while overseeing a variety of departments. This position will direct the financial management of the city while overseeing the Finance, Purchasing, City Court, Water, Sanitation, Environmental Services, and Information Technology departments. Successful candidates will possess a master's degree in Finance, Public Administration, or related discipline, plus 10 years of progressively responsible public sector financial management and administrative experience or a combination of education and experience. In order to be considered, the candidate must be a Certified Municipal Finance Officer (CMFO). EOE. Send resumes to: Franklin HR Director Search, University of TN – MTAS, 226 Capitol Blvd., Suite 606, Nashville, TN 37219

BUILDING INSPECTOR

DANDRIDGE. The town of Dandridge is now accepting applications for the position of building codes inspector. Performs intermediate technical work in the inspection of all phases of building plans and construction works with the Dandridge Regional Planning Commission and Historical Commission to review and approve development within the community and does related work as required. Work is performed in coordination with various town departments and under the general supervision of the Town Administrator Essential duties and responsibilities include: Performs residential, commercial and industrial building and related code inspections. Reviews plans and specifications. Maintains appropriate records and files and prepares reports. Issues building and sign permits. Performs field inspections and re-inspections of residential, commercial, industrial and public facilities for compliance with building and life safety code compliance. Receives complaints in regard to defective construction and handles enforcement problems. Inspects existing buildings for hazardous conditions, structural failures or improper uses. Where construction is not being made in compliance with regulations as to methods and/or materials, issues warnings and stop-work order if necessary. Work with code enforcement, fire inspection, state of Tennessee inspectors, Police, Public Works, and Parks and Recreation on properties. Enforces the Zoning Ordinance of the town and cites properties for zoning violations. Works with the various Boards and Commission regarding development and zoning issues. Proficient in computer programs such as Microsoft Office, ESRI GIS and email. Tennessee Building Official Certification desired, but may be obtained within 1 year of employment. Grant writing and administration experience desired. Starting pay is \$15.76/hr - 18.76/hr Depending upon Qualifications. Send completed applications to: Town of Dandridge P.O. Box 249, Dandridge TN 37725 - Application deadline: Oct. 28.

CITY MANAGER

ATHENS (13,458). The city of Athens is accepting applications for city manager who is retiring after 17 years. Athens is a full-service city with 111 full time employees and a general fund budget of \$16.5 million. Athens encompasses 14 square miles and has recently won designation as a Main Street America, has multiple successful industrial parks with site expansion available, a university and a technical college, and

an engaged citizenry. Position reports to a five member council that is elected to four year staggered terms and meets twice a month. The starting pay range for the position is \$80,000 to \$115,000 with an excellent benefit package. Salary is DOQ. Bachelor's degree in management, political science or a related field required; master of public administration degree is preferred. Three to five years of experience managing a city is required; 10 years of experience is preferred. The ideal candidate will have city manager or assistant city manager experience in a full service city. The position demands a high level of internal motivation, interpersonal skills, financial expertise, leadership abilities, economic development skills, knowledge of intergovernmental relations, and a strong desire to serve the public. For more details about the position, please visit the city's website at <http://www.cityofathensstn.com/citymanagersearch> Mail resume and a cover letter to Mayor, in care of Human Resource Director, City of Athens, P.O. Box 849, Athens, TN 37371-0849 or email rbrown@cityofathensstn.com by Oct. 31. Background checks will be conducted. EOE

DEPUTY DIRECTOR OF FINANCE GALLATIN. The city of Gallatin is seeking qualified applicants for the position of deputy director of finance in the finance department. This is a 40 hours per week, day shift position. Starting salary is \$67,110 + excellent benefits. Some essential duties include maintaining cash management for city funds and assisting in the preparation and maintenance of financial records and budgets. The successful candidate should have thorough knowledge of accounting theory, principles and their application as well as possess the ability to evaluate complex financial systems and efficiently formulate and install accounting methods, procedures, forms and records. The minimum requirements are a four year degree from an accredited college or university in accounting, finance, or business administration with emphasis in accounting and/or finance. Must hold CMFO certification or be able to obtain certification within 2 year from date of hire, as required by the State of Tennessee, or be exempted from the certification as noted in T.C.A. 6-56-405. Supervisory experience a plus. See the full description on our website. Interested persons must apply on-line at www.gallatinonthemove.com. Click Employment at the top of the webpage and follow the instructions. Submit an online application, cover letter and resume by Oct. 21. EOE.

FINANCE DIRECTOR

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

tasks. The employee must possess the ability to analyze situations and consider different courses of action. The uniform accounting code and governmental accounting procedures must be followed in order to complete tasks. May be required at times to supervise the work of other employees. Prefer a candidate with a Bachelor's degree in accounting or at least three years' experience in accounting (preferably governmental fund accounting), including proficiency in using accounting and payroll processing software. Must possess Tennessee Certified Municipal Finance Officer designation or be able to successfully complete the 2-year CMFO program. A full job description, employment application, salary range and benefit detail is posted on the city's website, www.citybellemeadetn.org, under City Hall tab, "Employment Opportunities". Position open until filled. EOE.

HUMAN RESOURCE DIRECTOR

FRANKLIN. The city of Franklin is accepting applications for an experienced human resources director due to the retirement of their current director. This position reports directly to the city administrator and holds a key leadership role responsible for directing the Human Resources operations and activities for the city. This position will advise management on all aspects of discipline, promotions, transfers, terminations, labor relations, EEOC Regulations, and ADA compliance. The successful candidate will serve as trustee and plan administrator for the city's three pension plans. This position will oversee employee relations, staffing considerations and oversee the recruitment, selection, promotion, and onboarding process of all employees. The ideal candidate will possess the ability to establish good working relationships while gaining trust of all employees. The position requires a strong ability to recruit and retain talented employees. Successful candidates will possess a master's degree or equivalent with five to 10 years of related experience or a combination of education and experience. In order to be considered, the candidate must possess one of the following certifications: SHRM-CP, PHR and/or SPHR Send resumes to: Franklin HR Director Search, University of TN – MTAS, 226 Capitol Blvd., Suite 606, Nashville, TN 37219. EOE.

PLANNING CLERK

ARLINGTON. The town of Arlington is seeking a highly motivated, qualified individual for a full-time position in the Planning and Development Department. This position will perform work requiring skills in administrative support, public relations, research, mapping, and basic math. Applicant must have an associate's degree and two years experience in an administrative support position, or an equivalent combination of education and relevant experience. A detailed job description and application are available at Town Hall, 5854 Airline Rd, Arlington, TN 38002 or at www.townofarlington.org. EOE.

RECORDS CLERK I

WHITE HOUSE. The city of White House is currently accepting applications for Records Clerk I. A full job description detailing the purpose, functions, responsibilities, and minimum qualifications, training, and experience is available on our website at www.cityofwhitehouse.com. Applications may be obtained by visiting our website or at the Human Resources office located at 105 College Street, White House, TN 37188. Applications should be returned to the Human Resources office or faxed to 615-616-1058 or emailed to abrewton@cityofwhitehouse.com. Starting Pay Range: \$11.50 - \$14.01 hourly DOE. Application Deadline: Oct. 23. EOE.

RISK MANAGER

LEBANON. Under direction of the human resources director, the risk manager is responsible for the administration of the city's risk management program, loss prevention, loss control/claims management, & safety. Requirements include: possession of an accredited bachelor's degree in risk management, public administration or a closely related field or equivalent combination of education and experience. A master's degree may substitute for two years of the required work experience. At least four years of paid work experience in risk management. A minimum of 1 year experience as a risk manager in public sector is strongly desired. Certified Risk Manager (CRM) or Associate in Risk Management for Public Entities (ARM-P) or related designation is a plus. A valid TN Driver's License and clean driving record are required. Position also requires driving a personal automobile with liability insurance available for business use (business travel is reimbursed on a mileage basis). This position is considered exempt for purposes of federal wage and hour regulations. This position requires being available to respond to calls that may occur after-hours and on weekends. This is a safety/security sensitive role. This position will remain open until filled. A first review of applications will take place on Oct. 31. View detailed job description and apply online at <https://tn-lebanon.civicplushrms.com/careers/> or email a resume, cover letter and salary history to careers@lebanontn.org. Starting salary range \$54,000 to \$60,000 DOQ

STREET DIRECTOR.

JONESBOROUGH. The town of Jonesborough is accepting applications for the street director position. Beginning salary - \$53,862. The position is responsible for all aspects of the operation of the Street Department including supervisory and technical work in construction, maintenance and repair of streets, bridges and related public works, planning, organizing, snow removal, etc., assigning and reviewing the work of a group of skilled, semi-skilled and unskilled workers. An application and position description can be obtained from the Administrator's Office at Town Hall, 123 Boone Street, Jonesborough, TN 37659. Applicant information can also be obtained through the Town of Jonesborough's website www.jonesboroughtn.org. EOE

TOWN MANAGER

BLOWING ROCK. Town of Blowing Rock, a scenic resort/tourism community located in northwest NC along the Blue Ridge Parkway with year-round population of 1,280 & seasonal to 8,000, is seeking qualified candidates for town manager. The town council consists of a mayor and 5 council members. Town property valuations exceeds \$1.1 billion with an annual operating budget of \$8.9 million, 59 full-time staff, and part-time staff in Parks, Police and Fire. Town functions include administration, police, fire/rescue, streets/sanitation & cemetery, parks/recreation & landscaping, water/sewer & stormwater and planning/zoning. Excellent benefits include employer provided health insurance and a 5 percent 401k contribution. Qualifications: BA/BS and minimum five years applicable experience, MPA/MBA preferred. Application deadline is 5:00 pm October 14, 2016. EEO. Submit cover memo, resume, town application (<http://www.townofblowingrock.com/employment.php>), work-related references, and five year salary history to: Manager Search, Town of Blowing Rock, PO Box 47, Blowing Rock, NC, 28605-0047, or via email to hr@townofblowingrocknc.gov. We anticipate that interviews will take place in November, an offer and acceptance will occur in

December, and the new manager will start prior to Feb. 1, 2017. Residency within the Town limits or within the Blowing Rock Fire District is required within 6 months of appointment, or other reasonably negotiated timeframe.

VOLUNTEER FIREFIGHTER

FAIRVIEW. The city of Fairview is seeking applications for a volunteer firefighter. Prior fire service experience not necessary. Volunteer firefighters receive training to qualify as a firefighter I/II and emergency medical responder. Training and equipment provided. The Fairview Fire Department's Volunteer Firefighter Program is a community-based program. This program gives members of the community the opportunity to augment a full-time career. Volunteer firefighters receive a nominal stipend and limited benefits for their voluntary participation in this program. Aptitude, physical tests and background investigations will be conducted. The next scheduled aptitude and physical test is scheduled for Nov. 19. Applicants will receive more information about the testing process when application is received. Once initial training is completed volunteer firefighters are required to attend two 3-hour training drills a month (normally the 1st and 3rd Tuesday) and to be on standby 12 hours a month (6 hours minimum shifts). Volunteer firefighters can also participate in station training activities, public education events and other fire department sponsored activities. Requirements include: high school diploma or GED; 18 years of age or old; valid driver license with acceptable driving record; not convicted of a felony; legal right to work within the United States; reside within 50 miles of Fairview; must be able to pass a background check; and must be of good health and pass city of Fairview physical requirements. The ideal candidate would have the ability to read and interpret written instructions, have strong communication and mechanical skills. Interested candidates should download the application at: <http://www.fairview-tn.org/wp-content/uploads/employment-application.pdf> Applications will be accepted by mail at: Fairview Fire Dept; Attn Training Officer; 7131 Bowie Lake Road; Fairview TN 37062; or can email to stopfire@fairview-tn.org. Applications will be accepted until Nov. 4.

WASTEWATER TREATMENT PLANT OPERATOR, SR.

COLLIERVILLE. This position requires the performance of highly responsible, skilled trades work in the operation and maintenance of the Town's Wastewater Treatment Plant in accordance with EPA standards. Requires a bachelor's degree with major course concentration in Engineering, Chemistry or a related science field; and one year operating experience at a Grade III or Grade IV Wastewater Treatment Plant; or any equivalent combination of education, training and experience which provides the requisite knowledge, skills and abilities for this job. Must be in compliance with TDEC Rule 0400-49-01 and remain in compliance throughout employment. Must possess and maintain a valid driver's license. Salary range is \$38,525 - \$66,042 (DOQ) annually with excellent benefits package and is full time. Applications and complete job descriptions are available online at www.collierville.com or in the Human Resources Office, 500 Poplar View Parkway, Collierville, Tennessee, 38017, M-F, 8-5. The official application of the Town of Collierville must be filled out and may be accompanied by a resume. The job number for the position, JN16-18PS, needs to be included on the application. Applications and resumes are subject to disclosure. Position will remain open until filled. EOE

STATEMENT OF OWNERSHIP, MANAGEMENT & CIRCULATION

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TML Board of Directors meets Nov. 10

Notice is hereby given that the Board of Directors of the Tennessee Municipal League will meet in regular public session on Thursday, Nov. 10, 2016, at 11:30 a.m. in the TML Board Room on first floor of the 226 Capitol Boulevard Building, Nashville, Tenn., for the purpose of considering and transacting all business that may properly come before said board. If reasonably possible, an agenda will be available on Monday, Nov. 7, at the offices of the Tennessee Municipal League, 226 Capitol Blvd., Suite 710, Nashville. Additional information concerning the above may be obtained from Jackie Gupton at 615-255-6416.

TMBF Board of Directors meets Nov. 10

Notice is hereby given that the Board of Directors of the Tennessee Municipal Bond Fund will meet in regular public session on Thursday, Nov. 10, 2016, at 8:30 a.m., local time, in the conference room of Suite 502 of the Tennessee Municipal Bond Fund, 226 Capitol Blvd., Nashville, for the purpose of considering and transacting all business that may properly come before said Board. Some members of the TMBF Board of Directors may participate in such meeting by telephonic means, which will be audible to any member of the public attending such meeting. If reasonably possible, an agenda will be available on Monday, Nov. 7, in the offices of the Tennessee Municipal Bond Fund, 226 Capitol Boulevard, Suite 502, Nashville, TN. Additional information concerning the above may be obtained from Jackie Gupton, 615-255-1561.

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NATIONAL BRIEFS

The White House has announced new efforts to increase national disaster preparedness and the help communities develop the capacity to recover from disaster events. As a result of the 2016 National Preparedness Report, the Federal Emergency Management Agency (FEMA), in collaboration with the U.S. Economic Development Administration will award more than \$1.5 million in training funds. The U.S. Department of Housing and Urban Development has released a toolkit focused on the needs of homeless populations before, during, and after disasters. FEMA announces its launch of a Community Recovery Resource Portal to assist community leaders in finding and accessing post-disaster recovery resources. Embedded in the existing disaster-assistance.gov platform, the Community Recovery Resource Portal

highlights ways in which community leaders can help lead, plan, and find resources for their recovery efforts.

The median number of years that wage and salary workers had been with their current employer was 4.2 years in January 2016, down from 4.6 years in January 2014, according to the U.S. Bureau of Labor. Numbers declined for both male and female workers. Only 29 percent of men and 28 percent of women had 10 years or more of tenure with their current employees. Median employee tenure was generally higher among older workers than younger ones with the median tenure of workers age 55 to 64 more than three times that of those age 25 to 34. Workers with more education tended to have a higher median tenure than those with less than a high school diploma

More than \$1 million in transpor-

tation grants to prevent highway fatalities will be made available by the federal government over the next three years as part of a new campaign to eliminate deaths on America's highways. The U.S. Department of Transportation's National Highway Traffic Safety Administration, Federal Highway Administration, Federal Motor Carrier Safety Administration, and the National Safety Council (NSC) have joined forces to launch the Road to Zero coalition with the goal of ending fatalities on the nation's roads within the next 30 years. The year 2015 marked the largest increase in traffic deaths since 1966, and preliminary estimates for the first half of 2016 show an alarming uptick in fatalities - an increase of about 10.4 percent as compared to the number of fatalities in the first half of 2015. A growing number of state and cities have adopted "Zero" fatality visions.



TENNESSEE FESTIVALS

Oct. 22: Lexington
Lexington Main Street Fall Festival. Designed to bring people to Lexington's beautiful downtown, the event will feature shopping, food vendors, and arts and crafts booths. Also included is a costume parade, a pet parade with pet adoptions, chili cook-off, duck call competition, pie eating contest, pumpkin decorating and carving contest, live music and lots of fun! For more information email admin@hctn.org, or call 731-968-2126.

Nov 12 - 13: Parker's Crossroads
154th Anniversary of the Battle at Parkers Crossroads. Experience the history and learn of the sacrifices made by those who fought on this hallowed ground. Take a step back in time during this two day event. Booming cannons, thundering hooves, shouted commands and the smell of campfires will fill the air during this living history weekend. For more information email pcvc@att.net, or call 731-968-1191.



Oct. 27 - 28: Nashville
2016 Gov. Conference
 Renaissance Nashville Hotel
 Every team needs a game plan. Join Gov. Bill Haslam and TNECD Commissioner Randy Boyd, along with hundreds of state and local officials, business executives and economic development professionals, to learn more about team Tennessee's innovative game plan and strategy. For more information go to: <http://govcon.tnecd.com/>

Power of 10 Summit Nov. 9 Music City Center



Cheatham Davidson Dickson Maury Montgomery Robertson Rutherford Sumner Williamson Wilson

The POWER OF TEN Regional Summit will be held at the Music City Convention Center in Nashville Nov. 9, from 10 a.m. to 3 p.m. The largest planning event in the ten-county area, CRT's POWER OF TEN annually brings together hundreds of regional, statewide, and national leaders to discuss shared issues of regional importance and collaborate on ways to address them.

Senator Lamar Alexander will speak and Nashville Mayor Megan Barry; Sumner County Executive Anthony Holt; Wilson County Mayor Randall Hutto; and Franklin Mayor Ken Moore will share how they are working together.

Cumberland Region Tomorrow's CEO Carol Hudler will interview Randy Pye, former mayor of Centennial, CO., and Theresa O'Donnell, chief resilience officer for the city of Dallas about the victories and the pitfalls of regional collaboration in the Denver and Dallas metro areas.

Attendees will participate in agenda-setting breakout sessions on the key issues of (1) Preserving farmland, forestry and open spaces; (2) Advancing regional collaboration; and (3) Ensuring that growth can pay for itself. The Nashville Chamber of Commerce's "Moving Forward" Committee will share findings about available options for a sustainable source of regional transportation/transit funds. Plans for BNA VISION, the \$1.2 billion expansion of the Nashville International Airport, will be on display for participants' feedback. A quality growth project from each of the 10 counties will be honored in the CRT Quality Growth Showcase.

To see the full agenda, visit www.10power.org.

The 2016

WOMEN in PUBLIC SERVICE Symposium

NOVEMBER 10, 2016

**DOUBLETREE HOTEL
MURFREESBORO, TN**
9:00 a.m. - 3:00 p.m. (CST)

REGISTRATION: \$125 per person
Lunch will be provided
Attendees may earn 6 CPE/CLE credits or 6.5 CMFO (Other) (LM) credits

To register, please visit
www.mtas.tennessee.edu
or contact

Patrick Mills, 865.974.9833
patrick.mills@tennessee.edu

No loan is too large or too small



The city of Sweetwater closed a \$1.2 million loan for the purpose of refinancing some outstanding debt, renovation of a city building, and for the acquisition of equipment. It is the city's sixth loan through TMBF's various programs.



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



The city of Jackson closed a variable rate loan through the TMBF loan program in the amount of \$17.4 million to finance its three-year capital improvement plan.

Ghost walks go in search of cities' hidden histories

BY KATE COIL

TML Communications Specialist

Those looking to dig up some secrets from the past or scare up a good time before Halloween may consider ghost walks taking place in cities across Tennessee.

Blending facts and a desire to get spooked, ghost tours have helped storyteller's groups, historical preservation organizations, ghost hunters and others share both the history and haunts of their hometowns.

East Tennessee-based Appalachian GhostWalks was one of the first organizations in the state to start offering ghost tours and has since been ranked the No. 2 agency for ghost tours in the nation by *USA Today*.

The company offers 16 different tours based on ghosts, Bigfoots and UFOs in locations ranging from Gatlinburg to the Tri-Cities area and southwestern Virginia. The company offers a wide variety of walking expeditions in cities including Blountville, Dandridge, Elizabethton, Erwin, Gatlinburg, Greeneville, Johnson City, Jonesborough, Kingsport and Rogersville as well as Abingdon and Bristol, Va.

Tour Director Stacy Allen McGee said the purpose of these walks are to both entertain and educate. Tours are suitable for children from age five and up, relying on historical fact rather than fiction intended to frighten.

"You get people who call up afraid they are going to be chased around with chainsaws or people dressed up and jumping out behind tombstones. That's not the kind of tour we do," he said. "It's not gory or designed to give children nightmares. Anything we tell you is real history. It is not there to entertain, but it is entertaining the way we present these findings. Our tours are not fear-based. They are designed to be more of a faith-building experience."

McGee said the goal of the tours is to offer tourists a positive appearance outlook on the afterlife.

"They are Christian-based in nature, and it is very important to me in producing this company that we approach this through an afterlife-through-Christ perspective," he said. "That is a new way for some people, but not a new perspective. I think it is a very old one that we have lost. When you go on these tours, whether you are a believer or a non-believer, you find a little faith goes a long way."

The tours also work to preserve the history of East Tennessee, which ranges from Native America to the Revolutionary War, Civil War, and beyond.

"East Tennessee has a lot to offer in terms of history. We have buildings that are more than 200-years-old standing in the towns we tour," McGee said. "The history, the heritage and the culture of southern Appalachia is, for me, a very prideful thing. I grew up here, I've lived here all my life, and I love the place where I live."

The desire to ensure the history of each tour is accurate means that creating a single tour can sometimes take a year or two.

"It is a labor of love," McGee said. "It is supported by documentation from local historians, local business owners, residents, family diaries and genealogy work we do. It's about the people of the past. It's about their contributions, and the foundation they laid so long ago to allow these communities to begin and to survive and thrive as they do today. Without their influence or presence in the past, these towns wouldn't even be here."

Sometimes, the research into these tours can lead to uncovering surprising facts about the area's past.

"The theme of Little Chicago in Johnson City has only emerged again in the past few years due in part to an investigation we did in



Above: Memphis' Woodruff-Fontaine House was built in 1871 and is considered one of the most haunted buildings in the city.

Left: Gilbreath Hall is the first and oldest building on the campus of East Tennessee University, one of many ghost tour locations. The hall originally housed the school's administration, classrooms and dormitories. The structure was later named for ETSU's first president, Dr. Sidney Gilbreath.

one of the downtown buildings," McGee said. "We knew nothing about that particular history of Johnson City at the time of that investigation. It is interesting that when we go in and do research on these buildings, that little-known history will start to emerge."

McGee said the busiest time for the tours is usually between April and September when tourists come in for the season. While tourists make up the larger portion of customers, he said there are also locals who take tours, especially in October. Some visitors work with Appalachian GhostWalks to set up entire haunted vacations taking them throughout various locations in East Tennessee.

The Jonesborough and Abingdon and Bristol, Va., tours are among the most popular. McGee said Jonesborough is ranked as one of the most haunted towns in the country. He said the Rogersville, Dandridge, and Greeneville are also popular because of their age and history. Appalachian GhostWalks also strives to give back to the local community, donating proceeds

to both St. Jude's Children's Hospital and local charities during the year.

Across the state in Memphis, Historical Haunts Memphis has been giving tours for two years. Emily Fulghum, a tour guide with the company, said the group began as the local chapter of a paranormal investigation organization. She said friends of group members wanted to come along, but were not able to because they weren't a part of the larger organization. The group decided to then begin doing events locally at the Woodruff-Fontaine House and then eventually branched out into offering tours to those who wanted to learn more about the area's haunted past.

While Fulghum said Memphis does have a history as a seedy riverboat town in its early days, the stops on the tour run the gamut from the wealthy homes on Memphis' famed Millionaires Row, the historic National Civil Rights Museum at the Lorraine Motel, and Earnestine & Hazel's, one of downtown's favorite juke joints.

"Most of the tours we give focus on downtown Memphis," she said. "We have a good mix of locals and tourists. Most of the time, it's the first time people have heard these stories. There are some stories that are pretty well-known. We get a lot of locals who have wanted to go to these places, but never had the time to make the trip."

Explaining Memphis' history is an important part of every tour, especially since the history explored on the tour isn't always well-known.

"The history is extremely important in setting the story up and explaining why the things that are happening somewhere are happening," Fulghum said. "All of the places we go and all the tours we give are based in fact and based on things that actually happened. We aren't making things up and trying to scare people. These are events that have happened that we think have left something behind. Having correct dates and information is very important. Most of the stories on our tour come from the 1800s. We only have a few that are more modern. We are sharing stories that might not show up in your history book."

The company works with local property owners of the places they visit to help encourage visitors to explore more of what downtown Memphis has to offer.

"The places we go are all historical buildings or landmarks that we have a connection to or know someone there," she said. "We are there to talk about the location, the history and to get people interested in coming back to those places. Part of our money goes to these venues to help them out and we encourage people to come back to these places. We want people to go back and learn more about these places. We love our history and we love our city, so we want to share the information we have about these historical places that may become endangered or need support in the future."

One of the most popular places for visitors is also one of the most haunted. Constructed in 1871, the Woodruff-Fontaine House was part of Memphis' famed Millionaires Row and was built by a former Memphis councilman for his family. The first major event Amos Fontaine held in the home was the wedding of his daughter, Mollie.

"It is one of the oldest places in Memphis, and it has quite a few different spirits that live in the house," Fulghum said. "It is always active; it's not just a certain time of year. We do events all-year-round there. The Woodruff-Fontaine House is very much about the families that lived there, died there and continue to live there. We have seen multiple apparitions in the house, which are kind of rare and don't happen often. The people who work there have all had experiences and know that. They have a good working relationship with the ghosts. We encourage people to go back for the daytime tours to learn more about the architecture and that sort of thing."

The organization also offers a tour in their own offices, where a double murder happened in 1918. Fulghum said the office visit is part tour, part investigation that takes place in the building's basement.

Overall, Fulghum said that the goal of the tours are to tell stories from Memphis' history and give visitors something new to think about.

"There is never going to be anything scary happen or someone jump out of us. None of the spirits we encounter are malevolent or going to play a trick on you," she said. "We don't necessarily want anyone to believe in ghosts. We do have skeptics who come on the tour, and that is fine. Often when they leave they have a different perspective."

Ghost Walks By City

ADAMS

Bell Witch Cabin and Cave Tours – 10 a.m. to 4:15 p.m. Saturdays and Sundays. A tour of the cave and secluded farm homestead surrounding what many consider to be the most famous haunting in all of America. Special night tours, candlelight tours and extended tours are also offered. Visit www.bellwitchcave.com for more information.

BOLIVAR

History, Legends, Ghosts and More – 6 p.m., 8:15 p.m. and 10:30 p.m. on Fridays and Saturdays - This is a guided ghost tour through some of the best historic sites in Bolivar. Stops along the way include Bills-McNeal District and Polk Cemetery, as well as a paranormal investigation. Presented by Epic Haunted Tours and the Hardeman County APTA. For more information, visit www.hardemancountyapta.org.

CHATTANOOGA

Chattanooga Ghost Tours, Inc. – Nightly at 8:30 p.m. Acclaimed storytellers present the darker details of Chattanooga's past and the places most likely for spooky experiences. Tours conclude with an inside visit to the town's most haunted hotel. Ghost hunts and extended tours also available. Visit chattanoogaghosttours.com for more information.

CLEVELAND

Spirits, Legends and Lore of Cleveland – 6 p.m. and 8 p.m. on Oct. 27. The Cleveland Storytelling Guild and others will continue to tell local history, mystery and folklore of Cleveland. Held at Lee University's Black Box

Theater, the event brings to life local folklore and ghost tales. Hosted by the Cleveland/Bradley County Chamber of Commerce and Convention and Visitors Bureau.

CLARKSVILLE

Halloween at Fort Defiance – 6-8 p.m. on Oct. 30. The Clarksville Parks and Recreation Department invites visitors to gather around the bonfire to listen to haunting historical tales of woe and terror. For more details on Halloween at Fort Defiance, please contact the Fort Defiance Interpretive Center at 931-472-3351 or visit www.fortdefianceclarksville.com.

FRANKLIN

Ghost Tours by Franklin on Foot – 7 p.m. and 8 p.m. Monday through Saturday. The family-friendly Haunted Franklin tour explores the ghosts and haunts that linger on the brick-lined streets and historic buildings in charming Franklin. Ghosts of the Battlefield Tour also offered. Visit franklinonfoot.com for more information.

GATLINBURG

Ghost and Haunt Tours of Gatlinburg – Daily at 8:30 p.m. Explore the supernatural Gatlinburg that most people don't know exists. Learn the stories of the settlers, famous pioneers, loggers, soldiers and regular people that have come here only to find heartbreak, misery and for some, death. Ghost hunts also available. For more info, visit www.ghostandhaunt.com.

GOODLETTSVILLE

Annual Ghost and Lantern Tour – Oct. 21 beginning at 6 p.m. Visitors will hear tales spun about what may have happened on the grounds of Historic Mansker's Station

as told by local storytellers. The evening will conclude in Mansker's Fort where visitors will be greeted by live music, an open fire, and refreshments. For more info, call 615-859-3678.

KNOXVILLE

Haunted Knoxville Ghost Tours – Public tours offered Fridays and Saturdays, private tours available. General tour covers Knoxville's Market District, though tours of the Bridge District, Court District and Old City District are available by special request. For more info, visit hauntedknoxville.net.

MARYVILLE

Spooky, Scary Stories LIVE! – 7-9 p.m. on Oct. 29. Presented by Smoky Mountain Storytellers, local storytellers will share terrifying tales at the Vienna Coffee House, 212 College St. Audience 12 and over. Donations given to SMSA Children's Programs. Call 865-429-1783 for more info.

MEMPHIS

Haunted Side of Memphis by Backbeat Tours – 8 p.m. nightly. Two-hour walking tour takes visitors to sites such as the Orpheum Theater, John Alexander Austin House and Earnestine and Hazel's. Haunted pub crawl also offered. Visit www.backbeattours.com for more information.

MORRISTOWN

Tennessee Ghost Walk – at dusk Monday-Saturday. Take an eerie walk down Morristown's world famous skywalks and explore the unusual and supernatural history of downtown. The tour explores factual stories of both yesteryear and yesterday. Advanced

reservations required. For more info, visit tnghostwalk.com.

MURFREESBORO

12th Annual Haunted Mufreesboro Tour – Oct. 21-22. Presented by the Mufreesboro Storyteller's Association. The group will also partner with the Oaklands Mansion for a haunted cemetery tour the following weekend.

NASHVILLE

Nashville Ghost Tours – 8 p.m. Sunday-Friday and at 8 p.m. and 9 p.m. Saturdays. Haunted downtown tour takes 90 minutes and explores the darkest mysteries of landmarks including the Ryman Auditorium, Printer's Alley, and the Tennessee State Capitol. Also offers hearse tours and haunted tavern tours. For more info, visit www.nashvilleghosttours.com.

RUGBY

Ghostly Gathering – 6 p.m. on Oct. 22 and Oct. 29. The yearly Halloween-season celebration is a favorite among village visitors, who enjoy a homemade chili dinner with dessert at the Historic Rugby Community Building, followed by candle and oil lamp tours of several historic buildings dating back to the early 1880s. Email dmayfield@historicrogby.org or call 1-888-214-3400 or for more information.

SMYRNA

Sam Davis Home Ghost Tours – 7 p.m. on Oct. 3, Oct. 21, Oct. 22, Oct. 28, and Oct. 29. Come join us as we explore ghost stories from around Tennessee and Southern America in the 1800s. Tours last until midnight at Historic Sam Davis Home. Visit samdavisghosttours.com for more information.