



Happy Holidays from TML

Get out the lights, the garland, and the holiday spirit. It is the holiday season – one of my favorite times of the year. It’s a time when we gather with family and friends and celebrate the many blessings in our lives. Hopefully, it is also a time when we can slow our pace and celebrate the season with its many traditions of our families and communities.

As a city leader, I especially enjoy seeing our Main Street storefronts decorated and our many businesses and neighborhoods all decked out in holiday style. In many of our communities we look forward to the annual Christmas parade and the wide-eyed children anticipating Santa’s arrival at the end of the parade. And we also wait with anticipation for the countdown to turn on the community tree lights.

We are so fortunate to live in this great country and this great state of Tennessee. But without a doubt these last two years have been challenging and have required all of us to change and adapt. I look forward to when we can finally put this health crisis behind us. We may be tired, but we are resilient.

So I’d like to take a moment to thank you – our community leaders and city employees – who give to your communities 365 days a year. And for many of you – our police officers, firefighters, EMTs, and



Franklin Mayor Ken Moore
TML President

public works crews – that means working on holidays and being away from your families. I am forever grateful and continued to be amazed by the generous hearts of our public employees. So many of you celebrate the season by collecting toys, hosting food drives, and rounding up warm coats for those who are in need. It is a season to give to others.

My wish for you is that you take the time to spend it with your family and friends; reflect on the many blessings that fill our lives; and may you experience peace, joy, happiness, and good health throughout the Christmas season and in the coming New Year.

Merry Christmas and God bless you!

5 things you can do today to improve cybersecurity without an IT professional

BY JOE HOWLAND
VC3

VC3 writes many blog posts and articles about cybersecurity best practices and tips that often fall to an IT resource to implement. Even basic tools such as antivirus, antispam, or software patching should really be overseen by IT professionals.

But let’s strip all that away for now. What are literally some tips that you can do today? Here are a few that will make a huge impact, even if they don’t seem like a big deal on the surface.

1. Change your password.

You may have a password that is simple and easy to remember. That’s convenient for you but also convenient to cyberattackers who use automated tools to hack into computers. If you use short, easy-to-guess passwords, then you are increasing the risk of a cyberattack. Simply changing your password to a passphrase (a very long phrase that’s easy for you to remember but nearly impossible for hackers to guess) or a complex password (a long password full of letters, numbers, and special characters) can improve your cybersecurity and decrease the risk of a hack.

2. Turn on multi-factor authentication whenever possible.

Many common applications now offer the option of setting up multi-factor authentication (MFA), the process of adding another layer of protection to your security in addition to a username and password. For example, MFA may require you to first enter your username and password as normal. Then, you will get a code to your phone and input that code into a field that appears after you log in. In other words, you’ve added another “factor” of authentication that makes it more difficult for hackers. Even if a hacker gets your username and password, they must still have your phone in order to break into your application.

3. Clean off your desk.

What does desk cleanliness have to do with cybersecurity? An often-overlooked way that an attacker can steal a password is by seeing it on a desk. A disgruntled employee or unescorted guest wandering through your building could take a photo of your sticky notes and use the password later to break into your systems. Find another way to remember your passwords other than publicly viewable sticky notes on your desk.

4. Be skeptical about suspicious emails, links, and attachments.

95% of successful attacks over the past two years began in an email—a person clicking on a malicious link or attachment. If you are too trusting, you must become more skeptical. We will talk more about phishing emails next week, but be aware of:

- The sender’s email address: Sometimes, the name may look correct but the email address is clearly wrong.
- The links: Hover over the links with your cursor (but don’t click them!). In the lower part of your screen, you can see what the URL looks like. Does it look

See **CYBER** on Page 5



Congress approves \$1 trillion public works package, marks milestone investment

BY BILL LUCIA
Route Fifty

It was a big moment for state and local governments when Congress last month sent a roughly \$1 trillion infrastructure bill to President Biden’s desk for his signature.

State and local advocates have long pushed for greater federal investment in infrastructure—like bridges, transit, water pipes and broadband. It was a goal that seemed at times close, but always out of reach. So, when the House finally passed bipartisan infrastructure legislation with about \$550 billion in new spending, it marked a significant win.

“We worked hard on this bill,” said Dayton, Ohio Mayor Nan Whaley, the president of the U.S. Conference of Mayors. “We haven’t had any infrastructure investment from the federal government for so long, to make sure that it was large enough to really have an impact in communities was a big deal.”

Seven leading organizations that represent states and local governments worked hard to ensure its passage — the National League of Cities, the Conference of Mayors, the National Governors Association, National Conference of State Legislatures, Council of State Governments, International City/County Management Association, and National Association of Counties.

“Today’s infrastructure bill means transformative investments in transportation, broadband and water are heading to communities of all sizes. As cities rebuild and recover, these funds will increase equity, create safer transportation, build resilient structures and strengthen our economy,” said Clarence E. Anthony, NLC CEO and executive director.

The public works legislation follows the American Rescue Plan Act, the coronavirus relief law enacted earlier this year that funneled \$350 billion in direct aid to



Tennessee’s share

The Infrastructure Investment and Jobs Act is the largest investment in America’s roads and bridges, transit, rail, clean drinking water and wastewater systems, and high-speed broadband networks in history.

Over the course of a five-year investment, the IIJA will provide \$6.86 billion in highway and transit funding to the state.

- \$6.22 billion will go toward improving Tennessee’s highway systems of which \$302 million will be dedicated to bridge replacement.
- The remaining \$630 million will improve public transportation options across the state.

These funds will result in an 11% increase over the state’s entire infrastructure budget and will provide a 30% federal funding increase to TDOT. This is an increase of \$280 million each year.

Here’s a breakdown of how the funds will be spent:

- \$5.8 billion for federal-aid highway apportioned programs, an increase of approximately \$1.35 billion in federal-aid highway funding to the Tennessee Department of Transportation.
- \$697 million to improve water infrastructure across the state.
- \$630 million to improve public transportation options.
- \$302 million for bridge replacement.
- \$300 million for infrastructure development for airports.
- \$100 million, at least, to help provide broadband coverage across the state, including providing access to the 402,000 Tennesseans who currently lack it.
- \$88 million to support the expansion of an electric vehicle charging network in Tennessee.
- \$21 million to protect against cyberattacks.
- \$17 million to protect against wildfires.

state and local governments to help with pandemic recovery efforts. Taken together, the bills amount to

a massive infusion of new federal funding that states and localities See **HIGHWAYS** on Page 7

Flood Ready TN coalition unites local officials in flood prevention efforts

By KATE COIL
TML Communications Specialist

Following deadly floods earlier this year, a new coalition of local leaders has formed to help address flooding issues and protect communities across the state of Tennessee.

Logan Matthews, spokesperson for the Flood Ready Tennessee Coalition, said flooding has long been a concern for many communities throughout Tennessee, but deadly flooding in Waverly earlier this year served as the coalition’s call to action. The flood caused millions of dollars’ worth of damage and 20 fatalities, making it the deadliest single-incident in the city’s history.

“Flood Ready Tennessee launched in the aftermath of the devastating Waverly flooding, with 20 city and county mayors concerned about the flooding issues in their communities joining together to work with state officials to find solutions to frequent flooding,” Matthews said. “Flooding problems are not limited to historic events like we saw in Waverly, though. Flooding is a widespread problem in Tennessee impacting the state on average once every three days.”

Flooding is posing an increasing risk to communities across the state of Tennessee, costing both human lives and millions of dollars in damage and economic losses.

“Since 2000, the state has experienced almost 3,000 flooding events. Just this year, 29 people have died from flooding – that is tied for the most deaths of any state in the country,” Matthews said. “While the loss of life is the most jarring impact of flood-



The devastating flooding that killed 20 people in Waverly prompted the creation of the Flood Ready TN Coalition, a group of local government leaders who are working to address ongoing issues faced across the state due to flooding.



ing, the state on average suffers \$243 million in damages from flooding each year according to report by the Tennessee Advisory Commission on Intergovernmental Relations (TACIR). Flooding threatens economic development because businesses will not invest assets in areas prone to flooding. In some communities, there is no undeveloped land available for economic development that is not in the flood plain. Further, frequent flooding poses significant public health concerns by affect-

ing water quality, catalyzing mold and mildew growth in structures, and disrupting the movement of first responders.”

Dyersburg Mayor John Holden is no stranger to the damage flooding can cause to a city. In 2010, Dyersburg was struck by its worst flood in history, part of severe flooding incidents that plagued the state in May 2020.

“On May 4, 2010, we reached 9.21 feet above the flood stage on the Forked Deer River, which is about two blocks from city hall and where it comes through our city,” Mayor Holden said. “We didn’t get a lot of rain in Dyersburg, but all the rain in Nashville and the bad floods there impacted us as it traveled down the rivers and creeks. I got a phone call early that morning from our emergency operations and communications department telling me it was going See **FLOOD** on Page 10

NEWS ACROSS TENNESSEE



BRENTWOOD

The city of Brentwood has created a new zoning option aimed at preserving scenic and historic areas along one of the oldest stretches of the city along the Old Smyrna Road corridor. The new Agricultural Residential Estate – Innovative Project zone or AR-IP will provide greater flexibility by allowing a minimum lot size of two acres while still maintaining the overall one unit per three-acre density of the regular Agricultural Residential or AR zoning district. The traditional AR zoning district was originally established in 1973 and assigned to the eastern portion of town.

COLUMBIA

The city of Columbia is pleased to announce it has received the Government Finance Officers Association (GFOA) Triple Crown Medallion for receiving all three GFOA awards possible for exceptional budgeting and financial reporting. Columbia one of only two municipalities in Tennessee to receive the Triple Crown Medallion, which recognizes that the city has received the Certificate of Achievement for Excellence in Financial Reporting Award (CAFR), the Distinguished Budget Presentation Award, and the Popular Annual Financial Reporting Award (PAFR). Columbia has received the Certificate of Achievement for Excellence in Financial Reporting Award for 22 years.

COLUMBIA

Visit Columbia has officially opened its brand-new Welcome Center located on Main Street in Columbia. The new Welcome Center will serve as a hub for tourist inspiration, community information, retail, and more for both visitors and locals. Visual, cultural, and social elements such as a Columbia-themed historical timeline; local art; the extraordinary, historic Polk Motel neon sign; an interchanging, digital photo gallery; and a digital information touch screen are incorporated into the modern design of the building. Designed by Nuber Architecture, LLC and constructed by Tahari Construction, the Welcome Center building is one of the oldest in downtown Columbia, dating back to 1870 for the current structure and back to 1829 when the first building was constructed in this location.

GERMANTOWN

The Germantown Board of Mayor and Aldermen has approved a \$2.5 million land purchase and sales agreement to acquire 46 acres of parkland for the city. The land will be developed into a multi-use sports complex and community park and will be the first city park in the southern portion of the city. The project will cost an estimated \$34 million with plans for a trail system, indoor training facility with full turf field, an outdoor area with six synthetic turf fields, Pee Wee field areas, restrooms, and concessions.

LAWRENCEBURG

The Lawrenceburg Fire Department (LFD) recently announced its achievement of earning a Class 2 rating by the Insurance Services Office (ISO), which is the second highest possible rating for fire protection services. The new rating will take effect Jan. 1, 2022. This Public Protection Classification puts the LFD in the top four percent of fire departments in the state of Tennessee and top five percent of fire departments across the nation. The scale of PPC rating ranges

from one to 10, with Class 1 being the highest. The ISO review process included site visits, records examination, and an analysis of the structural fire suppression delivery system of the city of Lawrenceburg.

LEXINGTON

Startup company 86 Pearson Lane, LLC, will establish new manufacturing operations in Lexington, investing \$16 million and creating 155 new jobs. The company recently purchased the Ayers Building on Highway 22 North and plans to expand the facility by an additional 60,000 square feet. Upon completion, the new operations should cover 120,000 square feet and is expected to be open by early 2022.

MCKENZIE

VP Racing Fuels will expand its existing operations and establish a new location in McKenzie, investing \$14.2 million and creating 150 new jobs. The project comes three years after the company invested more than \$4 million to establish its nearby operations in Huntingdon. A subsidiary of San Antonio-based Texas Allied Holdings, Inc the VP Racing Fuels' expansion will include an investment in a \$7 million tank farm in Huntingdon as well as creating operations to include blow mold machinery for bottling its productions in McKenzie. For more than 40 years, VP Racing Fuels has focused on the production of race fuel, small engine fuel, auto performance chemical and plastics utility containers. VP Racing Fuels is recognized by many as the world leader in race fuel technology, with a catalog of more than 70 fuel blends and a growing roster of VP-fueled champions across the entire spectrum of motorsports.

MEMPHIS

Bioventus will expand its existing operations in Memphis, investing \$9.1 million and creating 40 jobs in the next five years. Headquartered in Durham, N.C., the global medical device manufacturer will be able to meet its growing customer demands as well as add to its overall product portfolio, which focuses on medical product development around three segments: pain treatments, restorative therapies and surgical solutions. This year, products from Bioventus will help more than 500,000 people regain active lifestyles. Established in 2012, Bioventus is a global leader of innovations for active healing. Today, the company employs more than 1,100 people worldwide through its offices in Tennessee, North Carolina, California, New York, Israel, Canada and the Netherlands, where the company runs its international headquarters.

NASHVILLE

Capgemini officials have announced the global IT consulting firm will invest \$20.1 million to establish operations in Nashville, creating a minimum of 500 new jobs. Headquartered in France and located in 50 countries worldwide, Capgemini will establish its first Tennessee delivery center at Broadwest in Nashville. Through Capgemini's expansion, the company will be able to better serve its clients, improve solution delivery and develop talent. The Nashville delivery center will specifically focus on Capgemini's capabilities in enterprise application modernization, artificial intelligence, machine learning and IT solutions. With its central location, highly skilled workforce, and pro-business climate, Nashville will help to fulfill Capgemini's mission in the future of work by recruiting and developing strong talent.

OAK RIDGE

General Fusion Corporation will establish its first U.S. operations and locate its U.S. headquarters in Oak Ridge. Based in Vancouver, Canada, General Fusion Corporation, will initially invest \$539,000 and create 20 new jobs in the next five years. Founded in 2002, General Fusion is working to transform the world's energy supply with practical fusion energy. The company's new U.S. headquarters will enhance its Technology Commercialization Program, managing collaborations with national laboratories such as Oak Ridge National Laboratory, universities and the U.S. government.

Jonesborough breaks ground on new school



Students, parents, and local officials turned the dirt to break ground on the Jonesborough Elementary, the long-awaited K-8 school for the town. The \$42 million construction project has been a grassroots project in Jonesborough for several years and is being completed through a first-of-its-kind lease-purchase agreement between the town and the Washington County Commission. Located on 48 acres, the 137,000-square-foot building is being partially financed through a \$32.7 million loan through the USDA Community Facilities Direct Loan and Grant program and will feature 53 classrooms, labs, art rooms, music rooms, collaboration spaces, a cafeteria, media center, and gym.

Kingsport city hall wins TCAPWA Award



The new Kingsport City Hall, located on Church Circle at 415 Broad Street, has been honored with the Mark Miller Tennessee Public Works Project of the Year Award. The \$8.8 million project has consolidated into one convenient location the city's most public-facing departments, previously located in six different buildings, while revitalizing a prominent building in the heart of downtown Kingsport. The facility features advanced technology throughout, including the Board of Mayor and Aldermen board room, and sets a higher standard for the daily operations of city government.

Cleveland dedicates new park in honor of longtime Vice Mayor Avery Johnson



Officials with the city of Cleveland dedicated the city's new Avery Johnson Park, named in honor of Cleveland Vice Mayor Avery Johnson, third from left. Adjacent to the Blythe-Bower Elementary School, the new park features a pavilion, soccer fields, and a dog park. It is also the first park in the city named after an African-American resident. Johnson has served on the city council since 1993 and has served 17 years as the city's vice mayor.

Arlington opens new Fire Station No. 2



The town of Arlington recently opened its new Fire Station No. 2 on Donelson Road. The \$4.7 million facility was completed in 23 months, designed by Allen and Hoshall Architects and built by ViktorHall construction. The 13,000-square-foot structure features a classroom with seating for 24, sleep quarters for 11 personnel, laundry facility, and fitness center. The opening marks the first time the town has two fully operational fire stations with all full-time employees.

TENNESSEE TOWN & CITY

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Middle Forks Bottoms to highlight West Tennessee's natural resources

By KATE COIL

TML Communications Specialist

A new recreation area the size of Central Park is coming to the Middle Fork of the Forked Deer River between Jackson and Three Way in a project that will combine opportunities for outdoor recreation, flood prevention, and environmental education.

The 850-acre nature area is expected to be open by late spring or early summer of 2022 and will boast nearly five miles of paved trails for hiking and biking, opportunities for kayaking and canoeing, a 10-acre lake stocked for fishing as well as fishing spots along the river, wildlife areas, and even a place to train retrievers for wetland hunting. While the area will offer plenty of opportunities for a variety of recreation, the project actually began as part of flood mitigation efforts on the Forked Deer River.

David Blackwood, an engineer of the West Tennessee River Basin Authority, said the area has been used primarily for farming in the past century, but major flooding in the recent past meant it was time for a change.

"West Tennessee in the early 1900s was channelized," Blackwood said. "They dug all our rivers straight, except for the Hatchie. They drained the land for agriculture, and in this particular area they have always had a tough battle with nature. It is so flat and is so low. The people farming the land basically threw their hands up after the 2010 floods on being able to keep their levees. The land wasn't great for farming any more, but is in a flood zone, which presented the question of what to do with it."

Local officials worked with the Nature Conservancy, TWRA, and received flood resiliency and mitigation grants to turn the former farmland into something that could benefit the entire community.

"At its heart, this project is about flood resiliency along the Middle Fork of the Forked Deer River," he said. "The park is downstream adjacent to a major urban area in Jackson. One of the factors in the resiliency grant is how to tie this project in with the community. We realized it could be a really cool, big recreational area. We were funded through the HUD NDRC grant program."

The recreation area will feature microcosms of the various habitats found throughout West Tennessee including wetlands, upland prairies, bottomland hardwood forests, cypress groves, woodlands, grass marshes, and an oxbow lake.

Within these habitats, the recreation area will protect two nationally endangered species – the whorled sunflower and Indiana bat – along with several threatened species including the northern long-eared bat, Lamance iris, blue sucker, red starvine, and lake-bank sedge. The land is also home to a grove of pawpaws – the largest edible fruit tree native to North America – that officials are



Located between Jackson and Three Way, the new Middle Fork Bottoms Recreation Area will not only provide access for fishing, kayaking, canoeing, and dog training but also work as a major flood mitigation project for surrounding communities.

considering opening to the public for picking in the future.

Blackwood said this diversity of land not only helps with flood mitigation but also provides a valuable resource to showcase the natural wonders of West Tennessee.

"The other component of this project is education," he said. "We are using this to educate on flood management, stormwater management, and all the different habitat types we have. We have a bunch of and we are reforesting as well as marshy wetlands for waterfowl. We are expecting a lot of geese, ducks, and wildlife. Since this is in the floodplain, we will have cypress groves and all the things that come with that. As you make your way along this trail, you can see all the biomes of West Tennessee."

Restoring these native plants and wildlife to the area will also serve as a measure to protect nearby communities from flooding.

"All our native plants are adapted to live together," Blackwood said. "When we get away from that with invasive plants, they take over and become a monoculture. That makes the grounds underneath them unstable because you don't have that diversity of plants. By putting stormflows out on the flood plain we will catch sand and trash that come from urban watersheds. That water infiltrations, soaks in and the vegetation uses it. That water also goes into the near-ground water, which feeds the river. The river then carries more sediment away and keeps the channels clear for when floods do come along. You are basically filtering out the things that lead to floods."

Blackwood said he hopes the new recreation area not only gives local residents a chance to get

outside but also to learn about the natural beauty of West Tennessee.

"It's sizeable enough you can really explore and feel like you aren't doing the same thing every visit," he said. "For me, it's great that people can get in and appreciate all the types of nature we have here. I expect the local schools to be able to bring kids out, walk a route, and learn about biology and nature."

Three Way Mayor Larry Sanders said the city is already seeing benefits from the flood mitigation efforts at the recreation area.

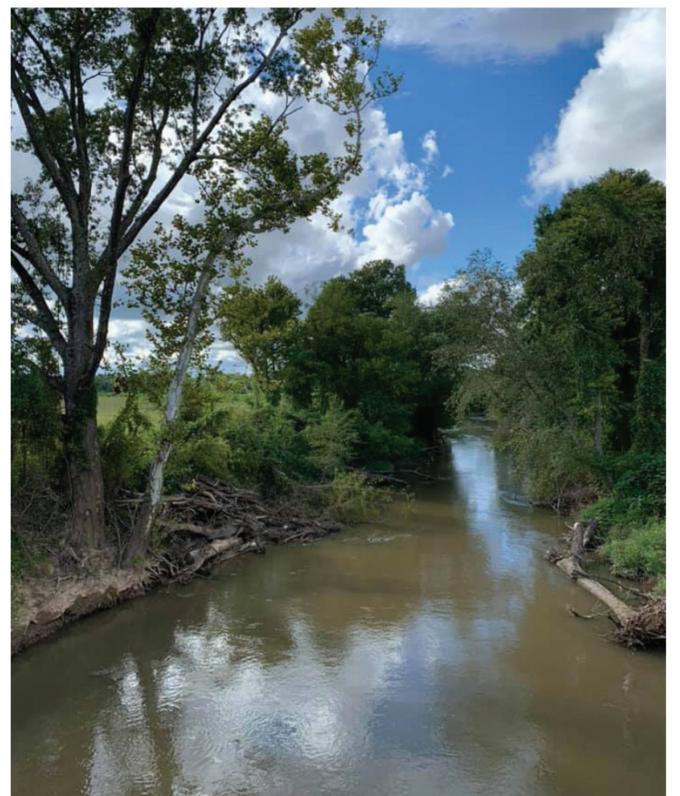
"We have some stores that are still in the 500-year floodplain," he said. "This is helping the whole region as far as flood control. We've already seen some results because we had some March rains that normally floods a street in the city limits. About two or three times a year we've had to put up barricades because its flooded. Since they've work began on this area, the flood waters have not come up over that street."

There have already been some entrepreneurs inquiring about setting up new businesses to support activity in the recreation area.

"This is bound to help economically as far as people stopping to buy gas and snacks," Sanders said. "It will also create other economic opportunities for people – like canoe or paddleboard rentals adjacent to the park. From that standpoint, it will definitely help our local economy."

Sanders said an association has already formed to help encourage recreation and events at the park.

"We are in the process of forming a Friends of the Middle Fork Bottoms group to work with the state on the management and maintenance of the property once it is open," he said.



Around the same size as New York's Central Park, the Middle Fork Bottoms Recreation Area will contain microcosms of all the major ecosystems found through West Tennessee. The site will offer opportunities for environmental and biological education as well as recreation.

"We have members in that group from a bicycle club, a runners' club interested in doing marathons, and from a dog training group. We also have a representative from a canoe and kayak club, so there is a lot of interest in those types of events."

Another role of this group will be to engage with local schools about

how to take advantage of the park.

"It will have a lot of natural features," Sanders said. "There is an abundance of deer, turkey, raccoons, and smaller animals already there. Some bald eagles nest are already in the area. We've even heard about bobcats and panthers. This will be a great teaching tool."

No loan is too large or too small



The Town of Cumberland Gap has used TMBF programs six times mostly for note issues. The last issue was a \$288,000 Sewer System Refunding bond in May. The Town was able to lower the rate of interest and shorten the term of an existing USDA bond issue. Seated left to right: Cumberland Gap Mayor Neal Pucciarelli and City Recorder Linda Moyers. Standing: Steve Queener, TMBF Marketing Representative.



The Town of Jonesborough first used the TMBF loan program in late 2020 in the amount of \$1 million issued for various public works projects. Earlier this year, they closed a loan for \$164,695 to finance some recreational projects. Seated left to right: Town Administrator Glenn Rosenoff and Jonesborough Mayor Chuck Vest. Standing: Steve Queener, TMBF Marketing Representative.

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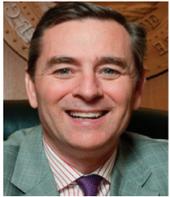
PEOPLE IN THE NEWS

Diana Alarcon has been selected as the first director of the newly created Metro Nashville Department of Transportation. Alarcon brings more than three decades of experience to the job, including her previous position serving as director of transportation and mobility for Tucson, Ariz., and prior to that launching the Fort Lauderdale, Fla., new department of transportation as its first director. Alarcon holds a bachelor's degree in business administration from the University of Florida as well as training in senior management and environmental management from the University of Virginia and Virginia Tech.



Diana Alarcon

State Rep. Glen Casada, former Speaker of the House, has announced he will not seek re-election to his Williamson County seat in 2022.



State Rep. Glen Casada

Casada, R-Franklin, has represented House District 63 – which includes portions of the municipalities of Brentwood, Franklin, Nolensville, Spring Hill, and Thompson's Station – since 2003. In addition to serving as Speaker of the House in 2019, Casada also served as majority leader for two years. Prior to being elected to state office, he served on the Williamson County Commission.

Pat Campbell, Ward 2 Alderman for the city of Hendersonville, died suddenly Nov. 15, 2021, at the age of 55. Campbell has served on the Hendersonville Board of Mayor and Aldermen since 2014 and was re-elected to his seat in 2018. A Hendersonville native, Campbell studied electronics at Nashville State Community College after graduating from Hendersonville High School. Throughout his life, Campbell was involved in Hendersonville youth ball leagues as a player, coach, and member and president of the local fastpitch league.



Pat Campbell

Helen "Tootie" Haskins died Nov. 15, 2021, at her home in Nashville at the age of 75 after decades of service to the state of Tennessee. Haskins was one of the first professional staff members hired by the Tennessee State Senate in 1971 and worked with Sens. Halbert Harvill, Bill Baird, and Reagor Motlow until she was selected as the executive leadership assistant to Republican Leader Ben Atchley. After her retirement in 2004, Haskins continued to serve at the information desk at the Tennessee General Assembly, as a docent at the Executive Residence, and as a member of the State Capitol Commission. Haskins was a graduate of Harpeth Hall and the Sophie Newcomb College of Tulane University.



Tootie Haskins

Roy "Bam" Haislip, the current first ward councilman for the Lewisburg City Council, has been selected as the new city manager for Lewisburg. Haislip will take over from City Manager Buck Beard who retired Jan. 1. Haislip has been on the Lewisburg City Council since 2014 and also presently serves as the energy specialist for the Marshall County Board of Education. Before that, he worked with the South Central Tennessee Workforce Alliance, in customer support with Columbia State Community College, and as a sales



Bam Haislip

consultant. He holds an associate's degree in business administration and management from Columbia State Community College.

Livingston Mayor Curtis Hayes has been recognized with the NAACP Diversity Award at the Cookeville NAACP's Freedom Fund Award Program. Hayes has been mayor of Livingston for 15 years and before that served six years on the Livingston Board of Mayor and Aldermen. He previously worked for the local cable company, for the town parks department, and then as a police officer. Hayes is a member of the Tennessee Municipal League Board of Directors and a past president of TML.



Curtis Hayes

Daniel Meaker has been selected as the new fire chief for the city of Decherd. Meaker previously served as a captain with the department. He is a graduate of the National Fire Academy and has also served as an firefighter with the Smyrna Airport.



Daniel Meaker

Paul Nelson, transportation director for the city of Clarksville, has been recognized by Mass Transit magazine as one of the nation's top 40 Under 40 leaders for the transit industry. Nelson has been with the city of Clarksville since 2012 when he started as an accounting intern in the Finance and Revenue Department before transitioning to the Clarksville Transit System as a full-time accountant, transportation manager, and as director since 2019. Nelson is a graduate of Middle Tennessee State University.



Paul Nelson

Greg Patterson has been selected as the new assistant city manager for Gatlinburg. Patterson has served as the Sevier County trustee since 2016 and has previously served as Gatlinburg's fire chief from 2005 until 2008. He will be the first assistant city manager of the city of Gatlinburg since City Manager Cindy Cameron Ogle was prompted in 1989. Patterson also served as assistant county mayor of Sevier County between 2008 and 2016. Before serving as the fire chief in Gatlinburg, Patterson was employed as the administrator of the Pigeon Forge Fire Department, where he had served since the age of 18. Patterson attended Walters State Community College and has certifications in all areas of emergency services as well as specialized rescue efforts.



Greg Patterson

Chattanooga City Judge Sherry Paty received the Sharon G. Lee Award of Excellence for Municipal Judge of the Year Award from the Tennessee Municipal Judges Conference. One of approximately 250 municipal judges in the state, Paty has served as president of the state conference and was instrumental in implementing a first-of-its-kind training partnership with the National Judicial College. Paty has served as Chattanooga's municipal judge since 2004 and is a lifelong resident of Chattanooga. She holds a bachelor's degree in business administration from the University of Tennessee at Chattanooga and a law degree from the University of Tennessee at Knoxville. Before being elected as the city judge, she served as a law clerk for the Hamilton coun-



Judge Sherry Paty

ty District Attorney and judicial law clerk as well as in private practice.

Alec Richardson has been selected as the new director of external affairs for Gov. Bill Lee while remaining in the role of deputy chief of staff he has held since August 2020. Richardson has been with the Lee campaign since 2018 when he served as deputy director of operations and then as a personal aide to the governor once elected. Richardson holds a bachelor's degree in education from the University of Tennessee at Martin.



Alec Richardson

Detective Lt. Kevin Stolinsky with the La Vergne Police Department died Nov. 12, 2021, during a medical incident while on duty at the age of 44. A 20-year law enforcement veteran, Stolinsky was posthumously promoted. After joining the department as a dispatcher in 2001, Stolinsky served in several ranks before achieving the rank of detective sergeant. Before joining the La Vergne Police Department, Stolinsky served in U.S. Navy including serving as a Navy Seabee and deployments in Iraq and Africa before retiring from the Navy in 2016. He held a bachelor's degree in criminal justice administration from Middle Tennessee State University and POST Certification from Walters State Community College.



Kevin Stolinsky

Eve Thomas, chief of police for the city of Knoxville and has nearly 30 years of service to the Knoxville Police Department. She joined KPD in 1993, serving as a sergeant, lieutenant, captain, commander of the patrol division's east district, commander of the internal affairs unit, and deputy chief before being selected as chief in 2018.



Eve Thomas

Joseph Williams has been selected as the new chief of staff for Gov. Bill Lee, beginning at the end of the year. Williams presently serves as the governor's office director of external affairs and has been with the Lee Administration since August 2018. Before joining the Lee Administration, Williams served as associate counsel for the American Center for Law and Justice for five years and as a teacher both with the Metro Nashville Public School System and Teach for America for two years. He was also a press intern for U.S. Sen. Lamar Alexander. Williams holds a bachelor's degree in economics and political science and a law degree both from Vanderbilt University. Williams takes over from former chief of staff Blake Harris who will be working on Lee's re-election campaign.



Joseph Williams

Lanning Wynn, long-time municipal judge for the city of Sevierville, is retiring after 43 years of service. Wynn was hired as the city's first municipal judge in 1979 after a new Supreme Court ruling meant then-Mayor Gary Wade could no longer serve in the role. Wynn graduated from the University of Tennessee in 1972 and earned his law degree from Memphis State University – now the University of Memphis – in 1978. In addition to his role as municipal judge, Wynn has practiced real estate and commercial law.



Lanning Wynn

TML travels to Washington



TML Executive Director Anthony Haynes, U.S. Rep. Tim Burchett, and Bolivar Mayor Julian McTizic



Haynes, U.S. Rep. David Kustoff, and Mayor McTizic

TML Executive Director Anthony Haynes and Bolivar Mayor Julian McTizic traveled to Washington, D.C. last month. Mayor McTizic was recently appointed to serve on the EPA Administrator's Local Government Advisory Committee and was named chair of the small local government subcommittee. While there, they met with members of Tennessee's Congressional Delegation to discuss how TML can better serve as a resource to Congress on local government issues.

TML, TMBF visit Lawrenceburg



TML Executive Director Anthony Haynes and TMBF President and CEO Wade Morrell recently met with Lawrenceburg Mayor Blake Lay. One of the highlights of the visit was a tour of the new Southern Tennessee Higher Education Center. The center opened recently and offers academic degrees from UT Southern, Tennessee Tech, and Columbia State Community College. The city of Lawrenceburg was a major driver and financial partner in establishing the center.

STATE BRIEFS

The state of Tennessee will share in \$3 million in funds from the USDA to promote rural development. The University of Tennessee will receive \$248,821 to support the Tennessee RiverLine Community Planning Initiative, which supports investments in rural communities along the 652-mile Tennessee River. The funds will benefit the city of Clifton as well as Roane, Hardin, and Stewart counties in Tennessee as well as two cities in Alabama and one city and two counties in Kentucky. The funds will expand the Tennessee RiverLine's capacity to offer planning and programming efforts in nine rural communities without access to local capacity. The community planning initiative and the placemaking project proposals will advance the vision of Tennessee RiverLine and help drive economic development, public health, environmental stewardship, and equitable access across these rural communities.

Unemployment in Tennessee dropped for the fifth consecutive month in October with the station's seasonally adjusted unemployment rate reported at 4.2%. The Tennessee Department of Labor and Workforce Development reported this was a 0.2% decrease over the previous month and 3.6% points lower than this same time last year. This is also the lowest unemployment rate the state has reported since the start of the pandemic in March 2020.

Tennessee's high school graduation rate dipped for the second year in a row, according to recently released data from the state. About 88.7% of public school students who graduated in spring 2021 did so on time, a rate that is a full percentage point down from 2020. The 1%

decline pulls back nearly a decade of incremental graduation rate increases begun under former Gov. Bill Haslam that saw the state's graduation rate increase by more 4%. The state's graduation rate peaked in 2019 with an all-time high of 89.7%. Additionally, graduation rates dropped by nearly 2% for students who are considered economically disadvantaged and for students with disabilities.

Tennessee has the third best road conditions in the country, according to a new data recently released by the U.S. Bureau of Transportation Statistics. The data identifies states with the highest and lowest percentage of roads deemed "acceptable" on federal infrastructure report cards. Tennessee came in third with 94.7% of its roads – a little more than 4,800 miles of the state's 5,070 miles of roadway – deemed in at least acceptable condition. Only Idaho and Wyoming scored better. Roadways on the report are graded based on the conditions of roads and bridges, road quality, funding, commuting patterns, and other factors.

The Tennessee Department of Commerce and Insurance (TDCI) announces that workers' compensation insurance premiums are likely to decline for most Tennessee businesses in 2022 for the ninth consecutive year. Since Tennessee's workers' compensation system reforms began in 2014, loss cost reductions of over 59 percent have been approved, representing substantial savings for Tennessee employers. The reduced loss costs are also impacted by Tennessee employers seeing fewer significant workplace injuries. TDCI Commissioner Carter Lawrence approved a 5.6% overall loss cost decrease beginning March 1, 2022 on new and renewal policies.

5 things you can do today to improve cybersecurity

CYBER from Page 1
legitimate (such as www.google.com or www.vc3.com)? Or does it look wrong or mismatched against what you would expect? If in doubt, don't click! You can also just go to the legitimate site directly on the internet instead of clicking a potentially dangerous link.

- The spelling and grammar: Many spammers sent emails with lots of spelling and grammatical mistakes. Professional companies do not send emails riddled with typos.

- The urgency: Does the person want you to do something NOW? Is it strangely urgent? Question an email if you must act on it right now.

- The context: Many spam emails will ask you to do something you've never done before. Has Google ever asked you to click on a link to get a quarantined email? Has Amazon ever wanted you to update credit card information for an incorrect order? Has a vendor ever asked you by email to switch your invoicing process after years of doing it a certain way?

5. Do not download software and apps that are not trusted or authorized by your organization.

It's tempting to download online software and apps that seem to meet your needs. Innocent-seeming apps such as music players, barcode scanners, flashlights, games, voice recorders, timers, and "cleaners" (that say they will clean junk off your computer or phone) are sometimes bundled with malware or adware. You could easily let a virus into your organization's systems by downloading untrusted software. Stick to default software and applications on your computer, use software and applications provided by your organization, and only use additional software or applications if they are 100 percent trusted (like Google, Amazon, or other major brands).

About VC3

VC3 is a leading managed services provider focused on municipal government. Founded in 1994 with offices across the east coast, VC3 forms partnerships with municipalities to achieve their technology goals and harness their data. In addition to providing comprehensive managed IT solutions, VC3 offers cybersecurity, website design, custom application development, and business intelligence services. Visit www.vc3.com to learn more.

Seven cities among recipients of USDA funds

Seven municipalities are among recipients of \$222 million in nationwide investments announced by the U.S. Department of Agriculture (USDA).

Tennessee Rural Development Acting State Director Dan Beasley is pleased to announce more than \$30 million to support city improvements, food security, and emergency response services for more than 92,000 rural residents.

"We are committed to partnering with rural communities to help rebuild the economy and improve community infrastructure," Beasley said. "It is imperative that communities have the essential services they need to ensure the safety and enrichment of its citizens."

Ashland City has received a \$5.3 million loan to finance the building of a new city hall as well as a \$5.5 million loan and \$250,000 grant to finance a new fire hall project.

The Charleston-Calhoun-Hiwassee Historic Society in Charleston will receive a \$4,200 grant to update equipment at the Hiwassee Heritage Center in Charleston.

The city of Milan will use a \$2.4 million loan and a \$336,400 grant to construct a farmers' market in downtown Milan as well as a multi-modal trail that will connect the downtown area to city park and conduct street resurfacing.

The town of Rutherford will receive a \$247,000 loan and \$100,000 grant to resurface five city streets in need of repair while Spring City will use a \$320,000 loan and \$55,000 grant to purchase a new pumper truck for the Spring City Volunteer Fire Department to improve protection for the public



and local businesses. The town of Tiptonville will use a \$50,000 grant to purchase a new street sweeper to prevent debris from clogging streets and storm drains while Union City will use a \$175,000 grant to purchase emergency response equipment that will replace outdated equipment. Union City plans to purchase new patrol vehicles for the law enforcement department, new emergency response communication equipment and a street sweeper and pickup truck for flood maintenance and prevention efforts

from the public works department.

Additionally, funds were also awarded to three Tennessee counties. Grundy County will use a \$21,000 grant to purchase equipment for the new Grundy County Food Bank located in Coalmont. Humphrey's County received a \$15.1 million loan for a new sheriff's department complex and Carroll county received a \$34,800 grant to purchase new highway maintenance trucks.

The funds are part of the federal Community Facilities Direct Loan and Grant Program.

Tennessee October revenues exceed budgeted estimates by \$256 million

Tennessee Department of Finance and Administration Commissioner Butch Eley announced that Tennessee tax revenues exceeded budgeted estimates in October.

Overall October revenues were \$1.4 billion, which is \$238.9 million more than October of last year and \$256.2 million more than the budgeted estimate. The growth rate for October was 20.5%.

"October's revenue growth is due primarily to increased sales tax collections, corporate tax receipts, and growth in realty recordation taxes that are reported under privilege taxes," Eley said. "Sales and use taxes, reflecting September taxable sales activity, continue to indicate growth across all industries with internet sales contributing nearly a third of the month's sales tax growth. State corporate tax receipts, or franchise and excise taxes, also continued to surpass estimates despite October being a month when corporate tax filers may request a refund from quarterly estimated payments made during the last tax year, if they filed an extension. All other tax revenue combined exceeded estimates."

"Despite the strong start to the fiscal year we expect future revenue growth to be lower as collections from the marketplace facilitator law only commenced in October 2020. This means future tax revenue reports will show more moderate comparison figures for sales tax receipts. As such, we will

continue to monitor economic activity and revenue trends to ensure fiscal stability."

On an accrual basis, October is the third month in the 2021-2022 fiscal year.

General fund revenues for October were \$234.7 million more than the budgeted estimate, and the four other funds that share in state tax revenues were \$21.5 million more than the budgeted estimates.

Sales tax revenues were \$176.5 million more than the estimate for October. The October growth rate was 19.96%. Year-to-date revenues are 20.7% more than this time last year.

Franchise and excise taxes combined were \$44.7 million more than the October budgeted estimate of \$53.5 million. The October growth rate was 77.97%, and the year-to-date corporate tax growth rate is 38.47%.

Gasoline and motor fuel revenues increased by 1.92% and were \$2.2 million more than the budgeted estimate of \$107.6 million.

Motor Vehicle Registration revenue receipts increased by 10.4% from this same time last year and were \$5.2 million more than the October estimate.

Tobacco tax revenues for the month were \$2.5 million more than the budgeted estimate of \$18.3 million. For three months, revenues are \$600,000 less than the budgeted estimate.

Privilege tax revenues were \$18.5 million more than the budgeted estimate of \$37.4 million,

and on a year-to-date basis have exceeded estimates by \$33.9 million.

Business tax revenues were \$1 million more than the budgeted estimate. Year-to-date, business tax revenues are \$2.3 million less than the budgeted estimate.

Mixed drink, or liquor-by-the-drink, taxes were \$3 million more than the October estimate, and on a year-to-date basis, revenues are \$6.6 million more than the estimate.

Hall income taxes were \$1.2 million more than the October estimate. For three months, income tax revenue growth is negative 40.19% less than last year.

All other tax revenues were greater than estimates by a net of \$1.4 million.

Year-to-date revenues for three months were \$902.3 million more than the budgeted estimate. The general fund exceeded estimates by \$845.4 million and the four other funds that share in state tax revenues exceeded estimates by \$56.9 million.

The budgeted revenue estimates for 2021-2022 are based on the State Funding Board's consensus recommendation of Nov. 24, 2020 and adopted by the first session of the 112th General Assembly in April 2021. Also incorporated in the estimates are any changes in revenue enacted during the 2021 session of the General Assembly. These estimates are available on the state's website at <https://www.tn.gov/content/tn/finance/fa/fa-budget-information/>

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ACCOUNTANT/AP SUPERVISOR
HENDERSONVILLE. The city of Hendersonville is currently accepting applications for an accountant in the finance department. Annual Salary: \$50,078.64 or higher DOQ. Dependent upon a combination of relevant education and experience, and at the discretion of the director of finance, this position may be upgraded to senior accountant-AP supervisor. Minimal qualifications include bachelor's degree in accounting or related field. Four years of experience in an accounting related field desired. Previous governmental accounting and 1-2 years supervisory experience heavily preferred. Strong proficiency with Microsoft Office Suite programs. Ability to be bonded. To apply: Go to www.hvilletn.org or come by the Personnel office at Hendersonville City Hall at 101 Maple Drive North, Hendersonville, TN 37075. Open until the position is filled. EOE

ADMINISTRATIVE SERVICES DIRECTOR

HENDERSONVILLE. The city of Hendersonville is currently accepting application materials for the administrative services director. The administrative services director is responsible for administering all functions related to the administrative services department of the city which includes, human resources, risk management, information technology and other central services that support city operations. Bachelors' degree in human resources or related field and at least 7 years of progressive experience. Masters' degree and membership in professional organizations preferred. Ability to effectively manage a diverse group of people and projects to achieve organizational goals. Must demonstrate ability to be successful with complicated projects and processes. Must be able to effectively communicate and articulate in public settings. Possession of or ability to readily obtain a valid driver's license issued by the State of Tennessee. Salary \$95,174 - \$144,821 DOQ. If interested and qualified per the minimum qualifications posted, please send your completed job application, resume, and cover letter to the City of Hendersonville Human Resources Department via email at hr@hvilletn.org or mail to: Hendersonville City Hall, Attn: HR Department, 101 Maple Drive North, Hendersonville, TN 37075. Open until filled.

ASSISTANT CITY PLANNER.

GATLINBURG. The city's building and planning department is accepting applications for an assistant city planner. Upon a conditional offer of employment, the candidate must successfully pass a background check, physical examination by a licensed physician and successfully pass a drug screen. The city currently provides the following 100% city-paid employee benefits: medical insurance, dental insurance, \$20,000 life insurance policy, long-term disability insurance, annual longevity bonus, vacation leave, sick leave, 11 paid holidays, and bereavement leave. The city also provides a \$600 monthly contribution towards employees who select Family Insurance Coverage, or approximately two-thirds of the cost. In addition to these benefits, city employees can also enjoy half-price rounds at the Gatlinburg Golf Course and enjoy free use of the weight room, indoor track, gymnasium and swimming pool at the Gatlinburg Community Center. The current starting pay is \$57,325. This position performs intermediate professional work assisting in the development of comprehensive plans, preparing policies, reviewing site plans and administering the zoning ordinance and municipal code; does related work as required. Work is performed under regular supervision of the building and planning director. Essential functions: reviewing building, sign and land use applications; preparing short and long-range development and improvement plans; preparing graphic materials; conducting research; reviewing site plans; maintaining records and files; preparing reports; assisting boards, commissions, committees and elected officials. Ability to interact tactfully with the public; establish and maintain effective working relationships with associates; ability to follow instructions and make decisions within established operating procedures. Qualifications: graduation from an accredited college or university with a bachelor's degree in planning, civil engineering, or a closely related field and some professional experience. Applicant should also possess some educational or work experience with a Geographic Information System. Special requirement: possession of a valid Tennessee driver's license and the ability to be insured at standard vehicle liability rates. Applications are available at city hall, 1230 East Parkway, Gatlinburg or can be submitted online at www.gatlinburgtn.gov. Complete and return the application. Position will remain open until filled. Resumes may be included as a supplement to the application but not as a substitute. For some jobs, copies of diplomas, transcripts, or certifications may be required. The need for this documentation will be specified in the job announcement or as supplemental materials in the application. Applications cannot be faxed. Additional information may be obtained by calling human resources at (865) 436-1414. EOE

ASSISTANT PUBLIC WORKS DIRECTOR/CITY ENGINEER

HENDERSONVILLE. The city of Hendersonville is currently accepting application materials for the assistant public works director/city engineer in the public works department. This position directs the operations of the engineering division of the city of Hendersonville Public Works Department. Bachelor's degree in civil engineering or closely related field. Must have a minimum of eight years of increasingly responsible experience in civil engineering, and five years supervisory experience or an equivalent combination of education, experience, and training. Possession of or ability to readily obtain a valid driver's license issued by the state of Tennessee for the type of vehicle or equipment operated. Certification as a professional engineer. For job description go to <https://www.hvilletn.org/Home/Components/JobPosts/Job/74/219> Interested and qualified candidates must submit a completed job application, resume and cover letter highlighting your career experience as it relates to this position. Return all application materials to the Human Resources office at Hendersonville City Hall via methods below. The city does not accept faxed applications. Mail or bring to: Hendersonville City Hall, 101 Maple Drive North, Hendersonville, TN

37075. Email: personnel@hvilletn.org. Open until filled.

BUILDING CODE INSPECTOR.

BROWNSVILLE. The city of Brownsville is accepting applications for building code inspector. Collects and accounts for permits. Responsible for flood plain management. Meets with the planning commission and the zoning & appeals board. Inspects building construction sites for conforming to approved plans and compliance with applicable codes and ordinances. Interprets, explains and enforces codes and ordinances. Reviews construction plans to determine if plans are in compliance with permits and codes. Must establish and maintain an effective working relationship with contractor, public, and other employees. Ability to evaluate and make decisions. Physical and mental ability to climb to different heights and function in close quarters for inspections. Investigates complaints of local code, building, construction, or fire code violations. Issues building permits. Consults with builders, contractors, engineers, and architects regarding International Knowledge of the Federal Flood Plain Regulations. Knowledge of state, city and county building codes governing the construction and maintenance of buildings. Knowledge of basic plumbing and electrical functions. Ability to read and interpret construction plans and blue prints. Ability to explain and interpret pertinent provisions of law, ordinances, and regulations. Ability to intermittently sit, stand, stoop, and must distinguish between shades of color. Ability to make math calculations. Current certifications as building inspector through state of Tennessee. Possess a valid driver's license through the state of Tennessee. Graduation from a standard high school, or equivalent, or five years' experience in building construction or inspection. Must pass drug screen by licensed physician. General office equipment/tools/supplies: codes software, Microsoft Office, light duty vehicle. Work performed is generally outdoors and some tasks may be performed regardless of weather conditions when necessary. The employee will be exposed to dirt, dust, loud noises, and tobacco smoke. Must possess ability to communicate effectively with contractors, the public, office staff and leadership

BUILDING AND CODES INSPECTOR

FOREST HILLS. The city of Forest Hills is accepting applications for building and codes inspector. Performs technical building inspection and plans examining work to enforce compliance with building codes, regulations and ordinances; researches new construction materials and methods; reviews plans for compliance with city, state, and federal rules and regulations; and provides information to and works with the public to resolve problems. Knowledge of operations, services, and activities of a municipal code compliance program including pertinent codes, ordinances, laws, and regulations pertaining to zoning, nuisance abatement, property. Required Tennessee Department of Conservation Erosion Prevention and Sediment Control Level I Certificate; ICC Certified Residential Building Inspector; State of Tennessee Certified Codes Inspector; Tennessee driver's license. Graduation from high school and a minimum of 5 years related experience. College degree preferred. Excellent benefits: Salary range \$48,000-\$62,000. Please email employment application and resume to: Mark Hill, City Manager, mark.hill@cityofforesthills.com, www.cityofforesthills.com Questions call: (615) 372-8677. For an application https://www.cityofforesthills.com/sites/default/files/fileattachments/building_amp_zoning/page/12253/employment_application.pdf

BUILDING OFFICIAL

PIPERTON. The city of Pipecton is searching for a full-time building official, chief building inspector, or inspector. Duties will include administrative/office responsibilities, conducting residential/commercial inspections, responding to public requests for service and resident's concerns, and enforcing city ordinances. Requirements for Inspector: Possess at least one ICC residential certification, or obtain and maintain an ICC residential certification within one year of hire. Requirements for building official and chief building inspector: at least one ICC commercial certification is required. Remaining ICC commercial certifications must be obtained and maintained within one year (building, plumbing, and mechanical Inspector) of hire. Must have five years code enforcement/inspection experience, including two years supervisory experience. Valid driver's license is required. Background check will be conducted. Salary is commensurate with position and experience, ranging from \$40,000 to \$70,000. Medical and retirement benefit package is provided. Applications may be obtained at the Pipecton Administrative Office at 3725 Hwy 196 Suite B, or at www.piptontn.com/jobs. Return application and resume to tjohnson@piptontn.com. EOE

CODE ADMINISTRATOR BUILDING OFFICIAL

BRISTOL. The city of Bristol, TN is accepting applications for a code administrator-building official. Under direction of development services director, the person will be responsible for professional, technical, managerial, and administrative work of the code enforcement department. A degree in building technology, construction management, business administration preferred. At least 5 years in managing building and code enforcement functions. Have or be eligible to obtain building, electrical, plumbing, mechanical certifications designated by the State of Tennessee. Prefer Certification as a Certified Building Official from the ICC.

Experience in plan reviews. Proficiency in Microsoft Office Suite. Prefer experience with Blue Prints and EnerGov software. To read additional information concerning the City of Bristol and the Code Administrator-Building Official position, please apply and upload a resume at: <http://bristoltn.org/jobs.aspx>. EOE

COMMUNITY DEVELOPMENT & ZONING, DIRECTOR

MANCHESTER. The city of Manchester is seeking qualified applicants for the position of Director of Community Development and Zoning. Employees in this class are under the direction of the Mayor. Performs professional level and supervisory work over staff in the Community Development Department and in promoting the orderly growth, development, and improvement of the city through development review, land use planning and regulations, building regulations and codes, floodplain management, and transportation/infrastructure planning. Performs other work as required. All applicants must submit an online application and resume. Resumes may be emailed to cdavis@cityofmanchestertn.com Job description and application may be viewed at <https://www.cityofmanchestertn.com/jobs.aspx?UniqueId=69&From=All&CommunityJobs=False&JobID=Director-of-Community-Development-and-Zo-85> EOE

HR GENERALIST

COLUMBIA. The city of Columbia is accepting applications for HR generalist. This position will provide professional advice, strategic direction, and work in the areas of employee relations, employment services/recruitment and benefits. This position requires a broad knowledge of all human resources functional areas to serve as a consultant for all departments. This includes working closely with supervisors, management and other staff on complex human resources issues including disciplinary action, appeals, employee relations, investigations, complaints, grievances and recruitment processes. Incumbents in this classification may be required to conduct business in off-site locations and are responsible for transportation to off-site locations. Associate's degree (A.A.) or equivalent from two year-college or technical school; or one year to two years HR related experience and/or training; or equivalent combination of education and experience. Must obtain SHRM certification within 6 months of employment. A bachelor's degree in Human Resources Management and SHRM certification. Experience in a municipal or government setting. Apply at columbiatn.com.

HUMAN RESOURCES ASSOCIATE

GALLATIN. The human resources associate serves as the first point of contact for the city of Gallatin. This position will be responsible for providing assistance, administrative and technical support to the Human Resources Department. The human resources associate provides professional services in key Human Resources areas including: recruitment/on-boarding, HR compliance, and maintaining confidential files and records. This position requires knowledge in a wide range of human resources topics including: time off, leave of absence, FMLA, benefits, payroll processing, retirement, compensation, recruitment, and human resources policies and procedures. Minimum qualifications include a bachelor's degree in human resources, business, or a closely related field. A minimum of four years' of recent progressively responsible experience in a Human Resources position. Must have a valid driver's license. To apply, please submit an online application, cover letter, and resume at the City of Gallatin website: <https://cogselfserve.gallatin-tn.gov/esslive/EmploymentOpportunities>. Starting pay: \$19.16 with excellent benefits. Position will be posted until position is filled. EOE / drug-free workplace. Contact the Human Resources Department at 615-451-5890 if you have any further questions.

HUMAN RESOURCES DIRECTOR

GERMANTOWN. The city of Germantown is currently seeking a qualified candidate for their human resources director position. Under administrative direction of the city administrator, the human resources director plans, develops, and implements policies and programs covering recruiting and staffing, employment training, compensation and classification, employee benefits, and health, safety, and wellness programs. The HR director advises the city administrator and department directors on matters pertaining to effective personnel management. The HR director provides handbooks and manuals and conducts orientations and group presentations to communicate personnel programs, policies and issues and to foster positive attitude toward city goals and programs, and establishes departmental measurements that support the accomplishment of the company's strategic goals. Bachelor's degree in human resource management or related field. Seven years of progressively responsible human resources and managerial work, preferably in municipal government; or any combination of education, training, and experience providing the necessary knowledge, skills, and abilities to perform the essential job functions. Applications can be submitted online at <https://www.governmentjobs.com/careers/germantown>. EOE and alcohol/drug-free workplace.

MAIN STREET MANAGER

COLUMBIA. The city of Columbia is searching for a confident leader who is organized, innovative and capable of functioning independently to fill a new position as main street manager. This position will work with the tourism and marketing director to create, manage and implement programs, events and projects in collaboration with the Main Street Committee to strengthen economic impact in downtown Columbia while also fostering historic preservation. The main street manager

will deliver sustainable growth by marketing Columbia's unique characteristics through effective advertising, retail promotional activity and special events and utilize historic preservation and business development as an integral foundation for downtown economic development. The main street manager will be housed in our newly renovated Visit Columbia Welcome Center where they will present a positive image for the Main Street Commercial District to encourage consumers and investors while overseeing the daily operations of the welcome center. The ideal candidate will possess a bachelor's degree in marketing, economic development, or related field and two or more years related experience. Requires a working knowledge of specialized marketing and/or tourism practices and Main Street experience. A combination of education and experience in one or more of the following: non-profit corporations, retail, public relations, tourism, fundraising, historic preservation, urban geography, architecture, or a related field. Ability to work flexible hours, including some weekends and evenings. Main Street experience is a plus. Must be entrepreneurial, energetic, imaginative, well organized and capable of functioning effectively in an independent environment. Supervisory skills are preferred. Apply at www.columbiatn.com

MUSEUM DIRECTOR

COLLIERVILLE. The Town of Collierville has an immediate opening for a museum director working in the Morton Museum. The Museum Director will be responsible for the development, execution, and management of the policies, programs and initiatives of the Morton Museum of Collierville History. This position serves as the public face of the Morton Museum and assures that the Museum's mission is carried out with the highest professional standards and in a manner that meets a wide range of audience needs and expectations. Great benefits including medical, dental, and vision insurance, town provided life and long-term disability insurance, paid time off, pension, and more. Minimum requirements for this position are: bachelor's degree with major course work in history, art history, museum or American studies, or a closely related field; supplemented by two years responsible experience in a professional museum setting; Must possess a valid motor vehicle operator's license; first-aid and C.P.R. certification required within six months of employment. Experience in grant writing, educational program planning, docent training, public speaking, public relations and marketing, and donor development and fundraising preferred but not required. Incumbent may be required to work late hours, weekends, and holidays, as necessary. To apply, please visit www.colliervilletn.gov and download our application, or you can also visit town hall and submit a physical application in the human resources department. EOE.

PLANNING DIRECTOR

NOLENVILLE. The town of Nolensville is seeking to hire a full-time planning director. This position directs short- and long-range town planning and community development services. The position also directs implementation and enforcement of zoning ordinances, land use plans, and subdivision design and construction regulations. The required knowledge, skill, and abilities to satisfactorily perform job duties are normally acquired through attainment of a bachelor's degree from a four-year college or university in urban planning, civil engineering or related field, plus eight to ten years of related experience, or an equivalent combination of education and experience. AICP certification is required. Normal working hours are Monday-Friday 8 a.m. - 4 p.m. Compensation and benefits include: health, dental, vision and life insurance; defined benefit plan; paid time off including vacation, sick and holiday; salary commensurate with experience. In order to be considered for an open position all candidates must submit a completed application to the town of Nolensville, Attn: Misti Duenez, 7218 Nolensville Road, Nolensville, TN 37135 or email to mduenez@nolensvilletn.gov.

PLANNER, SENIOR

SPRINGHILL. Under general supervision, this position performs complex work in current planning, long-range planning and urban design. This position serves as a project lead and reports to the Director of Planning. The incumbent performs analysis and makes recommendations relative to departmental planning projects; reviews all design and site plans to ensure conformance with published urban design, architectural or landscape architecture requirements and guidelines. Assists in the review of architectural plans for public projects. Interacts with the public and others outside the work unit to obtain and provide information and assistance in a variety of circumstances. Prepares conceptual designs for future developments and participates in the development and editing of ordinances. Coordinates with developers, architects in the design of new projects. Represents the Planning Department on committees and boards and review and recommends changes to the Unified Development Code, Subdivision Regulation and Municipal Code. Requires a Bachelor's degree in Planning, Urban Design, Architecture, Landscape Architecture or a closely related field and 3-5 years of experience in professional planning and urban design, or an equivalent combination of education and experience. Master's degree preferred. Salary Range \$63,517.71 - \$87,336.85 DOQ&E. Apply on-line at: <https://www.springhilltn.org/jobs.aspx>

POLICE CHIEF

COVINGTON. The city of Covington is currently accepting applications for a police chief. The position is responsible for directing the operations of the Covington Police Department and is also expected to have a close working

relationship with the Tipton County Sheriff's Department, the Tipton County 911 Board, and all other safety-related entities in and around Covington. The position is responsible for managing the administrative functions of the department, such as developing policies and procedures, personnel/employment decisions, formulating long-range plans and preparing the departmental budget. Additionally, the police chief is responsible for overseeing all matters related to police department activities: planning and implementing comprehensive community policing, law enforcement and public safety programs. The chief must possess the ability to build community relationships through the development of partnerships and use of proven community-oriented policing techniques. As a key member of the mayor's leadership team, the ideal candidate will demonstrate the ability to embrace change and help guide the community through important challenges. Minimum qualifications include bachelor's degree in Criminal Justice, Law Enforcement, Police Administration, or similar degree; Master's Degree preferred; with five years of experience in upper-level police management; or any equivalent combination of education, training, and upward moving experience. Certified by the Tennessee Peace Officer Standards Commission (POST) or be able to obtain certification during the first six months after appointment. Must possess a valid driver's license. Graduate of the FBI Academy or the Southern Police Institute's Administrative Officers Program or Command Officer Development Program highly desired. Comparable specialized police leadership and management training in ethics and integrity, emergency management, cultural and generational diversity, problem solving, and community policing will also be considered. Experience in providing upper-level leadership in a police department that is comparable in size and complexity to the Covington Police Department is expected. It is desirable that a qualified candidate also have significant leadership role in a department that has been accredited by a state accreditation agency. Salary range for this position is \$75,000 - \$85,000 DOQ with a comprehensive benefits package including health insurance, retirement through the Tennessee Consolidated Retirement System (enhanced benefits start April 2022), paid time off, and paid sick leave options. Interested candidate must submit a cover letter, resume, at least five job related references and a City of Covington job application by 5:00 p.m. Jan. 14, 2022. The job application and additional information may be found at the City of Covington's website: <http://www.covingtontn.com/>. All materials should be emailed to: eeaton@covingtontn.com. Any questions, call 901-475-7170 or 901-504-8978 or email HR Director, Eboni Eaton at eeaton@covingtontn.com. Interviews will be set after the application process closes. EOE

POLICE OFFICER

SHELBYVILLE. The city of Shelbyville will be accepting applications for a police officer. Successful applicants will be required to pass a background check, physical, psychological, and drug/alcohol test prior to final consideration for the position. Applicants must be minimum age of 21 years old. This is a full-time position with a pay range for certified officers of \$42,675 up to \$49,489, with 5 years of relevant law enforcement experience. Non-certified starts at \$41,670. The city currently provides the following for full-time employees: 100% city paid individual medical, dental & vision insurance benefits, long-term disability, life insurance, various paid leaves such as vacation, personal, sick, bereavement and holidays as well as city contributions to the 401k. Applications and complete job description may be picked up at city hall during normal business hours or download from the city website: www.shelbyvilletn.org. Applications must be returned to City Hall Administration office, 201 N. Spring Street Shelbyville, TN, 37160 or emailed to stacey.claxton@shelbyvilletn.org and will be accepted until position is filled. Drug Free Workplace /EOE

RECREATION CENTER MAINTENANCE SUPERVISOR

SHELBYVILLE. The city of Shelbyville is accepting applications for the position of full-time recreation center maintenance supervisor for the parks and recreation department. The employee is responsible for performing maintenance tasks of a semi-skilled or skilled nature. Responsible for work in a variety of construction, repair and maintenance assignments involving the use of specialized tools and small equipment. Valid Tennessee driver's license required. Must be 18 years old to apply. This is a full-time position with an hourly rate of \$19.82, plus benefits. Applications and complete job descriptions may be picked up at city hall during normal business hours or download from the city website: www.shelbyvilletn.org. Applications must be returned to City Hall Administration Office, 201 N. Spring Street, submitted online or email to stacey.claxton@shelbyvilletn.org. Applications will be accepted until position is filled. EOE / drug free workplace. Successful applicants are required to pass background check, physical and drug screen.

TRAFFIC ENGINEER

BRISTOL. The city of Bristol is accepting applications for traffic engineer. Under the direction of the director of development services, the purpose of this position is to perform professional engineering work to plan, coordinate and implement public transportation systems for the city of Bristol TN. Work includes administering the development, maintenance and expansion of the traffic, safety, land use, and E-911 databases. Master's degree in transportation engineering or related field, with 3+ years' technical experience or equivalent combination of experience. Requires a State of TN Professional Engineering license. To read detailed description and to apply, please upload a resume at <http://bristoltn.org/jobs.aspx>. EOE

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Congress approves \$1 trillion public works package; Tennessee to receive \$6.8 billion

HIGHWAYS from Page 1

will be able to tap in the coming years.

Much of the added spending in the infrastructure bill, about \$284 billion, will go towards transportation. Importantly, the bill provides certainty for the next five years with funding levels for the Highway Trust Fund, the main federal account for roads and transit. Although the package does not fix structural problems with the fund's revenues, primarily fuel taxes, falling short of spending it supposed to support.

Outside of transportation, the legislation will make billions in new investments in other public assets, like waterworks (\$55 billion) and broadband (\$65 billion).

Local governments did not get everything they wanted. For instance, Whaley said that while there's significant money in the package for water infrastructure, there are still concerns that it's not enough to fully close the gap in that sector. "But it's a big step," she said.

Jessica Jennings, the National Association of Counties' associate legislative director for transportation and infrastructure, noted how the bill includes notable funding increases that will help counties cover the cost of keeping bridges in good repair. This is significant for counties because they own about 38% of the nation's bridges.

The bill will boost what's known as the "off-system bridge set-aside" by about 5%, or \$330 million, to just over \$1 billion per year, according to an analysis of the legislation by NACo. Jennings also flagged dollars available through a new \$2.5 billion, competitive grant program for upgrades meant to improve safety and cut down congestion at rail crossings.

Getting more dollars flowing directly from the federal government to the local level—as opposed to through states—to pay for infrastructure projects has been a longstanding priority for many local leaders. This bill

does not radically change federal policy in this way.

It does, however, appropriate about \$150 billion to the U.S. Department of Transportation for grants to state and local governments. Of this funding, according to a recent Eno Center for Transportation analysis, roughly \$50 billion is set to be distributed under funding formulas. But the balance, about two-thirds of the total, will flow through competitive grant programs.

That means the Transportation Department, led by Secretary Pete Buttigieg, a former midsize city mayor, will have sway over how upwards of \$100 billion in competitive grants are awarded.

"This is orders of magnitude more discretion than has ever been given to a secretary of transportation before about being able to pick and choose which projects to fund," Eno Center senior fellow Jeff Davis noted during a Route Fifty event last month.

Davis said that while there are criteria in the bill to guide how DOT evaluates applications and awards funding, the grant programs give Buttigieg "a huge ability to put a thumb on the scale in favor of priorities that the administration has in selection of these projects."

How much funding doled out under these competitive grant programs goes to areas like transit, as opposed to highways, or local versus state agencies, will be something to watch.

Important Work Ahead for States and Localities

While the infrastructure spotlight in recent months has shined on Congress, much of the spending in the U.S. on roads, transit, and water and sewer systems happens at the state and local level, and is paid for with revenues from taxpayers and ratepayers in those places.

The Congressional Budget Office issued a report in 2018 showing how between the 1970s and 2017, the share of annual state and local, inflation-adjusted, spending on transportation and water infrastructure rose from the \$150 billion ballpark to \$342 billion, while federal investment hovered in the

\$100 billion range.

Yonah Freemark, a senior research associate at the Urban Institute, emphasized on Twitter over the weekend that state and local governments, in making choices about policies and projects, will play a major role in determining how the new federal funding is spent.

"If we want better transportation policy choices nationally, we need to look to state & local governments to set different priorities," he wrote, adding that advocates need "to push change at state capitals. The federal government is not going to be able to do that for them."

Referring to the grant funding DOT will oversee, he added: "If you want the federal government to select good transportation projects to fund ... state & local governments need to submit good transportation projects for consideration. It doesn't work any other way."

Corinne Kisner, executive director of the National Association of City Transportation Officials, described passing the bill as a "first step."

"Now begins the hard work of selecting the projects—and building the surrounding programs for them," she said. "How states spend the funds they receive, and how USDOT designs, administers, and selects projects for its grant programs will determine if the Administration will meet its safety, climate, and equity goals," Kisner added.

Asked for an example of why the funding was important for Dayton, Whaley highlighted a project to redo Salem Avenue, a major, four-lane artery in the city. "It has taken us an entire decade to fund that sucker," she said. The project was too expensive, she explained, for the city to take on by itself. "We had to get federal dollars," she added. "But we had to wait forever." Whaley expects that cities like hers will now be able to move at a quicker pace rehabbing streets and taking on other projects as a result of the new bill. "That, I think, is really exciting."

NATIONAL BRIEFS



The U.S. economy added 531,000 jobs in October with the national unemployment rating hitting a post-pandemic low of 4.6%. America has now recovered 80% of the jobs lost at the depth of the 2020 recession. While some sectors, like leisure and hospitality, saw big gains others, like public sector education, shed thousands of jobs. Wages are also rising with hourly earnings rising 11 cents in October to an average of \$30.96.

Drug overdose deaths in America have topped 100,000 annually for the first time, according to new info from the CDC. Officials said this record-high number of over-

dose deaths was driven largely by fentanyl, which caused nearly two-thirds (64%) of all overdose deaths in the past year. Overdose deaths jumped 28.5% from 2019-20 to 2020-21, nearly doubling in the past five years. Since 2016, drug overdoses have exceeded car crashes and gun violence combined as a top cause of death in America.

Home sales inched higher in October for a second-straight month of record growth despite low inventory and rising prices. The National Association of Realtors said that existing home sales rose 0.8% from September or roughly 6.34 million. Home sales were down 5.8% from this same time last year, which was the

peak in pandemic home buying. Median house prices for October were at \$353,900, up 13.1% from a year ago, and marked 116 straight months of year-over-year housing increases, the largest on record.

A third of Americans say they plan to travel more in 2022 with a more positive outlook toward travel. The Destination Analysts' American Travel Trends and Sentiment Update found that — while Americans are still concerned about COVID and the financial impact of travel — approximately 33.2% of Americans said they plan to travel in 2022 and 33.4% said they will spend more money on travel and leisure in the next year. The average travel budget for 2022 is currently \$3,797.



TENNESSEE FESTIVALS

Nov. 11-Feb. 15: Gatlinburg, Pigeon Forge, and Sevierville

Smoky Mountain Winterfest

More than 15 million lights create a magical experience in these three communities. Come to enjoy the lights on the Parkway and stay for a variety of holiday events. For more info, visit <https://www.smoky-mountain-winterfest.com/>

Nov. 12-Jan. 1: Bristol

Pinnacle Speedway in Lights

Powered by TVA, get a chance to race around the Bristol Motor Speedway track and enjoy 2 million lights along four-miles of track. The event raises money for local children's charities. Visit [speedway-inlights.org](https://www.speedway-inlights.org) for more info.

Nov. 12-Jan. 2: Lebanon

Dancing Lights of Christmas

Come see Tennessee's largest drive-thru holiday light and music shows. More than 2 million lights along a 2.5-mile route are programmed to music and new, colorful displays. The attraction is open nightly at 5 p.m. rain or shine and on all holidays. Visit <https://www.thedancinglightsofchristmas.com/> to learn more.

Nov. 12-Dec 31: Union City

Let It Glow Lightshow

The Discovery Park of America hosts a drive-thru light show occurs on the 50 acres of the heritage park. This year, you can walk through part of the light show on the grounds. Food and beverages like hot chocolate will be for sale. Shop local, handmade gifts, Christmas carol karaoke and more holiday surprises. For more info, visit <https://discoveryparkofamerica.com/>.

Dec. 10-11: Clinton

Candlelight Christmas

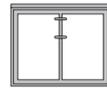
The Museum of Appalachia will host a traditional Appalachian Christmas celebration featuring period decor, storytelling, a live nativity, live music, wagon rides, and demonstrations of blacksmithing, sorghum making, apple butter churning, and more. For more info, visit www.museumofappalachia.org

Dec. 31: Columbia

Mule Drop

Celebrate New Year's Eve in downtown Columbia. The event begins at 6 p.m. and will feature food trucks, a kids' zone, hourly countdowns, confetti wishes, highlights, performances, and fireworks. For more info, visit <https://www.facebook.com/events/352577072936765>.

COMING UP



Jan. 11, 2022

112th TN General Assembly
12 noon (CST)
State Capitol, Nashville

March 14-15, 2022

*TML Legislative Conference
Nashville DoubleTree*





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Ed Stewart, ChFC, CLU, CF
Financial Advisor

Flood Ready TN coalition unites local officials in flood prevention efforts

FLOOD from Page 1

to get bad. I remember thinking 'It's not even really raining.' What we went through the next couple of days was pretty incredible."

More than 450 structures were damaged during the flooding with numerous Dyersburg citizens having to be rescued by emergency personnel, largely in the southern part of the city.

"We had some help from federal aid through small business loans and help mitigate the losses, but we also lost a lot of population in that area," Mayor Holden said. "A lot of people moved away. It adversely impacted our whole community. There was a lot of clean-up to do."

Since 2010, two more floods have occurred in the city meaning that three of the four worst flooding incidents in Dyersburg's history have occurred only in the past decade. Beyond the immediate damage seen and felt after a flood, Mayor Holden said there are other consequences of flooding many may not realize, such as its impact on agriculture and infrastructure.

"We are surrounded by flat land and have a lot of rivers that flow in our area," he said. "We have highly erodible soil, a lot of agricultural land, and stream bank loss. We want to bring attention to that and come up with ways we can address some of those issues. We have sewer lines that run through some of these streams. As flooding occurs, the soil around those erodes and exposes the sewer lines. You then wind up with sewer breakages and those issues."

By mitigating flood risk, municipalities, the state, and citizens stand to save millions.

"There are 395,208 properties in Tennessee that have greater than a one in four chance of flooding at some point in the next 30 years according to the First Street Foundation," Matthews said. "These are homes, businesses, schools, fire stations, churches, and more that are at risk every time it rains. TACIR has estimated that investments in resilience would yield up to a 12 to one return in avoided losses, which is double the estimated national average of a six to one return by the National Institute of Building Sciences. This means investments made in flood preparedness and mitigation projects in our state will go twice



Officials with the city of Dyersburg have worked on numerous flood control projects after a severe flooding event that struck the city in 2010. Three of the four most devastating floods in the city's history have happened in the past decade, and Dyersburg Mayor John Holden said Dyersburg's experiences with flooding are one of the reasons he is participating in the Flood Ready Tennessee coalition.

as far. Making investments on the front end saves taxpayers millions in avoided losses. Increasing flood resilience is a fiscally responsible, common-sense step for Tennessee to take to protect Tennesseans and eliminate wasteful and repetitive recovery spending."

The goal of Flood Ready TN is to not wait for floods to strike before taking action that can protect Tennesseans.

"We can't stop the rain from falling or floods from occurring, but we are blessed to have modern flood mitigation tools and technologies at our disposal," Matthews said. "Flood Ready Tennessee is advocating for more mitigation efforts on the front end, making our communities more resilient."

Mayor Holden has joined the coalition not only to help mitigate flooding risks in his own city but to also help other communities from experiencing what Dyersburg has.

"We want to bring awareness to the issues that can occur and what flooding can do to communi-

ties," Mayor Holden said. "This is a regional issue. We were affected by a rain event in Nashville 180 miles away. This is all about quality of life and economic development. We want this coalition to draw attention to this issue, to work with the state on projects, and find innovative ways to address these issues. You need the people upstream to get involved so what happens upstream doesn't hurt the folks downstream. This allows everyone to know what is going on so we can work collaboratively."

With numerous municipal leaders already members of the coalition, one of the goals of Flood Ready TN is for local leaders to be part of the solutions to the problems of flooding statewide.

"Flood Ready Tennessee would like state leaders to find ways to support communities in identifying, planning, and executing flood resilience and mitigation projects," Matthews said. "This can be accomplished by engag-

ing in coordinated, interagency resilience planning that spots the most vulnerable parts of the state to flooding and prioritizes regional projects across municipal boundaries. Financial constraints often preclude communities from exploring resilience projects. The state needs to establish a new fund that provides grants and low interest loans to communities specifically for flood control and resilience projects or to assist communities in matching their portion of federal grants. Technical assistance is another obstacle facing communities. The state must assist by providing dedicated experts to aid communities in grant applications, project planning and execution, and financing options."

One of the goals of Flood Ready TN is to bring in stakeholders like community leaders, the agriculture industry, the Tennessee Department of Environment and Conservation and others to meet flooding issues head on.

More than 30 local governments have already joined the coalition including the municipalities of Atoka, Bolivar, Decherd, Dunlap, Dyersburg, Fairview, Franklin, Graysville, Greeneville, Harriman, Livingston, Loudon, Milledgeville, Monterey, Mt. Juliet, Oakland, Obion, Red Bank, Spring City, Sunbright, Tullahoma, and Wooland Mills.

Local leaders who want to get involved in the coalition can visit <https://floodreadytn.com/>.

"Flood Ready Tennessee is excited to work with TDEC, TEMA, and other agencies to amplify the great work they are already doing and to find the best ways to increase our preparedness when it comes to the flooding we know is going to happen," Matthews said. "TEMA has worked with others to develop LiDAR mapping of the entire state. Communities can access this data to enhance their floodplain maps to better understand their risk. TDEC has piloted resilience projects alongside their drinking water and clean water revolving loan fund projects. In Dyersburg, this initiative has worked to make the sewer system more resilient to flooding by stabilizing creek banks. The state has also dedicated \$1.3 billion in American Rescue Plan dollars to incentivize water infrastructure projects."

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