



Be sure to check out special happenings in the Exhibit Hall

The vendors' program is an important component of the overall conference experience. The Exhibit Hall, located in Mirabella Grand Ballroom of the Murfreesboro Conference Center, provides the perfect opportunity for local officials to learn about new products and services, while interacting one-on-one with companies that support municipalities.

A special City Hall Showcase celebrates city achievements, and highlights successful, creative programs implemented in municipalities across the state. Featured city programs include:

- **Somerville Street Light Energy Efficiency Program**
- **Red Bank Police Department Backpack Project**
- **Preserve Paris**
- **Eagleville STEP Sanitary Sewer**
- **Dunlap Energy Efficiency / Solar Project**
- **Johnson City Fire Department ISO Classification**

Also planned in the Exhibit Hall are TML Affiliate Roundtable discussions from 4-5 p.m. on Sunday, June 11. Do you have burning questions you need answered about police, fire, stormwater, parks and

recreation, planning or public works? TML Affiliate Organizations will be ready to respond. Here are some of the topics that will be discussed.:

- **TBOA: Tiny Houses, Shipping Containers & Other Issues**
- **TCMA: Benefits of Professional Management**
- **TFOA: Mutual Aid**
- **TCAPWA: Roundabouts & Funding Resources**
- **TACP: Challenges Facing Law Enforcement**
- **TAPP: Professional Procurement Brings Value**
- **TREEDC: Energy Management Best Practices**
- **TRPA: Innovative Parks Programs**
- **TUFC: Green Infrastructure Planning**

TML greatly appreciates all of the vendors who participate in the annual conference and encourage city officials attending the conference to take the time to visit the hall. You just never know what new product or important business contact you'll find there!

More information about all of the conference happenings can be found in the conference program book or on the mobile app.

Bond Fund reaches \$4.35 Billion Savings to cities exceeds \$600 million

The Tennessee Municipal Bond Fund (TMBF) reached a pair of milestones recently. Since inception, TMBF has loaned more than \$4.35 billion and has now closed over 1,385 loans.

"These milestones show TMBF's ongoing commitment to providing your community with the loans you need at the lowest cost so that you can create opportunities for your communities to grow," said Charles G. "Bones" Seivers, President and CEO of the Tennessee Municipal Bond Fund.

The TMBF was created by the TML Board of Directors in 1986 to provide municipalities in Tennessee with low-cost funds. It began full operations by offering a pooled variable rate loan program as well as an alternative loan program.

To date, the TMBF variable rate program has saved cities and counties more than \$600 million in interest costs alone. TMBF was created for the sole purpose of saving cities and towns money. "I feel we are accomplishing our mandate," added Seivers.

In recent years, the TMBF has made a few changes in an effort to better serve Tennessee communities. TMBF began offering a fixed rate loan option in addition to its variable rate option. Since adding the fixed rate option, TMBF has grown and the fixed rate loan option has become very popular.

"We could not have done this without all the hard work of our dedicated board members and our extraordinary staff," Seivers commented. "They work hard every day to make sure that we are providing you the best service and



Charles G. "Bones" Seivers

the loan options you want at the best price. We work with a number of banks in an effort to get our borrowers the lowest cost of funds that we can find."

TMBF feels that the valuable part of its job is maintaining a great relationship with all municipal officials. This is a practice we have strived to create for more than 30 years.

Seivers said, "When we look at the number of repeat borrowers, we get a renewed sense of dedication that makes us work harder every day to prove that the faith these communities have placed in us is not misplaced. I sincerely appreciate our partnership with the Tennessee Municipal League, and our relationship with all cities and towns in the state."

Seivers stated that he is excited about the future of TMBF.

"We offer many features and advantages that can save you money. All we ask is that you give us a chance to provide you with options. We were created by you, for you. Our board of directors is composed of municipal officials, and we are always here for you."

Ten municipalities across Tennessee hold local elections

Several municipalities across the state of Tennessee held May and early June elections. Voters across the state selected representatives to municipal boards in 10 cities.

BLUFF CITY

Irene Wells won re-election as mayor of Bluff City after facing off two challengers. Incumbent Aldermen Ray Harrington and Richard Bowling also retained their at-large seats on the Bluff City Board of Mayor and Aldermen out of a field of five candidates.

BOLIVAR

Alderman Julian McTizic unseated incumbent Barrett M. Stevens for the Bolivar mayoral seat.

Newcomer Melvin Lawrence Golden defeated a fellow challenging candidate for the Councilman District A, Position 3 seat in the municipal election while challenger Jonathan Joy unseated incumbent Willie T. McKinnie for the Councilman District A, Position 4 seat.

Incumbent Suzanne Garrett Rhea held on to the District B, Position 2 seat against three challengers while newcomer Page Walley ran unopposed for the District B, Position 4 seat.

BRISTOL

In the city of Bristol, incumbent Margaret Feierabend also won her South District City Council

race against challenger Bryan Boyd.

Chad Keen, who presently serves as Bristol's mayor, retained his East District City Council seat and Lea S. Powers retained her seat representing the West District. Both candidates ran unopposed.

GATLINBURG

Two city commission seats were up for election in Gatlinburg. Incumbent Don Smith beat George Hawkins for the City Commission Seat E while Mark McCown, presently serving as the city's vice mayor, retained his Commission Seat D in an unopposed race.

HENNING

Challenger Baris C. Douglas

beat incumbent: Marva Temple and another challenger for the mayor's seat in Henning.

Six aldermen positions were also open for election. Incumbents Carstella Douglas, Quenton Reed, and Deborah Bates Taylor retained their seats while newcomers Jackie Alston, Brad Anderston, and Barbara Manns were also elected.

KINGSPORT

John Clark retained his mayoral seat in Kingsport, running unopposed for re-election.

Incumbent Colette George and challengers Betsy Cooper and Jennifer Adler won election to the three open seats on the Kingsport See **ELECTIONS** on Page 8

Free Conference mobile app available

Connects to all smartphone devices

A mobile app featuring the 2017 Annual Conference information is available for free and is accessible from any smart phone device.

The app was developed by the Tennessee Municipal League to help improve smartphone users conference experience with this easy to use digital guide. It contains detailed conference information on workshops, speakers, exhibitors and special events—and it's all at your fingertips.

To download the free app, it's as easy as searching for "2017 TML Annual Conference" in the Apple App Store or Google PLAY Marketplace. There is a web app available for Blackberry and Microsoft phones.

How to Use It

Once your app has successfully downloaded to your phone, the conference schedule, workshop information, vendor contact information, plus much more is accessible through easy, navigable functions.

Schedule. To access the conference schedule, tap on the schedule icon and scroll up and down, or flip left and right through the different days. You can also tap the arrows at the top corners to switch between dates. Touching

an event will reveal a description; and if it's a workshop, speaker bios are also available. As an added feature, you can create your own personal schedule by touching the plus symbol next to events. You can also set reminders for yourself. Conference events are color-coded by each event type. By using the filter button at the top to apply a filter, you can quickly reference categories such as food, workshops, or special events.

Speakers. To learn about each of our conference speakers, scroll through the list and tap on the speaker's photo to reveal their bios.

Exhibitors. The exhibitors' section includes contact information, booth numbers, and links to company websites. And once you've left the conference, you can always refer back to this app to find all the contact information you need to get in touch with a vendor.

Convention Center Map. A detailed map of the Exhibit Hall, home of the TML Marketplace vendors, are available in this section, as well as maps of the convention center where the workshops and general sessions are held. You can move maps around, or swipe left and right between



maps, or zoom in or zoom out. The room numbers on the schedule correspond to the rooms on these maps. The booth numbers attached to exhibitors in our exhibitors' section correspond to numbered booths on the Exhibit Hall map.

If you need help while at the conference, find a TML staff member to assist you. After the conference, contact Mark Barrett at TML at 615-255-6416.

Knoxville launches website as part of municipal code overhaul project

The city of Knoxville is taking the first steps in a major municipal code and zoning ordinance overhaul, the first conducted by the major metro area is nearly 60 years.

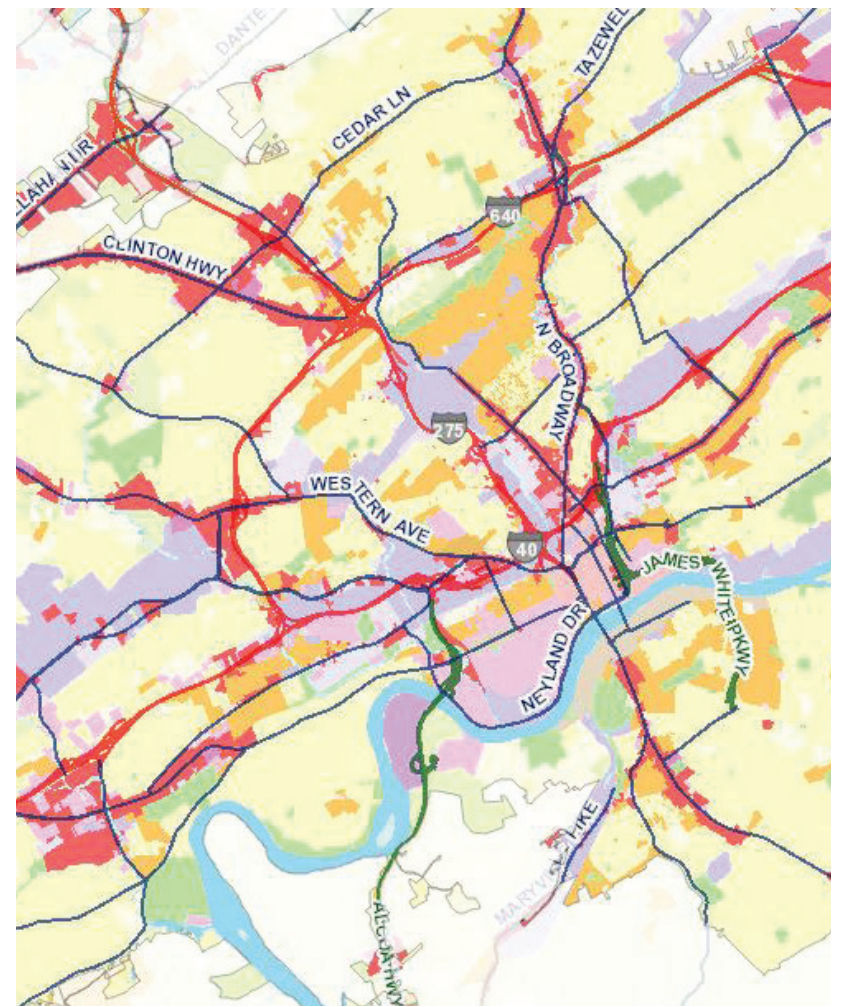
In order to bring the code up to modern standards, officials decided to begin by bringing the process of evaluating and garnering input into the 21st Century.

The city and Knoxville-Knox County Metropolitan Planning Commission (MPC) jointly launched a Recode Knoxville website, which hosts all information regarding the project, an event calendar, project timeline, news, general information and frequently asked questions, Stakeholder Advisory Committee agendas and minutes, and contact information.

Gerald Green, executive director of the MPC, said utilizing the website and social media are just one of the ways officials are working to bring Knoxville's city code into the modern era.

"The ability to use the internet and the website to obtain public input, get the word out and keep people informed is a great tool in terms of making sure people know what we are doing and can provide input," Green said. "I think the ability to meet with a greater number of people is an asset. On the other hand, the more knowledgeable public may make it more challenging than 60 years ago. Sometimes, there is a polarization of what people want – balancing individual property rights and community rights. We have a variety of strong neighborhoods in Knoxville, and they want what they want."

In 2016, Knoxville Mayor Madeline Rogero proposed that MPC conduct a complete review and update of the city's zoning



This searchable map is one feature of the Recode Knoxville website, showing residents, business owners and other stakeholders the current zoning for properties throughout the city. The city is seeking citizen input for its first major codes and zoning overhaul in nearly 60 years to help accommodate current needs for developers as well as help better plan development along major downtown arteries and the city's riverfront.

ordinance.

After city council approved funding for the request, city and MPC staff selected a team with both local and national experts, consultancy firm Camiros and a stakeholder committee representing business, neighborhood, envi-

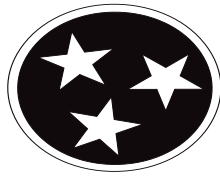
ronmental and other community groups to help craft the new codes and ordinances.

Dubbed Recode Knoxville, the project will allow the city to adopt modern standards to help shape the city for the next 20 to 40 years, and help protect and enhance Knoxville's sense of place over the next few decades. The area is projected to add 170,000 residents by 2040.

Green, said the decision to revamp the code came when city leaders realized the current code doesn't address the needs of important redevelopment efforts.

"Some of the problems we have encountered with our current code are that it doesn't allow the type of development or redevelopment we are seeing in some of the older portions of the city," Green said. "A lot of the commercial areas originally developed in the 1920s that are now being redeveloped cannot meet the suburban template mandated by the current code. Most of our zoning districts do not See **CODES** on Page 8

NEWS ACROSS TENNESSEE



CHATTANOOGA

HomeServe USA will invest \$5.5 million and create 200 jobs in the next five years as they build a new location in Chattanooga to help expand current operations there. The company has outgrown its existing space and will build a nearly 46,000-square-foot facility, which is expected to be operational by March 2018. HomeServe offers homeowners monthly plans to cover major household repairs from plumbing and electrical to heating, cooling and appliances. HomeServe partners with many of the nation's leading utility companies and municipalities to provide coverage plans to more than 3 million homeowners. Serving customers since 2003, HomeServe has operated in Chattanooga since 2010 and has 320 employees in Chattanooga.

CLEVELAND

The Cleveland City Council has approved plans for the redevelopment and expansion of the Blythe Oldfield Park and Playground. The new park will feature basketball court, playground with a walk tracking, restroom, 30 foot by 40 foot pavilion, zip line, and an open field for various recreational uses. Great Southern Recreation was selected to construct the project and the park may also be renamed at a later date. The city thanked local organizations including the Johnson Foundation, Jackson family, Men and Women of Action, Best Buy Metals, Pat Asquiti, United Way of the Ocoee Region, and Impact Cleveland for their involvement in the project. More than \$200,000 is being invested in the program, including funds from a Community Development Block Grant.

DAYTON

Nokian Tyres will build a new tire manufacturing facility in Dayton, creating at least 400 new jobs and investing \$360 million. The investment represents the largest foreign direction investment in the area's history. Nokian Tyres' new Tennessee facility will focus on manufacturing passenger, SUV and light-truck tires. The company will begin construction on the new 830,000-square-foot facility in early 2018, and the facility is expected to be completed in 2020. Headquartered in Finland with a North American sales office in Vermont, Nokian Tyres is the only tire man-

ufacturer in the world that focuses on customer needs in demanding conditions. The company supplies innovative tires for cars, trucks and special heavy machinery mainly in areas with special challenges for tire performance including snow, forests and harsh driving conditions in different seasons.

DYERSBURG

The Rolfe and Frazier Industrial Company will build a new manufacturing facility in Dyersburg, investing \$17.4 million and creating 120 new jobs in the community. Frazier plans to build a new 175,000-square-foot facility in Dyersburg that is set to be completed in early 2018. With Frazier's new Tennessee manufacturing facility, the company will be better equipped to service the surrounding states and its customers. The structural storage racking system manufacturer has the largest production capacity in the industry and is known for being the leading producer of structural steel pallet rack systems. With more than 60 years of experience, Frazier's expert team of engineers helps its customers design the best, most cost-effective storage solutions. The company's product is used in all types of business sectors including food, refrigerated storage, beverage, retail, transportation, manufacturing, chemical, pharmaceutical, ecommerce and more.

KINGSPORT

The city of Kingsport has unveiled GigKingsport, an initiative with the Kingsport Chamber of Commerce and Spectrum Enterprise, a leading provider of scalable fiber network services. GigKingsport is designed to highlight the technology benefits of the city and help attract new businesses interested in relocating to Kingsport. This local partnership is part of Spectrum Enterprise's nationwide commitment to invest \$1 billion to bring the benefits of fiber network connectivity to more businesses than ever before. Spectrum Enterprise is already delivering Fiber Internet Access, Ethernet and voice services to several local government agencies, including police and fire departments, as well as area hospitals.

LEBANON

Construction is underway at a new train station designed to increase commuter rail traffic in Lebanon and ease transportation woes in Middle Tennessee. The new Music City Star train station is located at the Hamilton Springs mixed-use development on Highway 70, one of the first major transit-oriented developments in the state. The approximate 3.2 acres for the station are being donated by the Bell family which includes development partners and brothers Jack Bell and Rick Bell of Horn Springs Development. Excluding the land donation, the cost of the station is estimated at \$4.1 million. The remainder of the development includes 396 finished apartment units with more residential units expected. Retail locations are also planned for the development.

MEMPHIS

The Memphis Police Department

Mayor Tom Rowland Interchange dedicated



Left to Right, Bradley County Mayor Gary Davis, U.S. Rep. Chuck Fleischmann, Cleveland First Lady Sandra Rowland, Cleveland Mayor Tom Rowland, State Rep. Kevin Brooks, U.S. Rep. Scott DesJarlais and TDOT Commissioner John Schroer cut the ribbon for the \$22.6 million interchange on APD40 just east of Interstate 75 near Cleveland. The interchange was named in honor of longtime Cleveland Mayor Tom Rowland. Officials predict that land to the south of the interchange will bring some 4,000 jobs to the area between the Spring Branch Industrial Park and the Larry Armour commercial development.

is moving into its new location after more three decades in its former home at the Shelby County-owned Criminal Justice Center. The department will occupy an 84,000-square-foot space on floors seven through 12 of the Donnelley J. Hill State Office Building. The move has been two years in the making with the city purchasing the vacant building in 2015 for \$1.5 million and then spending \$10 million to renovate it. The Memphis Housing and Community Development Department, legal division, and human resources offices have already located in the building. The move is expected to save the police department \$85,000 a month in rent and another \$400,000 in adjustments.

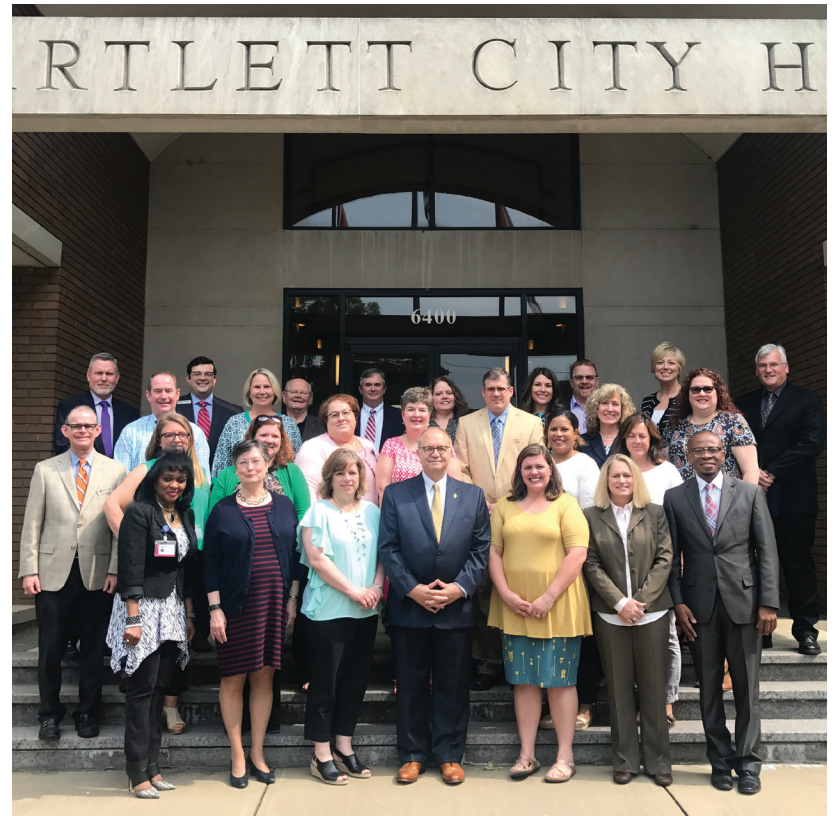
ROGERSVILLE

The Rogersville Water Department is reporting positive results in municipal water following the installation of a high-tech Ion Exchange System pre-treatment system in September. The new system is designed to remove precursors of disinfection byproducts before they come in contact with the utility's liquid bleach disinfectant. Citizens received water quality updates on their latest water bills, and test results from the first quarter of 2017 found water was well within compliance limits. The Rogersville Water Department provides about 33 million gallons of water per month sent to customers through 141 miles of water mains. The system, which would have cost \$2.4 million new, was purchased from a municipality in Ohio and paid for entirely from grants.

SPRING HILL

State signage placed around the city of Spring Hill now directs motorists to important local Civil War sites in the area. The Tennessee Department of Transportation recently placed historic tourism signs on Interstate 65 and Saturn Parkway/State Route 396 highlighting the Spring Hill Battlefield, Rippavilla Plantation, and other Civil War sites in the area. The project was the result of efforts by the Spring Hill Historic Commission and Alderman Jonathan Duda to help increase visibility of Civil War sites, which began in 2014. The site had to meet qualifications including a minimal annual attendance, being open to the general public and within a maximum distance requirement of an interstate interchange.

Bartlett officials celebrate National Teachers Day



Bartlett Mayor Keith McDonald and teachers with the Bartlett City School system gather outside Bartlett City Hall to celebrate National Teachers Day. Teachers, staff and principals with the 11 schools in the Bartlett City School system along with officials from the district office and members of the local school board were on hand for the official proclamation of May 9 as National Teachers Day in the city.

New amenities weigh anchor at White House splash pad



New pirate-themed amenities have been unveiled at the splash pad at the White House Recreational Complex. The new area is an addition to the initial splash pad and creates about 5,000-square-feet of fun. The two combined splash pads are part of a seven-phase master plan for the municipal recreation complex.

TENNESSEE TOWN & CITY
Tennessee Town & City (ISSN 00403415, USPS 539420) is published semi-monthly except in the months of June and December 19 times per year by Tennessee Municipal League, 226 Capitol Blvd, Suite 710, Nashville TN 37219-1894. Subscription rates: \$6 per year to members, \$15 to nonmembers, \$1 a copy. Periodicals Postage Paid at Nashville TN. POSTMASTER: Send address changes to Tennessee Town & City, 226 Capitol Blvd, Suite 710, Nashville TN 37219-1894.
Official publication of the Tennessee Municipal League. **Publisher:** Margaret Mahery (mmahery@TML1.org); **Editor:** Carole Graves (cgraves@TML1.org); **Phone:** 615-255-6416. **Advertising:** Publisher reserves the right to reject any advertising deemed unacceptable. Fax classified ads to 77&C: Attention Carole Graves at 615-255-4752, or e-mail cgraves@TML1.org. Fax advertising copy to 77&C: Attention Debbie Kluth at 615-255-4752, or e-mail to dkluth@TML1.org. Opinions expressed by non League officials or staff do not necessarily reflect policies of TML.

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TML congratulates 2017 Achievement Award winners

Excellence in Downtown Revitalization - Livingston

Grant funds, citizen and civic cooperation, and diligence by city officials culminated in the realization of a new municipal park bringing new opportunities for health, recreation and revitalization for the city of Livingston.

In recognition of all the efforts made to create the newly opened Livingston Central Park, the Tennessee Municipal League presents the city of Livingston with an award for Excellence in Downtown Revitalization.

Situated just off the historic courthouse square on Spring Street, the park is part of continuing downtown revitalization efforts aimed at bringing more opportunities for visitors and residents to shop, eat, and play in downtown Livingston.

Warren Nevad, a municipal management consultant with MTAS, said the plans for the park began when the city was awarded a 10-year Downtown Revitalization Grant from the Tennessee Department of Finance and Administration in 2007.

The grant allows for \$0.05 of each \$0.07 collected in sales tax from the downtown area to be returned for improvements there, as determined by the Livingston Downtown Revitalization Committee consisting of the mayor, Livingston-Overton County Chamber of Commerce representatives, and business and home owners within the downtown zone.

Over the years, Nevad said other grants came together to help move the park project forward.

"Thanks to the diligence and teamwork of the Livingston Mayor and Board of Aldermen, the city was able to systematically develop a state-of-the-art park to bring leisure and economic development opportunities to its citizens," Nevad said. "Grant monies flowed into the development of the park project from several funding pockets, including the Tennessee departments of Tourism Enhancement, Environment and Conservation, Transportation, and Agriculture, as well as a state diabetes grant. The Livingston Rotary Club even chipped in to fund the amphitheater, which has been named the Rotary Main Stage."

In 2012, citizens came together as part of the Livingston Vision 2035 and helped evaluate strategic plans for public safety, health, education, and other quality-of-life



The new Livingston Central Park helps put a focus on the municipality's downtown area and gives local residents more ways to shop, eat and play. The park consists of LED lighting, a sound system, movie screen, walking trail, picnic shelter, playground equipment, water bottle filling station, water feature, and a guitar-shaped splash pad as part of the Livingston's overall musical heritage theme and tourism branding. Local civic organizations also helped create a performance stage for the park. Citizen input was vital to the park project.

aspects for Livingston.

The vision for the park came out of those meetings, and the city began seeking more grant funds to finance the project.

Livingston Central Park includes a state-of-the-art amphitheater complete with LED lighting, sound system and movie screen; a walking trail lined with trees and flowers; benches and trash receptacles to match those around the courthouse square; a large picnic shelter and water bottle

filling station; a water feature and guitar-shaped splash pad to reflect Overton County's "Home of Americana Music" motto; and variety of colorful, all-inclusive play equipment with musical components that go along with the city's musical heritage theme.

As a result, the park has helped revitalize Livingston's downtown area and brought more room for events, festivals, and gathering in the heart of the city.

Excellence in Green Leadership - Chattanooga



Chattanooga city officials, TVA representatives and others involved with the city's SolarShare project help break ground the first community solar installation for the program.

Through its innovative SolarShare program and partnerships with a variety of organizations devoted to conserving Tennessee's environment, the city of Chattanooga has worked to provide its citizenry with more opportunities to go green.

In honor of the city's pioneering efforts to provide solar energy opportunities to all citizens, the Tennessee Municipal League presents the city of Chattanooga with an award for Excellence in Green Leadership.

A member of the Tennessee Renewable Energy & Economic Development Council (TREEDC), Chattanooga Mayor Andy Berke has helped create the city's first community solar installation known as SolarShare. The project has brought together TREEDC members including Vis Solis, Tennessee Valley Alternative Energy, Tennessee Valley Authority (TVA) and the Electric Power Board of Chattanooga to create a solar project that the entire Chattanooga community can participate in.

The renewable power generating facility will be located along Holtzclaw Avenue at the Electric Power Board's (EPB) Distribution Center. SolarShare is expected to begin generating 1.35 megawatts of solar power, which is enough to meet the needs of about 200 households that consume an aver-

age amount of power, according to MTAS Municipal Management Consultant Warren Nevad.

"Through partnerships that create green initiatives like the Chattanooga SolarShare Program, it is quite evident that Chattanooga understands the importance of employing creativity, innovation, and next-generation technology to solve problems and improve the lives of its citizens," Nevad said. "SolarShare is a perfect example of those values."

Citizens can participate in the project in one of three ways. Customers may buy a 20-year license allowing them to earn a monthly electric bill credit equal to the generation value of one or more panels, purchase a license by making a monthly payment that entitles them to a monthly bill credit equal to the generation value of the number of solar panels selected by a customer, or purchase "renewable energy credits," which will allow them to offset the environmental impact of activities like cooling their home or commuting to work.

In addition to the partnerships that have made the SolarShare program possible, Chattanooga has created an Air Pollution Control Board, Scenic Cities Beautiful Commission, and Tree Commission to monitor and act on environmental concerns.

Excellence in Economic and Community Development - Erwin

During the past several years, the town of Erwin has taken numerous steps to revitalize and restore its downtown, including a complete infrastructure overhaul, rerouting of major arteries, creating new festivals and celebrations, and beautification projects.

For the dedication city leaders have shown in revitalizing and rebranding their community, the Tennessee Municipal League presents the town of Erwin with an award for Excellence in Economic and Community Development.

Pat Hardy, a municipal management consultant with MTAS, said the town has more than lived up to its motto - Advancing Erwin through economic growth and community development - through the efforts of the town's Board of Mayor and Aldermen, city administrator, and staff.

Hardy describes the revitalization work done on Erwin's downtown as "unbelievable." One such example of the dedication of city leaders is the new bridge constructed downtown.

"This area has once again become the focal point of the community," Hardy said. "In fact, it is a destination in itself. Only a decade ago no one would have envisioned the completion of the bridge and related infrastructure. It would have seemed out of reach, too expensive, too complicated, and involved too many agencies



A complete overhaul of downtown streets were one of just many steps town leaders in Erwin took to makeover the community. Rerouting major arteries, building new infrastructure and beautification projects helped lay the groundwork for helping make downtown Erwin a focal point for local festivals and celebrations.

and private sector actors. But looking beyond all these complications and envisioning a new era for the community, was the

strong suit of the mayor, board, and administrative staff. Working together, they pulled off one of the most amazing transformations of

downtown infrastructure I have ever seen."

However, Erwin's city leaders did not stop at a complete facelift

for downtown. Other projects have also been implemented around the community.

In addition to Erwin's two-phase downtown revitalization project, the town has also completed an Interstate Beautiful Project, major Industrial Road Access Project at its industrial park, instituted an Erwin Downtown Redevelopment Loan Program, sold a historic 1920s school to a developer for a historic-themed condo complex, and won a highly-competitive Tennessee Valley Authority Invest Prep Grant for a 15-acre industrial site.

To celebrate its new revitalization, Erwin has also launched a Great Outdoors Festival, Elephant Revival Festival, new farmer's market and brought the Southeastern Autorama to downtown.

Hardy said city leaders worked hand-in-hand with citizens and local agencies to create "the perfect example of a community partnership."

"They have realized amazing possibilities because they work together to identify and act on common goals. In the minds of those in the town of Erwin, nothing is impossible, and anything can be achieved if you dream, work hard, and act in the spirit of togetherness," Hardy said. "This is what local governance is all about, and Erwin exemplifies these ideals."

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78th TML ANNUAL CONFERENCE
Murfreesboro Conference Center
at the Embassy Suites
June 10 - 13, Murfreesboro, TN

TML congratulates 2017 Achievement Award winners

Excellence in Fire Services - Germantown



Members of the Germantown Fire Department take part in a rescue training exercise. In addition to offering fire suppression services, a new ambulance service is also being operated by the department, providing local residents with quicker and more financially sustainable access to EMS services and care. A total of 15 firefighters with the department are also cross-trained as EMTs or paramedics.

Through commitments from city staff and the board of mayor and aldermen, the Germantown Fire Department has been working to expand services and increase community safety without providing increased costs to local residents.

In recognition of the department's efforts to improve emergency medical and fire protection services, the Tennessee Municipal League is pleased to present Germantown with an award for Excellence in Fire Services.

Dennis Wolf, a fire management consultant with MTAS, said Germantown previously received ambulance services as part of an interlocal agreement with Shelby County. However, city leaders felt the community needed more local control.

"The fire department recognized that EMS service needed to be sustainable to address both current and future needs. The Germantown Board of Mayor and Aldermen approved a program

change request to initiate a transport ambulance service within the fire department," Wolf said. "Initiating a transport ambulance service required hiring additional personnel trained as both EMTs or paramedics and as firefighters, purchasing ambulances, creating an oversight structure to manage the operation, selecting a vendor for third-party billing, and many other steps."

The fire department began building up its EMS services gradually first by purchasing four ambulances and staffing two of them 24/7 to transport patients. As demand increased, the department purchased a fifth ambulance and began staffing an additional ambulance full-time. A total of 15 additional personnel were trained and certified as EMTs or paramedics as well as receiving firefighter training.

"Since starting the ambulance service, the fire department has seen a dramatic increase in restoration. See **GERMANTOWN** on Page 5

Excellence in Police Services - Dyersburg



Dyersburg police officers conduct a bicycle safety course with local children. Over the years, the department has earned a reputation as a regional and national model for small community police forces.

Overseeing a population of about 18,500, the Dyersburg Police Department has been recognized as both a regional and national model for how small community police forces should operate and provide services, ranging from criminal investigation to providing education and enforcement regarding domestic abuse, sexual violence, and other issues.

In recognition of Dyersburg's outstanding efforts to employ best practices within its police department to serve, protect and keep the peace, the Tennessee Municipal League awards the city with an Excellence in Police Services Award.

Consisting of 58 commissioned officers and eight civilian support staff members, the Dyersburg Police Department works by the motto: "We exist to serve the community." In addition to its patrol services division and criminal investigation division, Dyersburg operates a Special Operation Response Team consisting of two highly trained and skilled units: a Special Response Team and Criti-

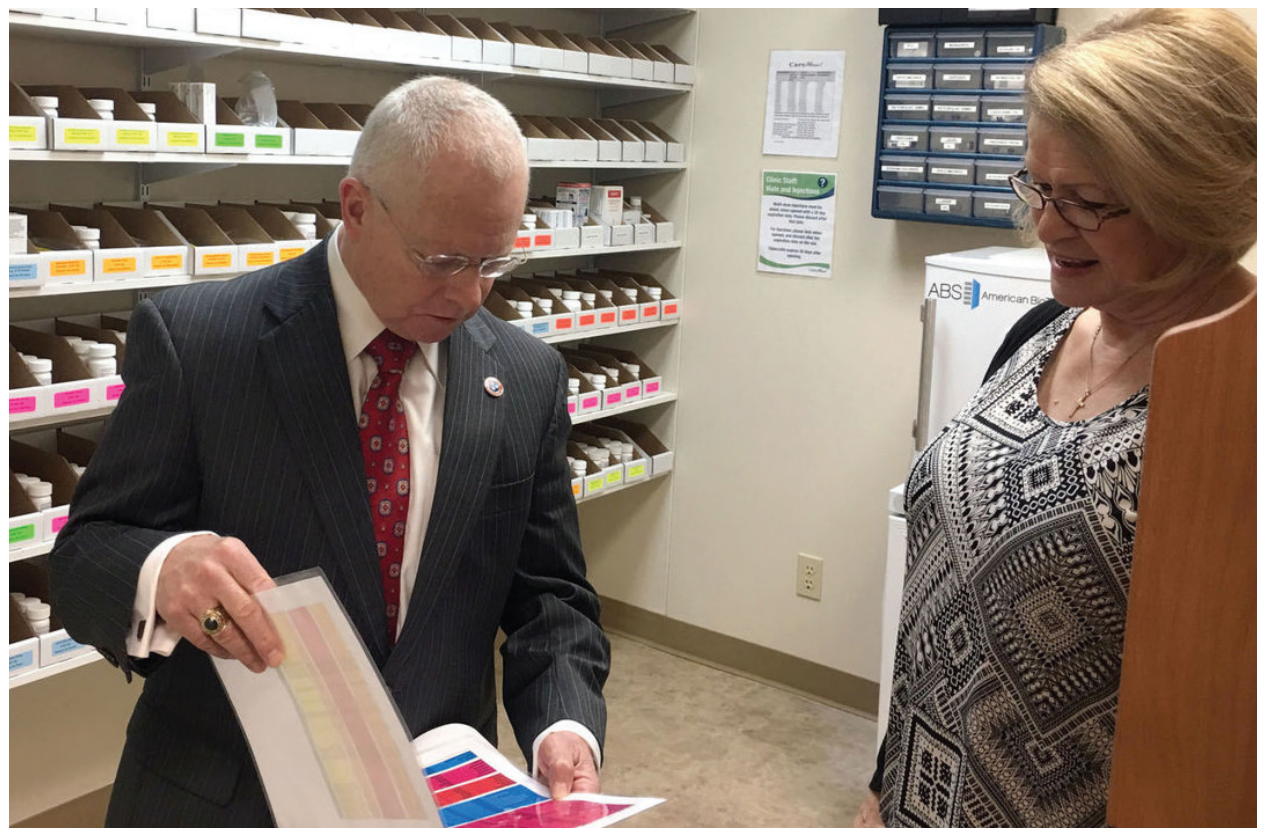
cal Incident/Hostage Negotiations Team.

Both of these teams work together to handle a variety of high-risk situations and are equipped with the latest in specialized gear including weapons and technology. The unit has received training in tactical operations, civilian and officer safety, weapons systems, light and sound distraction devices, tactical chemical agents deployment, methods of building entry, repelling, land navigation, surveillance, explosives, team medics, team tactics and operations.

Rex Barton, police management consultant with MTAS, described Dyersburg's police force as a "forward-thinking" agency.

"The department monitors trends in law enforcement to better identify training and policies that allow them to continue to deliver a high standard of services to the community," Barton said. "They began introducing Core Principles, Diversity Training, and the 'guardian mindset' in 2014, a full See **DYERSBURG** on Page 5

Excellence in Human Resources - Bristol



The city of Bristol has worked to provide municipal employees with a convenient medical clinic that helps cut health care costs but not the quality of care provided. Recruitment and retention of employees is a side bonus to the program.

New options for health and wellness, merit-based cost-of-living increases, and bridge benefits for public safety employees are just some of the ways Bristol's Department of Human Resources have worked to provide a better quality of life for city workers.

In recognition of the city's forward-thinking and progressive approach to human resources programs and the teamwork put into implementing these innovative plans, the Tennessee Municipal League presents the city of Bristol with an award for Excellence in Human Resources.

The city's "CareHere" Employee Health and Wellness clinic works to combat rising healthcare costs without cutting healthcare quality by providing on or near-site health clinics that provide priority care for city employees at these clinics, reducing out-of-pocket expenses to employees and dependents, and removing barriers that prevented employees and their dependents from having more accessible and affordable care. The program has also decreased costs to the city and helped with recruitment and retention of employees.

Bristol implemented a merit-based salary increase program in July 2016 in cooperation with the Municipal Technical Advisory

Service (MTAS). Performance ratings were converted into Z Scores that allowed the city to calculate percentile ranks for each employee. The amount of cost-of-living increase was then calculated based on each employee's ranking among other city workers.

The city also took advantage of a Public Safety Office TCRS Bridge Benefit enacted by the Tennessee General Assembly to provide additional benefits to Public Safety Officers such as police officers and firefighters. Bristol began exploring these bridge benefits in 2015 and conducted an actuarial study, completed in 2016.

Bristol was able to implement the bridge benefit program at neutral cost by using future pay increases for public safety employees and savings resulting from the retirement of senior public safety employees as the means of funding the program.

Pat Hardy, a municipal management consultant with MTAS, said the credit for these programs are due to the leadership of Human Resource Director Mary Lee Williams, working in concert with City Manager Bill Sorah and in conjunction with a superb city council, led by Mayor Chad Keen.

"Over the past few years, the city of Bristol has implemented

some of the most innovative and far-reaching human resource programs of any city I know," Hardy said. "As most people know, innovating is difficult. It is risky. But although innovation carries great risk, it can also carry great reward. To be successful at human resource innovation is especially challenging, because the lives and welfare of people - the city workforce - are at stake. And innovation cannot be achieved alone or in a vacuum. It requires the engagement and commitment of a team - including quality leadership and a top-notch administrative staff."

Additionally, Bristol continues to work on innovative projects to benefit employees. The city also conducted a classification and compensation study between 2016 and 2017 to ensure employees were being paid a marketable rate and ensure quality employees would be retained.

Through the study, the city firm performed a competitive market analysis of base salary, a peer compensation study, developed a salary structure, reconciled actual compensation with market competitive compensation, and calculated plan implementation costs. The recommendations are being evaluated as part of budget planning for Fiscal Year 2018.

Excellence in Community Planning and Development - Collegedale



This scale model of the Collegedale Commons project is the culmination of several years of planning and codes revisions. When completed, the area will offer residents a hub for neighborhood activities featuring a farmer's market, new community center, soundstage and music venue. The project was one of the many results of the city's overhaul of its master plan, design use ordinances, and landscape ordinance aimed at both beautification and creating a sense of community identity.

Officials with the city of Collegedale have been hard at work creating and overhauling planning and development plans and regulations to allow for future economic and community development in their community.

In honor of the hard work and dedication taken to update old planning guidelines as well as explore and craft new policies designed to guide future development in the municipality, the Tennessee Municipal League presents the city of Collegedale with an award for Excellence in Community Planning and Development.

Honna Rogers, a municipal management consultant with MTAS, said city officials have been hard at work to develop a variety of plans, ordinances, and other projects designed to make the area more physically attractive.

"The city has made great

strides in this area over the last several years," Rogers said. "These ordinances are upholding the local concept of 'attractive constraints.' By that we mean that a higher level of development standards creates an environment where successive projects uphold property values and provide a sense of assurance. Many regional and national retailers have commented that their Collegedale locations are the best looking they have seen."

The city updated its Comprehensive Land Use Plan for the first time in more than 40 years, implemented the Four Corners Master Plan produced in 1999, updated its Commercial and Multi-Family Use Design Ordinance adopted in 2011, and added updates to its 2011 Landscape Ordinance. The city's sign ordinance also received a major overhaul last year to accommodate

a wider range of sign types while still fostering a higher aesthetic standard.

These plans have helped with the development of the public-private partnership Collegedale Commons, which will feature a farmer's market, public use space, and performance center/amphitheater when construction is completed. Extensions to the Wolfcreek Greenway have also been incorporated into the city's plans.

In addition to updating design standards and practices, the city has begun a retail recruitment initiative that included the hiring of two full-time planners, in-house ARCGIS analysis, and the creation of an integrated land development process in the Economic Development Center, separate from city hall, that serves as a one-stop shop for economic development.

TML congratulates 2017 Achievement Award winners

Excellence in Public Works - Paris

When officials with the city of Paris found a flooding issue in its downtown, city leaders and members of the public works crews worked to not only address numerous infrastructure issues but also turn the space into a work of art.

Due to the efforts undertaken by city leaders and employees to not only repair but also revitalize an important piece of downtown infrastructure, the Tennessee Municipal League presents the city of Paris with an award for Excellence in Public Works.

In 2015, the downtown buildings adjacent to alleyways in Paris were experiencing issues with flooding in basements. The city evaluated the situation and decided to take numerous steps to not only repair the flooding but also address other issues.

Dana Deem, a municipal management consultant with MTAS, said the city found old clay drain pipes were collapsing underneath downtown, creating the flooding issues.

"As in most downtowns, some of these buildings are more than 100 years old," Deem said. "In addition, Paris has a very active downtown with a vibrant retail trade as well as service oriented businesses. This drainage problem

could have seriously impacted both economic development as well as historic preservation in the city's downtown if not addressed."

Work began in 2016 after extensive planning and coordination for the project involving multiple stakeholders and working to make sure the project had as little impact as possible. In addition to repairing the pipes, the city address paving in the alleys, removed obsolete overhead wires, repaired utilities showing wear and tear, and installed an MS4 storm drain system in the city.

The Paris Public Works Department carefully removed the asphalt from the alley rather than using jackhammers for fear the vibration would cause grave damage to these very old structures. Once the asphalt was removed, a drainage feature was installed off-site in a vacant city-owned lot where the water was filtered by a chamber system.

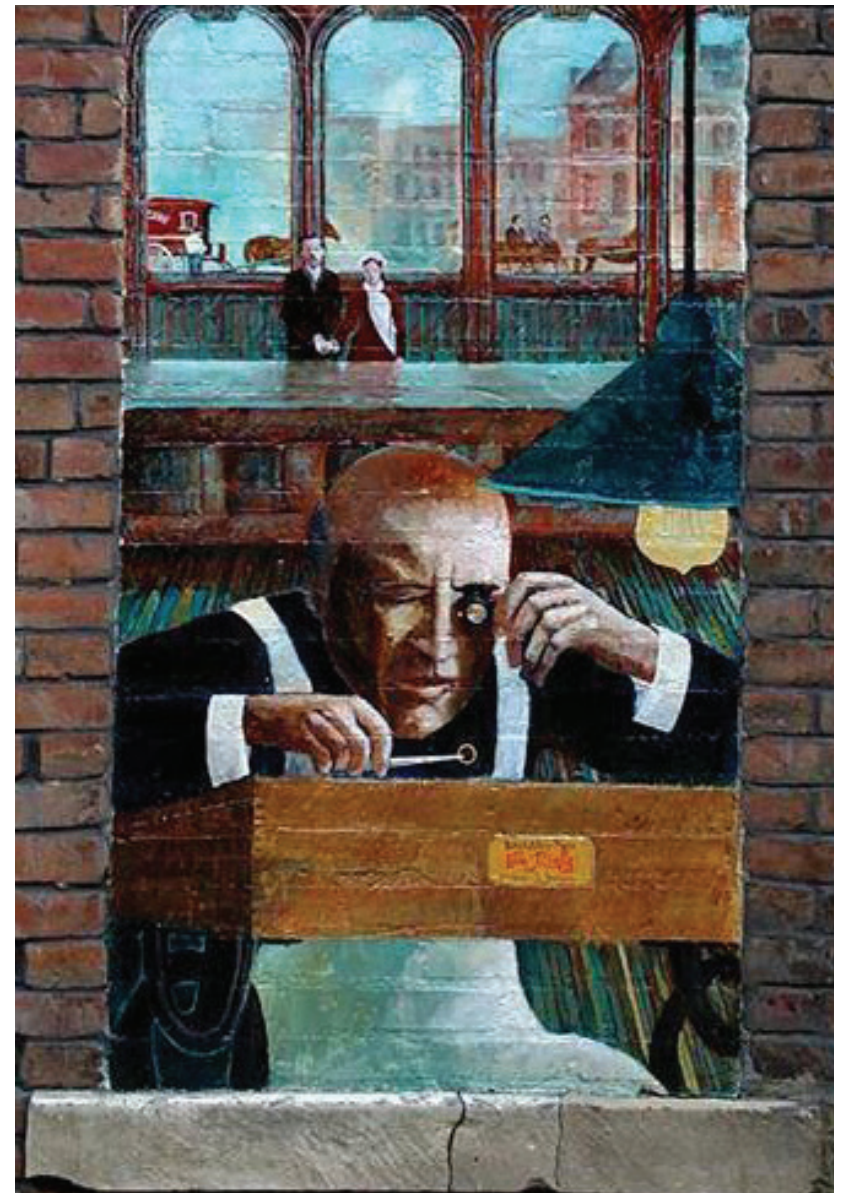
The project also gave the opportunity to upgrade utilities beyond the water and sewer system, allowing for the repair or replacement of electric, gas, cable, and telephone systems. To ensure future repairs would be less time-consuming, a system of utilities was placed in buried conduit to allow easy access.

"Coordination between construction and business owners was

paramount in order to minimize the disruption of retail business and offices affected," Deem said. "Without the cooperation of all the utility providers, private sector, business and building owners, city leadership and city employees, this would have never come to fruition."

With the infrastructure repairs complete, focus was turned to the aesthetics of the area. Prior to the alley construction, the city along with the Downtown Paris Association were planning the third phase of the "Back Alley Paris Project" into the alley where repairs were needed. When the improvements were completed, the project resumed to feature murals depicting local history, culture, and art using buildings as a canvas. With the success of this west alley project, the city looks to repeat the work on two more downtown alleys in coming months.

Right: A section from one of Paris' Back Alley Gallery projects, which put the finishing touches on a complete utility and infrastructure overhaul of the west alleys and surrounding downtown buildings.



Excellence in Parks and Recreation - Portland

Since its establishment in 1971, the Portland Parks and Recreation Department has worked to provide a variety of recreational services, programs, and special events for the community, even as the needs and desires of residents have changed over the years.

In recognition of municipal efforts to improve recreation and health opportunities for all citizens, the Tennessee Municipal League presents the city of Portland with an award for Excellence in Parks and Recreation Award.

Portland is home to two local parks – Richland Park and Meadowbrook Park – each with its own amenities and opportunities.

"The city of Portland Parks and Recreation Department provides a variety of recreational services, programs and special events for the community," said Gary Jaekel, a municipal management consultant with MTAS. "The city strives to identify the needs and desires of all citizens, and provide services that will improve quality of life, protect the environment, and improve the aesthetics of the community."

Richland Park is home to a community center, gymnasium, public swimming pool, paved and lighted hike and bike trail, soccer fields, football fields, baseball fields, softball fields, lighted basketball court, picnic shelters and playgrounds. The city has added free Wi-Fi for visitors.

Notable improvements to Richland Park in recent times include a new mountain bike trail, nature



Meadowbrook Park in Portland is home to a local greenway, picnic shelter, sports courts and skate park. The city has recently undertaken improvements to both Meadowbrook and Richland parks including new lighting on walking paths and sportsfields, upgraded facilities, and a milkweed garden at Richland Park, which is also home to a community center featuring a gymnasium, swimming pool and various ball fields.

walking trail, and milkweed garden as well as improvements to playground equipment with the addition of handicap-accessible swings and playground apparatus, installation of LED lighting on walking trails and sports fields, as well as adding security cameras in strategic locations.

Meadowbrook Park is home

to a walking trail, picnic shelter, basketball court, tennis courts, and skate park. Recent improvements to the park include new lighting for a number of fields for soccer and baseball/softball, along with upgraded facilities including concession buildings. The city has also added a new dog park.

"The city's Board of Mayor and Aldermen have worked together with city staff to identify potential opportunities to expand the variety and types of activities that the city offers in their park system, to improve the livability of the city as well as improving the quality of life for all of the residents of Portland," Jaekel said.

Progressive Leadership Award - Townsend

Originally chartered as a railroad town, Townsend now boasts itself as the "Quiet Side of the Smokies," serving as the entrance point to Cades Cove in the Great Smoky Mountains National Park and offering its less than 500 residents and more than 5 million annual visitors a chance to enjoy the surrounding natural beauty.

To maintain the quality of life and peaceful surroundings both residents and visitors have come to expect, municipal officials have been hard at work behind the scene with the recent undertaking of renewing Townsend's municipal code and charter.

For the hard work and dedication city leaders and staff have shown to ensure the city's code and charter can guide Townsend toward the best future possible, the Tennessee Municipal League presents the city of Townsend with an award for Progressive Leadership.

"The governing body for Townsend, and its staff, have been grinding away at the things that most folks do not seem to know much about, but that have a huge impact on citizen life. These things are the charter and the codebook," said Margaret Norris, a MTAS municipal management consultant. "Countless evenings and hours were spent at the municipal building

code reading every page and every paragraph so that the governing body would 'get it right' for their citizens."

Because of Townsend's unique position as both a permanent home for some and a favorite vacation spot for others, city leaders took into account the needs of various groups when redefining the code and charter including full-time residents, business owners, property owners, renters, campers, and other visitors to the area.

The result of these efforts included new zoning ordinances that will help positively shape and grow the city in the future, new stormwater regulations to protect businesses and properties, a new city logo, review of the public river access points, and providing landscaping for businesses along East Lamar Alexander Parkway. All of these projects were done in conjunction with revisions of the city code and charter.

"While the fruit of their efforts won't result with pictures in the newspaper, what they have done does deserve recognition and accolades for their diligence and sticking with it until they finished with the last page," Norris said. "This was not glamorous work, but it was good, solid government work."



Most think of Townsend as a quiet gateway to the natural beauty of the Smokies, but few know about the hard work that goes on behind the scenes to make everything run smoothly for residents, visitors, and business owners. City leaders sought input from these stakeholders and more when creating new zoning ordinances, a new logo, review of public river access points, and stormwater regulations designed to guide future development.

GERMANTOWN

from Page 4

ing the heartbeat and breathing in a pulseless, non-breathing patient," Wolf said. "According to a study by the Centers for Disease Control called CARES (Cardiac Arrest Registry to Enhance Survival), the average return of spontaneous circulation rate for a pulseless, non-breathing patient who experiences an out-of-hospital cardiac arrest is 30.1 percent while Germantown's rate is 55 percent."

Creating local ambulance service through the fire department has also provided Germantown with additional benefits. The number of on-duty firefighters has increased, provided internal accountability and control, provided more efficient use of tax dollars for services provided, provided a greater return on invested training dollars for personnel, consolidated hazard and emergency response capabilities, maintained standard of care, saved in fuel and maintenance expenses, and achieved several other local goals.

"The commitment and dedication of Chief John Selberg, the Germantown firefighters, and the Germantown Board of Mayor and Aldermen have accomplished this mandate by improving fire and emergency medical services delivery, improving firefighter safety, and they truly deserve recognition for their efforts," Wolf said.

DYERSBURG from Page 4

two years before it became a national trend. The Dyersburg Police Department instituted Crisis Intervention Training in 2010. They first introduced a formal "Response to Resistance" program including de-escalation techniques in 1999 and instituted an updated approach to de-escalation training that better addresses the expectations of modern society in 2017."

The Dyersburg Police Department has been accredited with the Commission on Accreditation of Law Enforcement Agencies (CALEA) since the 1990s as well as by the Tennessee Law Enforcement Accreditation Program and recently received its third TLEAP accreditation.

The department not only focuses on best practices on the beat but also in the home. Barton said the department brought in a nationally recognized consultant, specializing in developing strong police families, meaning the "work family" and the "home family."

"The consultant presented to the entire department on two consecutive days and to the officers and their families on a Saturday morning," Barton said. "The response from often cynical police officers has been overwhelmingly positive. Helping police officers stay positive in a difficult social environment is crucial in delivering professional services to the citizens of Dyersburg."

TML congratulates 2017 Achievement Award winners

Small City Progress - Harriman

Through years of investment, reorganization, and developing and carrying out new strategic plans, the city of Harriman has worked to come back from the recession and prepare for new prosperity and progress.

In honor of the efforts city leaders have taken to grow the city's economic future, expand parks and recreation offerings, invest in local infrastructure, and promote the city's public image, the Tennessee Municipal League recognizes the city of Harriman with an award for Small City Progress.

Warren Nevad, a municipal management consultant with MTAS, said the city began working to reorganize its charter by committee in 2014, hiring its first city manager that year.

In 2015, a strategic planning session with MTAS helped the city narrow down its strategic plans into three areas of emphasis: street maintenance, recreational program growth, and improving public image. The city worked to achieve these goal without increasing property taxes.

Nevad said the city was still working to recover from the economic recession and felt investing in these areas would spur economic growth.

"Investment in street infrastructure had not occurred at a meaningful rate since 2009," Nevad said. "City leaders acted quickly to secure \$2 million for paving. At the same time, staff began to grade every street in the city to determine where maintenance was needed the most. Through

additional funding sources, the project budget grew by 10 percent and went to construction in 2016. With approximately 75 percent of the work complete by year end, the balance is expected to be finished during 2017."

During the recession, the city worked to reduce costs by combining the positions of parks and recreation director and public work director, as well as made other staff cuts due to stagnated services.

The city again split the parks and recreation and public works director positions and began to expand existing programs as well as add new ones into the parks and recreation department. A Recreation Advisory Board made of local residents and program users was also created to help guide further development.

To help develop the city's image, a special events and public relations coordinator was hired. This position works to oversee the annual Hooray for Harriman Festival, Christmas Parade, seasonal car shows, and the seasonal farmer's market held at a city park as well as new events such as an annual chili competition, a cobbler competition, and a breakfast with Santa Claus. Additionally, a partnership with several local churches has resulted in an indoor Halloween "Trunk or Treat" concept held inside the vacant hospital building owned by the city.

The city has also work with the Harriman Industrial Development Board to implement a program called Prospect 14, which aims to refurbish vacant buildings following the relocation of the local



Leaders with the city of Harriman have been working for several years to make their community more attractive to businesses both big and small. Some of these efforts include a \$2 million paving and resurfacing project, developing new recreation opportunities and hiring a special events and public relations coordinator to help attract visitors and shoppers to community events and business districts. A new program is also working to help refurbish vacant downtown buildings to help bring business back to the city's central business district.

hospital.

"This program allowed private individuals to submit proposals to the board for development of the 14 vacant properties," Nevad said. "If approved, ownership would be transferred to the private entity at an incentivized price for development of the property under an agreed upon scope of work. The result has been about 50 new residents in the Central Business District and new businesses such

as medical offices, a financial investment firm, and miscellaneous retail shops. To date, 13 of these buildings have been transferred to private ownership. Proceeds from the sale of these properties have been donated back to the city and dedicated for purposes such as paving and beautification."

The industrial development board also recently approved a PILOT agreement with a private company to purchase a Section 8

housing complex built about 40 years ago. An agreement maintains the current revenue from property taxes generated by these properties to the city but temporarily waives property taxes on the improvement value. As a result, the city was able to facilitate an \$7 million private investment in the housing complex. The project is under construction with an estimated budget of \$50,000 in improvements scheduled for each of the living units.

Small Town Progress - Chapel Hill

As part of long-range plans to improve services and livability, officials with the town of Chapel Hill have been working consistently through the past three years on a variety of projects ranging from a sanitary sewer system upgrade, development of a new city park and greenway, a replacement of all street signs, and various other capital improvements projects.

In recognition of municipal efforts to improve the town's infrastructure, quality of life and economic potential, the Tennessee Municipal League awards Chapel Hill with a Small Town Progress Award.

Jeff Broughton, a MTAS municipal management consultant, said the Chapel Hill Board of Mayor and Aldermen outlined several goals for the town in November 2014, including \$1 million in improvements to the sanitary sewer system. The project both opened up new areas for development and tripled the capacity of the sewer collection system.

"This improvement will in turn utilize unused capacity at the wastewater treatment plant and create economies of scale to fund future sewer projects,"

said Broughton. "The town also received grant funding to rebuild the primary sewer lift station, and created a comprehensive plan for collection system improvements, and also examined potential ways to meet potable water supply demands as the town is operating its water plant at full capacity and is required to supplement supply by purchasing water."

In addition to this expansion, the town upgraded its primary water well pump and controls to gather data needed to make daily operational decisions and for future water supply decisions.

As part of this process, 98 percent of the water meters in the town were replaced. A comprehensive water system leak detection survey also helped discover and repair many leaks helping to raise the water audit validity score by 11 points.

A second objective was to develop parks and recreations opportunities. This began with a walking track at the park on Depot Street that soon grew into a larger pedestrian connectivity plan for the town. Chapel Hill has secured grant funding to produce a bike and pedestrian plan coinciding with land

use and economic development planning.

"The plan also includes a greenway to eventually link the town with Henry Horton State Park to capitalize on each other's resources," Broughton said. "This land use and economic development plan will also serve as an element for new comprehensive plan being developed. The town also partnered with United Communications and Henry Horton State Park to provide direct fiber infrastructure to the park, making it one of the few, if not the only state park to have access to gigabit fiber."

The town has also undertaken a variety of capital improvement projects to address needs for streets, utilities, parks, buildings and equipment's. As part of this, the city replaced all street signs, updated personnel policies, conducted a classification and compensation study, certified the town's volunteer fire department at the EMT level, invested in contemporary traffic signal design, and replaced older vehicles and equipment used by a variety of town departments. All of these objectives were achieved while maintaining financial, fund balance goals, and low debt levels.



A city employee works on sewer upgrades as part of the major sanitary sewer system overhaul conducted by the town of Chapel Hill. The sewer project, creation of a new city park with greenway, and replacement of street signs are among the capital improvements projects recently undertaken by the town.

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MTAS Executive Director Jim Thomas to retire after 40-year career

BY KATE COIL

TML Communications Specialists

Jim Thomas, the executive director of the Municipal Technical Advisory Service's (MTAS), will be retiring from his position after 30 years of public service and a career history spanning more than 40 years.

Thomas' last day with MTAS will be June 30. He said retiring from MTAS is the perfect way to end his time on the career ladder.

"I cannot think of a better way to end my career than by working for an agency that I have an incredible amount of respect for," Thomas said. "I have developed some very professional relationships within this organization that have cultivated into some really strong personal relationships. I consider most, if not all, the MTAS employees to be close personal friends as well as professional friends."

Thomas earned a bachelor's degree in – in 1973 and later a master's in – in 1975, both from the University of Tennessee Knoxville. He worked as a mill manager

for Fountain Creek Mills in Columbia for a year after graduating with his master's and then as a production supervisor with Oscar Mayer Foods, Inc., before taking his first government job with the Tennessee Department of Agriculture in 1978. Thomas said he didn't consider going into public service until he began his work with the Department of Agriculture.

"When I was growing up and in high school, my after school and summer activities all focused around horses," he said. "When I went to college, I enrolled in the college of agriculture. I had thoughts of veterinary medicine, but those changed during my undergraduate years to focus more on a specialty in animal nutrition. Public service wasn't an interest, but it quickly became an interest when I went to work for the state Department of Agriculture." During his tenure with the Department of Agriculture, Thomas served as director of two major regulatory, consumer protection and agriculture promotion divisions, administered federal and state



Jim Thomas

cooperative regulatory and promotional programs, and represented the department during emergency and disaster events.

He returned to the private sector in 1985, working first for Pen Holdings, Inc. in Brentwood until 1996 and then for TrustMark Financial, Inc., in Brentwood until 1999. Meanwhile, he was taking on roles in the city of Goodlettsville, appointed the city's planning and zoning commission from 1993 to 1999 and as elected to the Board of Commissioners from 1996 until

1999. This was also when Thomas first encountered MTAS.

"The longer I was with the city, the longer and more numerous those relationships were," Thomas said. "I got to see how helpful MTAS was to my city and later to me as a city manager."

In 1999, he was selected as assistant city manager for Goodlettsville and served in that capacity until 2004, when he was given the title of city manager. Thomas served as Goodlettsville city manager until 2011, at which time he was chosen as the executive director of MTAS. Being able to provide municipalities across the state with the same services he enjoyed as a city manager is what Thomas said makes his job worthwhile.

"I derive my satisfaction for the job when a city asks for help and, even if we can't respond immediately, we go to work to see how we can help," he said. "I take great satisfaction from seeing a critical or expensive problem being resolved, whether it is part of an over-arching issue for an entire city or a particular department within

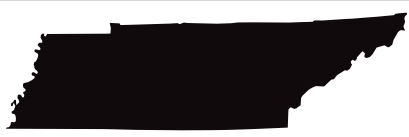
a city government. I have a lot of satisfaction seeing our staff – every one of whom is just incredibly talented – pool their collective talent and knowledge."

Thomas said he is also grateful for the support MTAS receives from other organizations like the Tennessee Municipal League, the Tennessee State Comptroller's Office, Tennessee Municipal Attorneys Association, Tennessee Government Finance Officers Association, and others.

For those getting into public and government service for the first time, Thomas also had some words of advice.

"Question absolutely everything so that your own inquisitiveness will help you learn more and more about everything," he said. "When I started out on the planning commission, I was dumb as a rock. There was a guy who had been on the commission forever, and some of the best experiences I had was just getting a cup of coffee with him and asking questions. Ask questions and don't take 'that's just the way it is' for an answer."

STATE BRIEFS



Tourism in Tennessee has marked another year of record-setting growth with 110 million people visiting the state in 2016 and a 4.4 percent year-over-year increase. The state's \$18.4 billion tourism industry is one of the top ten states for domestic travel in the U.S. for the third consecutive year. Approximately 80 percent of the state's visitors were leisure travelers, an increase of 5.1 percent over 2015. Overnight stays by leisure travelers also grew 5.2 percent.

The Tennessee Department of Agriculture Division of Forestry is now accepting urban forestry tree planting project proposals through the Tennessee Agricultural Enhancement Program (TAEP). Local governments, private non-profit organizations and educational institutions are eligible to apply. TAEP offers a 50/50 matching cost-share program for tree

planting on public property, rights-of-way, and private non-profit land and covers half the cost of trees and shipping, contracted planting, mulch, tree-watering bags, tree labels and acknowledgement signs. Proposals must be received in TDA's Division of Forestry office in Nashville by 4:30 p.m. CDT on June 23. Find more information at <http://tennessee.gov/assets/entities/agriculture/attachments/AgForInfopak.pdf>

Tennessee has seen an increase in business filings for the first quarter of 2017. The number of new business filings in the first quarter of the year increased by 8.7 percent over the same period in 2016, according to the Secretary of State's Office. The state's employment growth also outpaced the nation by 2.2 percent in March with the largest gains in the construction and tourism industries.

TDOT announces three-year transit plans

Tennessee Gov. Bill Haslam and Tennessee Department of Transportation Commissioner John Schroer released TDOT's annual three year transportation program, featuring approximately \$2.6 billion in infrastructure investments for 101 individual project phases in 40 counties, as well as 15 statewide programs.

The three-year program is more robust than previous years, due to funding increases through the IMPROVE Act, which is projected to raise an additional \$150 million to meet the state's infrastructure needs in FY 2018.

This increase, combined with \$120 million repayment to the highway fund, provides the necessary funds to move several backlogged and new transportation projects forward in the first year of the program.

Those include:

- **Blount-Knox Counties, US 129 (SR 115/Alcoa Highway)** Widening from SR 35 to proposed interchange at Tyson

Boulevard Widening from North of Little River to North of Maloney Road

- **Davidson County, I-440** Pavement rehabilitation and safety improvements from I-40 to I-24
- **Hamilton County, I-75** Reconstruction of interchange at I-24
- **Shelby County, US 78 (SR 4/Lamar Avenue)** Widening from Mississippi state line to south of Shelby Drive

"The IMPROVE Act is a comprehensive, conservative and responsible plan that directly addresses how we fund our roads and bridges for the first time in 30 years. Many of these projects would not have moved forward for several years without this additional infrastructure investment," Gov. Haslam said. "With this additional funding, TDOT can keep our transportation network safe, reliable and debt-free for the next generation of Tennesseans while spurring

economic growth in communities across the state."

The IMPROVE Act also identifies 526 locally owned bridges across Tennessee. With the new funding in place, TDOT has included a new funding category for the High Priority Bridge program in its overall budget. A delivery schedule for those bridges should be complete in the near future.

In addition to the 2018 budgeted program, partial plans for 2019 and 2020 are included, along with funding for 15 transportation programs including Rockfall Mitigation, Spot Safety Improvement, and the statewide HELP Program. The program also provides funding for transit agencies in all 95 counties, as well as Metropolitan and Rural Planning Organizations.

To view a complete list of projects and programs funded through the 2018-2020 three-year multimodal program, visit [http://www.tn.gov/assets/entities/tdot/attachments/Three_Year_Transportation_Plan_\(FY_18-20\).pdf](http://www.tn.gov/assets/entities/tdot/attachments/Three_Year_Transportation_Plan_(FY_18-20).pdf).

Library and Archives grants help preserve local government records

Libraries, archives, and historical societies across Tennessee have received funds to help preserve government and non-government records and allow the public better access for researching these historical resources.

Secretary of State Tre Hargett's office oversees the Tennessee State Library and Archives, which recently announced grants aimed at developing archives, a one-time grant to purchase microfilm readers and scanners, and federal funds to help maintain archives from the National Historical Publications and Records Commission, a division of the National Archives.

Adam Ghassemi, director of communications for the Secretary of State's office, said the grants can work to make municipal and county government records more accessible as well as preserve important pieces of local heritage.

The first category of grants are Archives Development Grants, which are given to government entities and then non-government non-profits that holds important historical archival collections as funds allowed. Archives Development Grants do not exceed \$7,000 and no match is required. A total of \$65,850 worth of these grants were awarded to 18 organizations across the state.

"To apply under the government category, an organization must be the official repository of county or municipal records," Ghassemi said.

Funded through the National Archives, the NHPRC State Board Programming grants provide a maximum of \$5,000 with no matching funds required. A total of \$29,774 of grant money was awarded to 10 organizations throughout the state through this program.

"The grants are administered by the Tennessee State Library and Archives and recipients are determined by the Tennessee Historical Records Advisory Board," Ghassemi said. "State Board Programming Grants are available to all not-for-profit organizations within

Tennessee that maintain historically significant archival collections."

Finally, the Microfilm Reader/Scanner Grants were a one-time, Secretary of State funded grant to assist organizations in the purchase of microfilm reader/scanners with digital capabilities. Organizations which hold official county records on microfilm were eligible to apply. The maximum award was \$4,150 with a 50 percent match required. A total of \$71,355 was awarded to 18 organizations in Tennessee through this program.

The Moore County Archives in Lynchburg received \$4,150 through the grant program while the Cleveland-Bradley County Public Library in Cleveland and Fayette County Archives in Somerville, and Hickman County Ar-

chives in Centerville each received a grant of \$4,100. The Carroll County Historical Society in McKenzie, Franklin County Library in Winchester, Elma Ross Public Library in Brownsville, Charles Ralph Holland Memorial Library in Gainesboro, Marshall County Memorial Library in Lewisburg, Maury County Archives in Columbia, Perry County Historical Society in Linden, and Stokely Memorial Library in Newport each received a grant of \$4,090.

The Monroe County Archives in Madisonville and Morgan County Archives in Wartburg each received a grant worth \$3,697 with the government of Anderson County receiving a \$3,128 grant for microfilm readers or scanners.

NHPRC State Board Programming Grants

Organization/Location	Amount	Purpose
Friends of Tennessee State Parks - Nashville	\$4,600	Processing state park photographs, documents and slides
Historic Rugby, Inc. - Rugby	\$\$,4250	Digitization and conservation of Rugby's Board of Aid to Land Ownership letterbooks
Highlander Research and Education Center - New Market	\$1,500	Records processing
Johnson County Public Library - Mountain City	\$4,500	Contract archivist to process archival collections
Martin Methodist College Library - Pulaski	\$2,000	Digitization, archival materials for rehousing school documents
Cleveland Bradley Regional Museum - Cleveland	\$3,000	Digitization, rehousing of archival collections
Pink Palace Museum - Memphis	\$3,500	Processing and digitalization of Civil War documents
Tennessee Conference of the United Methodist Church - Nashville	\$4,500	Archivist to process closed church records
Trevecca University Library - Nashville	\$1,600	Digitization of newspapers
University of Memphis Special Collections - Memphis	\$1,324	Rehousing Lt. Gov. John Wilder collection

Archives Development Grants

Organization/Location	Amount	Purpose
Blount County Register of Deeds - Maryville	\$5,000	Scanning of selected bound volumes for preservation
Blount County Archives - Maryville	\$5,000	Mobile shelving units for storage of county records
Cleveland/Bradley County Public Library - Cleveland	\$510	Dehumidifier
Dyer County Archives - Dyersburg	\$4,500	Shelving, boxes, legal folders
Fayette County Archives - Somerville	\$7,000	Shelving, folders, boxes, supplies, environmental monitoring devices, scanner, and a computer
Hamilton County Records Management - Hixon	\$6,500	Shelving and plastic sheeting to cover shelving units susceptible to water damage
Hardeman County Archives - Bolivar	\$1,950	Archival materials, folders, boxes
Hickman County Archives - Centerville	\$810	Dehumidifier, mylar sleeves,
Houston County Archives - Erin	\$4,500	Flat map cabinets
Johnson County Archives - Mountain City	\$7,000	Archival supplies for processing/rehousing records
Lewis County Archives - Hohenwald	\$2,010	Archival supplies for processing/rehousing records
Madison County Archives - Jackson	\$5,200	Shelving, archival boxes, folders
Maury County Archives - Columbia	\$3,475	Archival folders, filing cabinets, rehousing records
Monroe County Archives - Madisonville	\$1,325	Archival folders and mylar enclosures
Moore County Archives - Lynchburg	\$1,720	Archival supplies, freezer to protect against infestations
Morgan County Archives - Wartburg	\$5,500	Shelving, archival boxes, folders
Trousdale County Archives - Hartsville	\$2,600	Computer, printer, scanner, folders and software
Wilson County Archives - Lebanon	\$1,250	Acid-free folders



CLASSIFIED ADS

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

CITY COURT CLERK

LA VERGNE. The city of La Vergne Human Resources Department is accepting employment applications for a city court clerk. Responsible for the overall operation of the La Vergne City Court, including data collection and interpretation, case flow management, records management, clerical and administrative support services. Performs the duties of Clerk of the Court in compliance with state regulations as directed by the city administrator/city recorder. Must have a minimum of two years experience in a court situation, such as court clerk, bailiff, legal secretary, or court reporter, and have experience with office procedures. Must have or quickly acquire an understanding and application of court procedures, functions, and purpose. Must acquire and maintain professional knowledge relating to the legal environment and operations of the Municipal Court. Please visit www.lavergnetn.gov to review the job posting and complete an online employment application for consideration for this position. Rate of Pay: \$17.01 hourly. Open until filled. EEO/Drug Free Workplace.

CITY MANAGER

LOUDON. The city of Loudon is seeking applications for a skilled manager to lead its dynamic city operations. The desired candidate will be a proven manager with excellent communication and problem solving skills. A bachelor's degree in engineering, public administration, business administration or a related field is preferred. Ideally the candidate will possess a minimum of five years of experience in upper level city administration. The position reports to the city mayor and a five person Utility Board of Directors. The city of Loudon employs a staff of more than 150 in utilities, including electric, gas, water, and wastewater as well as police, fire, parks and recreation, and public works. The city of Loudon offers a competitive salary and complete benefits package including participation in the Tennessee Consolidated Retirement System. Please email your resume and salary requirements to: John Canada at john.canada@loudonutilities.org. EOE

ECONOMIC DEVELOPMENT DIRECTOR

PULASKI. The Pulaski Giles County Economic Development Commission, is seeking candidates for economic development director, following the retirement of the previous director. The board of the Economic Development Commission seeks a dynamic leader for this opportunity to direct an organization that supports the retention and expansion of Giles County's businesses and the attraction of new businesses. Candidates must have any combination of education and/or experience that has provided the knowledge, skills, and abilities necessary for satisfactory job performance. A bachelor's degree in public/business administration, urban planning, economics, marketing, finance or related field is preferred. Must have considerable knowledge of business development, community, and economic development. Must have a working knowledge of local zoning and infrastructure. Must have the ability to communicate effectively to groups and individuals, engineers, architects, contractors, developers, businesses, and the general public. Must have the ability to establish good working relationships with other organizations and economic development practitioners. Must have the ability to prepare and analyze reports and data, and have skill in the operation of necessary tools and equipment, i.e. computer, word processing, spreadsheet software, social media, online documentation and general office equipment. Please send resumes with a minimum of three professional and three personal references by June 16, 2017, to Pulaski-Giles County Economic Development Commission, Attention: Personnel Committee, 203 South First Street, Pulaski, TN 38478. EOE

FIRE CHIEF

ARLINGTON. The town of Arlington is seeking a motivated and committed fire professional to serve as the town's fire chief. Under the direction and supervision of the town administrator, the chief plans, directs, coordinates, and evaluates the firefighting, prevention, safety, EMS, inspection, and fire service activities for the town of Arlington. Must have the ability to supervise, manage, direct, coordinate and affect confidence in fire department personnel. The chief will also support community education efforts and represent the department on a local and regional basis. The Arlington Fire Department provides fire suppression, rescue, EMS, prevention, and inspections; is staffed with 16 full-time employees and a volunteer program, responding from one station. The department currently holds a Class 3 ISO rating. Requirements include four years of college with course concentration in fire science, public administration, business management, or closely related field; Certification as an Emergency Medical Technician or higher, and Executive Fire Officer (EFO) graduate from the National Fire Academy, preferred; 15 years of fire service experience with eight years of progressively responsible administration and supervisory experience in fire service, EMS and life safety emergency response work, Community Risk Reduction, or equivalent experience. A complete job description and application can be found at www.townofarlington.org. Applications will be received in the office of the Town Recorder at Bowens@townofarlington.org or Town of Arlington P.O. Box 507, 5854 Airline Road, Arlington, TN 38002, until the position is filled. Salary range begins at \$60,000 and tops at \$90,000. EEO/Drug Free Workplace.

FIRE and EMERGENCY SERVICES CONSULTANT

MTAS. The University of Tennessee Municipal Technical Advisory Service is

accepting applications for a fire and emergency services consultant in its Nashville or Knoxville office. The consultant provides technical advice and assistance on a wide range of fire management, emergency medical service, and other emergency service issues to Tennessee municipal officials. Duties include: consulting; developing service and equipment proposals; conducting staffing, organizational, and fire station location studies; making personnel recruitment and selection recommendations; and developing and instructing technical classes. Requires a bachelor's degree or equivalent in public administration, fire science, and fire administration, emergency management or related fields. A master's degree in a related field of study is preferred. Graduation from the Executive Fire Officer (EFO) program at the National Fire Academy is also preferred, and research conducted as part of the EFO may be reviewed. Requires five years experience with fire or emergency services departments, preferably in a position comparable to chief or assistant chief. Experience with EMS delivery in the fire service, and experience working with a city manager, mayor, and other elected officials is desirable. Must be experienced in emergency management and response planning. Must have and maintain a valid driver license and insurance. This position requires extensive travel with overnight stays to municipalities across the state to deliver on-site consultation and training. Salary is based on professional experience and qualifications. Applicants must apply electronically and attach a cover letter, resume and three references with contact information. Apply at <http://humanresources.tennessee.edu/recruitment/> EOE.

MUNICIPAL COURT SPECIALIST

MTAS. The University of Tennessee Municipal Technical Advisory Service is accepting applications for a municipal court specialist in its Knoxville or Nashville office. The municipal court specialist provides training, continuing education, and technical assistance to court clerks and other appointed and elected officials, developing lesson plans and delivering training in a classroom setting. The position concentrates on one-on-one and regional field-based training; it provides onsite instruction and training in the operational processes of municipal courts and also includes researching and drafting informational documents on municipal issues. Works with the training team by producing and facilitating classes as requested in addition to providing technical assistance to MTAS consultants to support their work with cities. Applicants should have a practical knowledge and understanding of the problems faced by municipal court officials. Requires a master's degree in public administration, criminal justice, or a closely related field. A law degree is preferred and at least two years employment in court administration, local law enforcement or a law department preferably as a court administrator, state or city attorney, city prosecutor, or senior administrative police officer. Prefer training experience. Ability to communicate effectively with both experienced municipal court officials and with city officials who may be new to court operations. Must have and maintain a valid driver's license. This position requires extensive travel to municipalities across the state to deliver on-site consultation and training. Salary is based on a combination of professional experience and qualifications. Applicants must apply electronically and attach a cover letter. Applicants are also requested to attach a resume and three references with contact information. Apply at: <http://humanresources.tennessee.edu/recruitment/> EOE.

PARK & RECREATION DIRECTOR

ELIZABETHTON. The City of Elizabethton is seeking a Park & Recreation Director to manage the City's recreation department and park facilities by providing recreational services and programs to the community. Bachelor's degree in recreation management or related field and three years supervisory experience or equivalent combination of education and experience. Excellent public relations, organizational and computer skills are required. Salary range is DOQ with an excellent benefits package. You may apply on line at elizabethton.org or at Human Resources—136 S. Sycamore Street, Elizabethton, TN 37643. Applications must be completed and will be accepted until position is filled. EOE

PARKS & RECREATION DIRECTOR

MUNFORD. The city of Munford is seeking applications for director of Parks and Recreation. Responsibilities include but are not limited to: creating, scheduling, marketing and supervision of sports and other programs, activities and events for all ages, supervision and management of all parks property and facilities, financial oversight and management of the department's budget and assets, and provide leadership to a community oriented Parks and Recreation department that operates seven days a week. Qualified candidates should have at least three years' experience in recreation program delivery and facility management, two years' experience in management and supervision of personnel, a degree from an accredited four-year college or university and studies in parks, recreation or related fields are a plus. Ideal candidate possesses excellent writing and verbal communication skills, problem solving abilities, ability to work collaboratively, an understanding of the unique role that parks and recreation plays to a diverse population and is a self-starter. A detailed description of the position is available at www.munford.com. Interested candidates should submit a letter of interest and resume to mpinner@munford.com.

POLICE CHIEF

ATHENS IS SEEKING applications for a chief of police. The ideal candidate will be a solution oriented, experienced law enforcement professional who is dedicated to providing exceptional service to our city through excellence in performance, teamwork, innovation, training, and dedication to our

community and its residents is the ideal candidate for this position. The chief of police is responsible for delivering safe professional police services to our community, collaborating with community organizations to promote department activities, and fostering positive community relations to ensure the best quality of life for our citizens and visitors. The chief of police is responsible for the protection of life and property in the city while being a strong fiscal administrator. The chief assists in developing and overseeing the department's budget and controls and monitors expenses within budget parameters. The police department is currently staffed with 32 full time POST certified positions, and two support staff positions. The successful candidate will be a POST certified officer and have at least five years of command-level experience. Qualified candidates should be a legal resident of the state of Tennessee with a valid TN driver's license; achieved a current command staff rank of captain or greater; or its equivalent in a municipal, county, or state law enforcement agency in Tennessee; obtained a bachelor's degree, with a master's degree preferred, from a regionally accredited college or university; a graduate of the FBI National Academy, Southern Police Institute or similar police executive management school preferred. The ideal candidate will have excellent written and verbal communications skills. The candidate will convey a sense of stability; inspire confidence, respect, trust and a sense of mission, and maintain a good working relationship with other area law enforcement agencies. The chief of police position is an at-will, exempt employee reporting directly to the City Manager. The city of Athens is an Equal Opportunity Employer. Resumes are accepted until June 30 at 5 pm, E.D.T. Submit a cover letter and resume in person or by mail to: City of Athens, 815 N. Jackson Street, Athens, TN 37303, ATTN: Nina Edmonds, HR Director. Resumes may be submitted electronically to nedmonds@cityofathens.tn.com.

POLICE CHIEF

DRESDEN. The city of Dresden is seeking applications for Chief of Police. This position is responsible for the planning, organizing and directing of all activities of the Police Department. The applicant should have at least five years full-time law enforcement experience with minimum of two years in supervisory position. Be currently certified as a law enforcement officer in Tennessee, or fully eligible to become immediately certified. Must meet all mental and physical requirements to be certified as a law enforcement officer in Tennessee and as an employee of the city of Dresden. Must pass a current physical, medical examination and drug test. Must demonstrate ability to lead the Dresden Police Department and develop the department into a department that follows community oriented policing principles. A job description and application may be obtained at Dresden City Hall. Applications should be submitted by Noon on Friday, July 7, to: City of Dresden; Attn: City Recorder; 117 West Main St.; Dresden, TN 38225

POLICE CHIEF

RED BANK. The city of Red Bank is accepting applications for a full-time police chief. Under the direct supervision of the city manager, the police chief is responsible for the administration and coordination of all police department functions and activities including the protection of life and property, community relations, apprehension of criminals, and enforcement of local ordinances, state statutes and federal laws and regulations. Work involves budgetary responsibilities; public and media relations; establishment of departmental philosophy and direction; management of facilities and equipment in compliance with city and department general orders, policies, and procedures. Supervision is exercised over all departmental personnel, including 24 sworn officers, and two civilian employees. Competitive compensation package with full benefits. Salary for this position is \$66,235 per year. Qualifications include a bachelor's degree from an accredited college or university in criminal justice and 5+ years of experience in progressively responsible related work. Must be a POST certified police officer in the state of Tennessee. Must possess a valid driver's license. An application (required for consideration) may be obtained at Red Bank City Hall, Monday through Friday, 8:30 AM to 4:30 PM or by checking our website at: www.redbanktn.gov. Applications and resume must be returned to city hall; faxed to 423-877-1102 or e-mailed to rrohen@redbanktn.gov or mailed to the address below and received by 4:30 PM, June 23, 2017. City of Red Bank City Manager's Office 3117 Dayton Blvd, Red Bank, TN 37415. Pre-employment background screen, post-offer/ pre-employment drug screen and physical required. EEO /Drug Free Workplace.

POLICE OFFICER

WHITE HOUSE. The city of White House is currently accepting applications for Police Officer. Please read the job description located on our website at www.cityofwhitehouse.com for the purpose, functions, responsibilities, and minimum qualifications, training, and experience. An application may be obtained by on our website or at the Human Resources office located at 105 College Street, White House, TN 37188. Applications should be returned to the Human Resources office or faxed to 615-616-1058 or emailed to abrewton@cityofwhitehouse.com. Salary Range: \$14.50 - \$17.66 hourly (\$34,379.50 - \$41,871.86 annually) Deadline: June 26, 2017. EOE.

PUBLIC WORKS CREW LEADER

WHITE HOUSE. City of White House is accepting applications for Public Works Crew Leader. Visit our website to view the job description which includes the purpose, functions, responsibilities, and minimum qualifications, training, and experience; and to obtain an application at www.cityofwhitehouse.com or at the Human Resources office located at 105 College Street, White House, TN 37188. Applications should be returned to the Human Resources office or faxed to 615-616-1058 or emailed to abrewton@cityofwhitehouse.com. Starting Compensation Range: \$14.50 - \$17.66 per hour DOE Application Deadline: Open until filled. EOE.

PUBLIC WORKS DIRECTOR

ATHENS is seeking a collaborative, customer service oriented professional to serve as public works director. The successful candidate will be responsible for administration, leadership, management and operation of the Public Works Department, including fleet maintenance, street construction and cleaning, traffic control, sanitation, animal control and GIS. This position also serves as the Storm Water Manager. This is an excellent opportunity to build upon the success of the previous director, working effectively with employees, state and local officials, committees, boards and citizens to design and implement strategies to enhance services and provide excellent customer service to the citizens and visitors of the city. This is a highly responsible position that leads a staff of about 40 employees. The Public Works Director is an at will, exempt position that reports directly to the City Manager. In addition to supervising staff, the director is responsible for the department's annual budget, developing policies and procedures, reviewing construction plans, and interacting with the public to resolve issues. The ideal candidate will have excellent communication skills, computer skills, and leadership skills that allow the candidate to develop and maintain effective working relationships with subordinates, other agencies and the public. Requirements for the position include a bachelor's degree in civil engineering with a professional license or a bachelor's degree in a related field. Supervisory, engineering, construction and inspection experience, and a valid Tennessee Driver's License are also required. Local government experience is preferred. Resumes will be accepted until June 30, 2017 at 5:00pm EDT. Submit your cover letter and resume to nedmonds@cityofathens.tn.com, or you by mail or in person at the Municipal Building, City of Athens, 815 North Jackson Street, Athens, TN 37371-0849.

PUBLIC WORKS / UTILITIES DIRECTOR

ASHLAND CITY. The town of Ashland City is accepting applications and resumes for a Public Works/Utilities Director position. This employee is directly responsible for the management and supervision of the Public Works Department, which includes the water distribution, wastewater collection and street maintenance operations of the town. Coordinates with contractors, during planning stage, location of water and wastewater lines, water and wastewater pump stations, drainage, and backflow devices. Required to work with other department head personnel to carry out day to day tasks as necessary. Graduation from an accredited high school or GED equivalent. Additional education or training in civil engineering or related field preferred. At least 3 years experience as a construction or utility laborer, including operation of light and/or heavy duty construction or maintenance equipment. At least one year of supervisory experience preferred. An application can be downloaded from the following address: http://www.ashlandcitytn.gov/quick_links/employment/pdfs/employment_app.pdf. Please return completed application and resume to: Town of Ashland City, PO Box 36; Ashland City, TN. 37015. EOE / Drug-free workplace.

WATER TREATMENT MANAGER

COLLIERVILLE. Highly responsible managerial work in the operation, maintenance, and development of the town's water treatment plant facilities and in the maintenance, repair, installation, operation and minor construction of the municipal water production system and related facilities. Requires a High School Diploma or GED; supplemented by five years' experience in the operation and maintenance of a water treatment plant; at least one year of which must have been at a Grade III Water Plant; or any equivalent combination of education, training, and experience, which provides the requisite knowledge, skills, and abilities for this job. Must be in compliance with TDEC Rule 0400-49-01 and remain in compliance throughout employment. Must possess and maintain a valid driver's license. This is a Grade III Water Treatment Facility. Job requires sufficient physical strength, stamina, and ability to pass a work related physical proficiency test and pre-employment examination. Work is physically demanding, may require lifting heavy objects, and may require working in inclement weather. Work environment at times could involve toxic or caustic chemicals, risk of electrical shock or work around moving parts. For a full job description call (901) 457-2296. SALARY: \$46,845 - \$84,347 (DOQ) annually with excellent benefits package. Open until filled. Submit an application to: Human Resources, 500 Poplar View Parkway, Collierville, TN 38017 Applications are available to download at www.collierville.com under Employment Opportunities, or you may obtain one from our Human Resources Office. Applications must be submitted either by mail or in person to the above address. EOE / Drugfree Workplace.

WASTEWATER TREATMENT PLANT OPERATOR I

GALLATIN. The city of Gallatin is currently accepting applications for a Wastewater Plant Operator I in the Public Utilities Department. The purpose of this position is to perform intermediate technical work in the operation and maintenance of the wastewater treatment plant. Applicants must have a High school diploma/equivalent with two years recent experience in maintenance work involving plumbing, mechanical and electrical repair and installation. Duties include monitoring plant operations; troubleshooting plant equipment; recording plant operation records; performs laboratory tests. This is a 40 hours per week, evening position. The shift is 3pm-11pm, Tuesday – Saturday. The starting rate is \$16.30 + excellent benefits. Must secure a Class III Water/Wastewater Treatment Plant Operator certificate issued by the State of Tennessee within one year of appointment, and must retain certification throughout employment. For a more detailed description and to apply, please visit our website at www.gallatintnmove.com and click on the employment tab at the top. Applications received by July 1, 2017 will receive first consideration. EOE

Municipalities hold elections

ELECTIONS, *from Page 1*

Board of Mayor and Alderman. George, Adler, and Cooper each earned more votes than incumbent candidate Darrell Duncan as well as four other challengers.

Challenger Joe Begley won an unexpired alderman term against incumbent and former vice mayor Tom Parham. The unexpired seat had previously been held by former Alderwoman Michele Mitchell, who resigned from the seat after her family relocated.

LAKELAND

Wesley Wright was elected to the Lakeland Board of Commissioners to fill the seat vacated by Michele Dial in March.

Dial resigned from the seat after 18 months, the second Lakeland Commissioner to do so this year. The Lakeland Board of Commissioners appointed Matt Wright to the vacancy left by Commissioner Sherri Gallick after she stepped down in January, but a special election was required to fill Dial's site as state law prohibits a board from appointing replacements to two seats.

LUTTRELL

Incumbent Johnny Merritt retained his seat as mayor of Luttrell in an unopposed election. Incumbent David L. Williams and newcomer Phillip T. Ruth also were elected to the two open seats on the Luttrell City Council.

MCEWEN

Three candidates also claimed seats on the McEwen Board of Mayor and Alderman. Incumbent candidate John Ethridge retained his Ward I seat on the board against challenger Walter B. Holland Jr. Ethridge presently serves as McEwen's vice mayor.

Incumbent Anthony Dwayne Ross also retained his Ward II seat in a race against challenger Helen Tomasulo while newcomer Johnny Monsue beat fellow newcomer Jimmy Wayne Hatcher for the Ward 3 seat.

MILLEDGEVILLE

Three candidates ran unopposed for three open alderman seats on the Milledgeville Board of Mayor and Alderman. Incumbents Danny Williams and Ricky Hollin retained their seats and newcomer Teddy Williams was also elected to the board.

ROGERSVILLE

Incumbent Jim Sells retained his seat as mayor of Rogersville in an unopposed election.

Six seats on the Rogersville City Council were also filled by five incumbents — Craig Kirkpatrick, Eloise Edwards, Mark DeWitte, Brian Hartness, and Bill Henderson — and one newcomer: Sonda Trent Price.

Knoxville overhauls city code

CODES, *from Page 1*

permit mixed-use development, though there is a high demand for mixed-use development that allow residential use. The code also mandates a lot of parking, but doesn't pay attention to alternative transportation options."

While the code has been amended several times over the years, Green said it still hasn't kept up with the needs of modern development. Furthermore, the amendments are not always consistent and is sometimes contradictory.

Some of the priorities for the project include facilitating and encouraging the redevelopment Knoxville has seen in its downtown area and on arteries leading into downtown as well as along the riverfront. Green said encouraging sustainable development is also a priority.

The first community meeting regarding the project was held on May 18. Green said officials did not have a set number of public meetings they wished to hold are trying to meet with as many civic and neighborhood organizations as possible to participate in the project. Feedback can also be given online at the Recode Knoxville website.

Green said the deadline for the draft code review is September 2018. He said the city council could choose to adopt the ordinance this early, though it may take longer for adoption to take place.

To learn more about the project, visit www.recodeknoxville.org.

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Mayor, Memphis

Mary Ann Tremblay

Vice Mayor, Three Way

Garry Welch

City Manager, Savannah (District 7)

Mike Werner

Mayor, Gatlinburg

PAST PRESIDENTS**Curtis Hayes** (2016) Mayor, Livingston**Tom Rowland** (2015) Mayor, Cleveland**Dale Kelley** (2014) Mayor, Huntingdon**Ken Wilber** (2013) Mayor, Portland**Kay Senter** (2012) Morristown Vice Mayor**Sam Tharpe** (2011) Commissioner, Paris**Tommy Pedigo** (2010) Council, Morristown**Bob Kirk** (2004) Alderman, Dyersburg**AFFILIATE DIRECTORS****Karen Johnson**, Councilwoman, Nashville (NLC)**Rob Lyons**, Murfreesboro (TCMA)**TML AFFILIATED ORGANIZATIONS****(Ex-Officio Directors)**

Tennessee Assn. of Air Carrier Airports

Tennessee Building Officials Assn.

Tennessee Association of Chiefs of Police

TN Assn. Municipal Clerks & Records

TN Government Finance Officers Assn.

Tennessee Fire Chiefs Assn.

Tennessee Fire Safety Inspectors

Tennessee Association of Floodplain

Management

Tenn. Assn. Housing & Redevel. Auth.

Tennessee Municipal Attorneys Assn.

Tennessee Municipal Judges Conference

Tenn. Chapter, American Public Works

Tennessee Recreation and Parks Assn.

Tennessee Chapter, American Planning

Tennessee Personnel Management Assn.

Tennessee Assn. of Public Purchasing

TN Section, Institute of Transport

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NATIONAL BRIEFS

U.S. home prices are expected to rise at a fast pace over the next few years, the result of a chronic shortage of homes and a steady demand for real estate. A survey conducted by Reuters found that home prices could rise at almost double their current rate of underlying consumer prices and wages - even without stimulus - with an average 30-year mortgage rate of 2.45 percent in 2017. Despite the rise in prices, the number of available homes on the market has been decreasing for 23 straight months.

The number of Americans that traveled by vehicle for the Memorial Day holiday

was projected to reach a 12-year high this year. The American Automobile Association (AAA) projected 34.6 million people drove 50 miles or more during the holiday period, the most since 2005 and a 2.4 increase over last year. AAA said a growing economy and relatively low gas prices have contributed to the increase. However, drivers paid the highest Memorial Day prices since 2015. The average U.S. price for regular gasoline was \$2.36 per gallon, up from \$2.22 a year ago, according to AAA.

Americans without college degrees say their financial situations are worsening, according to a yearly survey conducted by the Federal Reserve. While

the overall financial situation of U.S. households continues to improve, 40 percent of survey respondents with a high school degree or less education reported they were struggling financially, a one percent increase over last year. By contrast, only 17 percent of those with a college education described their financial situation as worsening. Seventy percent of those surveyed said that they were either "living comfortably" or "doing okay," an improvement from 69 percent the prior year and 62 percent in 2013. The annual survey, which was conducted in October 2016, is now in its fourth year and acts as a temperature check on the financial wellbeing of U.S. families.

**TENNESSEE FESTIVALS****June 24: Alcoa****Alcoa FreedomFest**

The 39th edition of the Alcoa FreedomFest will begin at 6 p.m. at the Duck Pond with live musical entertainment in the duck pond parking lot, food vendors lining Springbrook Road across the street, and various children's activities and military displays. The annual musically choreographed fireworks display will begin at approximately 9:45 p.m. followed by additional live entertainment ending at 11 p.m. Bring your lawn chairs and blankets for a fun filled night. www.cityofalcoa-tn.gov/freedomfest.

July 4: Greeneville**American Downtown 4th of July**

Parade. The parade will start at 2 p.m. July 4, at Towne Square Shopping Center as a kickoff to the American Downtown celebration in the Big Spring area behind the Greeneville-Greene County Library. In addition to the parade, the free family celebration includes live music, dancing, food, kids zone, and fireworks. More details are available at www.facebook.com/TownofGreeneville or at www.greenevilletn.gov

July 15: Spring Hill**Experience Spring Hill**

will take place at Summit High School. With the theme of "Shop. Eat. Play," adults and children alike will enjoy a great day of family fun with something for everyone. For more information, contact Rebecca Melton at 931.486.0625 or email at rmelton@springhillchamber.com.

UT-MTAS JUNE MAP CLASSES**EMPLOYMENT LAW**

This course explores recent employment law issues that affect employee onboarding, compensation, discipline, drug testing, discriminatory hiring practices, and negligent hiring and firing. In addition to these issues, benefit legislation, FMLA, FLSA and selecting the right candidate for the job will be explored.

Credits
4 CPE/CMFO (Financial) (PA)

Dates/Locations/Times:

June 14 Nashville
 8:30 a.m. – 12:30 p.m. CDT
June 15 Memphis
 8:30 a.m. – 12:30 p.m. CDT
June 16 Jackson
 8:30 a.m. – 12:30 p.m. CDT
June 20 Kingsport
 8:30 a.m. – 12:30 p.m. EDT
June 21 Knoxville
 8:30 a.m. – 12:30 p.m. EDT
June 22 Collegedale
 8:30 a.m. – 12:30 p.m. EDT

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



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The town of Dover recently closed on general obligation refunding bond, a refunding capital outlay note issue, and a \$550,000 note issue for paving. The town has used the TMBF program since 2012. Pictured are Town Administrator Kim Wallace, TMBF representative Linda Mooningham. Seated are Mayor Lease Fitzhugh and Town Clerk/CMFO Carla Anderson.



The city of Three Way recently closed a \$2 million fixed rate loan with the Tennessee Municipal Bond Fund to finance various projects, including a new city hall, street and road improvements, and equipment. Pictured are Mayor Larry Sanders and City Recorder Susan Rogers.

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Be sure to visit the TML Marketplace at TML's Annual Conference — June 11-12 at the Murfreesboro Conference Center —

The Exhibit Hall will be open Sunday, June 11, from 10 a.m. to 5 p.m.; and on Monday, June 12, from 8:30 a.m. to 3 p.m.

The TML Annual Conference is fast approaching and the Exhibitor's Program plays a significant role in the entire conference experience. The services and products presented by the Conference Exhibitors help city officials solve problems and serve their community. Many city and town officials look to convention exhibitors for the latest information about the techniques, products, and services their municipalities need. Be sure and check out some of this year's highlighted vendors. By scanning the QR code with your smartphone app, you can learn more about each company listed below and featured in our on-line TML Marketplace showroom.



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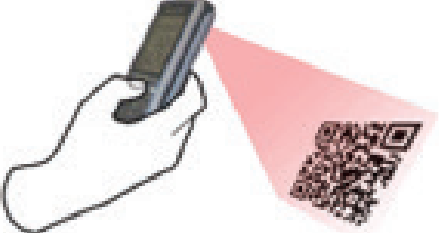
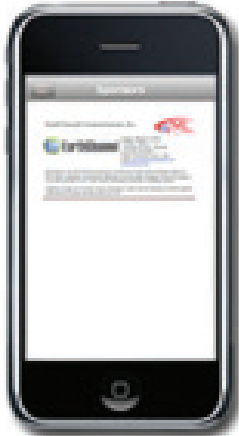
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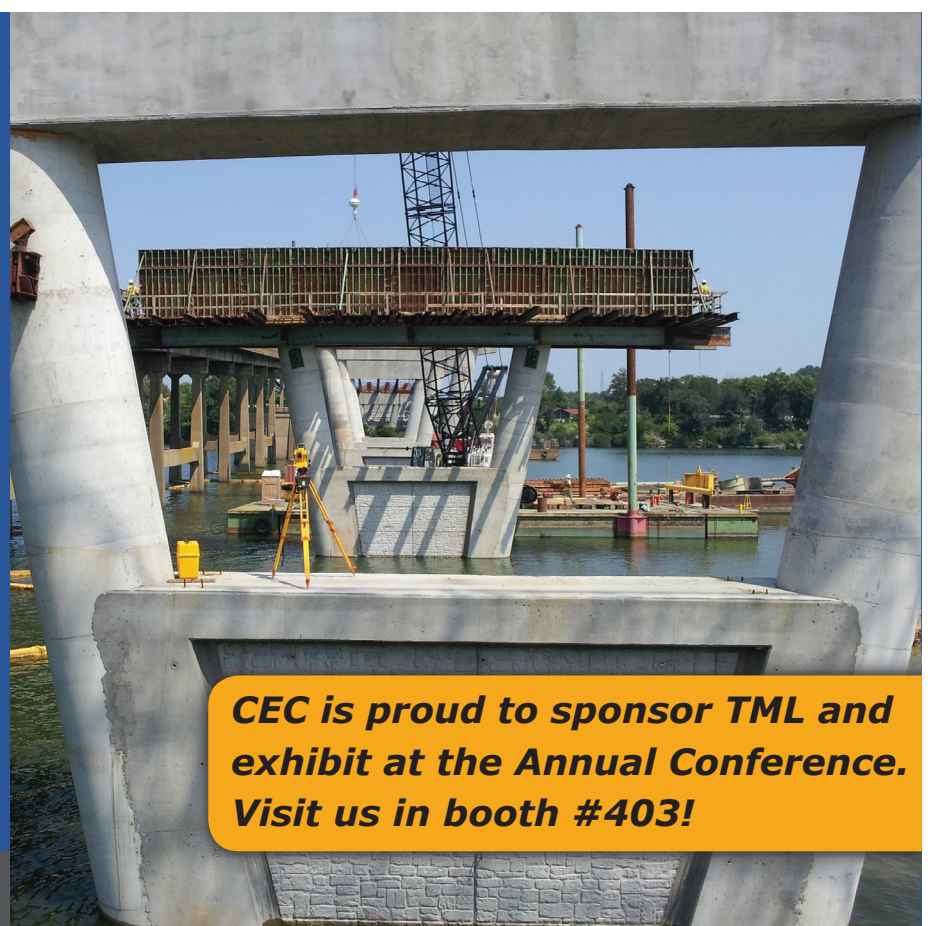
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Murfreesboro Mayor McFarland talks municipal growth

Shane McFarland, the youngest mayor in city history, discusses the rewards and challenges of expansion

BY LINDA BRYANT

In 2014, Shane McFarland became the youngest mayor in the history of Murfreesboro. Now 42, McFarland has his hands full overseeing the city of 150,000, one of the fastest growing in the nation.

The youthful mayor is known to colleagues, friends and constituents as a friendly, get-it-done leader who's just as devoted to community activities such as coaching youth baseball as he is to making sure the city continues to prosper.

City Councilman Bill Shacklett portrays McFarland as a "next generation" leader and praises his style of working with the community.

"Shane is fully invested in family, work and city," Shacklett said. "He encourages respectful dialogue while we are coming to our decisions. He has the nature of a true leader. He seeks the common good."

"We hear from people these days who talk a lot about what they are going to do, but often they don't back it up with their actions," Shacklett added. "Not only does Shane get things done, he gets them done in a way that brings people together. He walks his talk."

City Manager Rob Lyons, who works closely with McFarland every day, commends him in a similar fashion.

"Mayor McFarland is a collaborative leader, who excels at building consensus," Lyons said. "One of the first things you notice about him is his faith and humility."

Lyons is also appreciative of McFarland's style, which he characterizes as laid-back, yet focused and diligent.

"It is not unusual for him to send me emails in the early morning hours," Lyons said. "He packs as much as he can into the day so he can enjoy his family when he gets home. I'm not sure I can offer up any negatives other than he roots for the Braves. I am a Phillies fan."

TT&C: Although you weren't born in Murfreesboro, and you're only 42, you've been active in the city and county for quite some time. Tell us a little about your background and how you ended up calling Murfreesboro home.

SM: I'm originally from Monteagle. I moved to Murfreesboro in 1992 when my twin brother and I went to MTSU. We were the first two people in our family to graduate from college. I graduated with an accounting degree. I went to work for a small company in Murfreesboro working on finance right out of college. Since 1997, I've been in the construction industry. You wouldn't figure someone with an accounting degree would go into construction but I did. I started my own company, Shane McFarland Construction in 2008, and I've stayed in the industry ever since.

TT&C: How did you become interested in public service?

SM: I served on the Murfreesboro Planning Commission for three or four years and then I decided to run for city council in 2006. I have always been interested in government. I was on the student council in high school, and I was the student body president at MTSU from 1995 to 1996.

TT&C: Why did you run for mayor?

SM: I have a young family — 13-year-old twin boys and a four year old. So, I have a reason to see that Murfreesboro stays a great place to live. I served on the city council for eight years. During that time I saw many things I wanted to work on. Most of the mayors in Murfreesboro have been in a different stage of life than I am. It's interesting to present a new picture of a mayor, a picture that shows the mayor with a young family and one who's still working. A lot of our previous mayors were already retired. It's a lot to run your own business and be mayor at the same time, but I wanted that challenge.

TT&C: What are some of your biggest projects and initiatives?

SM: Right now we are working on the transportation needs we have within the city. Not only the roads within the city of Murfreesboro but all the state roads. We are working in conjunction with our state delegation to make sure we're on a timeline. We are continually working on business development and all the issues and pressures related to so many people coming into the city. Another thing we are continually focused on is our education system. We have one of the top two education districts in Tennessee, so it's very important to keep education a top priority. We have over a quarter billion dollar investment going on in our downtown area. We see that as another huge priority. We consistently work with MTSU to be able to provide them with anything that they need assistance with.

TT&C: Murfreesboro is 34 miles from Nashville and you are a growing city with your own identity and history. How do you differentiate as a community?

SM: Nashville and Murfreesboro are two very distinct areas. It's really hard to make a comparison because it's like comparing apples and oranges. Of course, people who want to live in a more urban setting think of moving to Nashville. But a lot of people are now moving to Rutherford County specifically because of our quality of life. The Murfreesboro Parks and Recreation system is top rated, not just



Murfreesboro Mayor Shane McFarland



"I have a young family — 13-year-old twin boys and a four year old. So, I have a reason to see that Murfreesboro stays a great place to live." - Mayor McFarland

in the state but in the country. If you look at everything as a whole in Murfreesboro now — the school systems, quality of life, our parks system and commercial offerings — you realize that you don't have to drive to Nashville to get these things. And let's not forget to mention affordability. Rutherford County is a very affordable place to live and generally more affordable than Nashville. We are going through our budget right now, and I think that we are going to be in our 20th year without a property tax increase. It's not hard to see that Murfreesboro has a lot of bonuses.

TT&C: Can you talk about your business growth and corporation relocations and expansions? What companies are choosing to come to Murfreesboro?

SM: Here's a good example: this time last year, Kasai of North America relocated here and opened their national headquarters. They are an international automotive industry that deals mainly in automotive parts. [The Japanese company invested \$13.4 million in a 63,800-square-foot building, bringing 250 jobs averaging \$60,000 annually in salaries.] So yes, we are seeing relocations and expansions. Murfreesboro sells itself because of its affordability, and this is something that we are extremely proud of. We are always working on bringing more industry here.

TT&C: Is it fair to assume that one of the reasons you have grown so fast is because Murfreesboro has pro-growth policies?

SM: I think you are correct in saying that Murfreesboro is pro-growth. You've heard that old saying, "You're growing or you're not, there's no middle ground." That's true, but we have also tried to ask the question, "What is the appropriate growth?"

There is definitely good growth — and there's bad growth. It's probably not the best political answer, but we don't always get it right. There are areas inside the city that I look at now and think, "I wish we would have done that differently." We just finished our 20-year comprehensive plan, which we call Murfreesboro 2035. It contains the community's vision for growth and development and sets the framework for the physical development of the city. We have gone through the previous comprehensive plan and revamped land use, zoning, and major thoroughfare planning issues. It includes a vision and plan for county schools, police officers, firefighters, etc. It's very important that we plan ahead. Of

course, that's easier said than done because things change so quickly. But we have to make sure that we really stay up-to-date on everything in order to manage our growth. When I moved here in 1992, which was 25 years ago, there were 40,000 residents. Now we're up to almost 150,000. We have almost quadrupled in size over the last several years, and that is phenomenally fast paced.

TT&C: With so much emphasis on Murfreesboro's explosive growth, how do you try to manage that growth?

SM: We need to be looking at our infrastructure needs and at our major thoroughfare plan. I think any municipality is going to be dealing with similar issues related to how you manage growth. I say this jokingly, it's not like we can build a wall around the Midstate and tell people that they cannot come here. I think Murfreesboro — and most of the region — is seeing that same trend. You look at Nashville and Davidson County, Williamson County, Maury County and Wilson County; all of us are dealing with a lot of the same issues. I would much rather be facing issues about growing fast and managing that growth rather than facing the opposite of not having people and businesses moving here.

TT&C: Because Murfreesboro is a fast-growing city close to Nashville, which is also growing in stature and population, there's plenty of talk at the local and state level about improving mass transportation options in Middle Tennessee.

SM: We are very fortunate to have a Legislature that's put a high priority on transportation. It's a high priority for our local elected officials, too. I am pleased with the partnerships that are developing — whether they are private or public. One of my goals is to recruit more jobs so that so many of our residents don't have to drive to Nashville to work. I want us to do the very best we can to have an infrastructure in place where we can handle it.

TT&C: The Tennessee Municipal League Conference is in Murfreesboro this year. Can you speak about the city's ability to attract small and mid-sized ventures?

SM: The conference center at Embassy Suites, which is built in the Gateway area, stays absolutely packed. [The 80,000-square-foot conference center is adjacent to The Avenue, which is Tennessee's largest open-air shop-

ping and dining area.] Tourism is absolutely one of our top economic drivers in Murfreesboro, whether it is related to conferences, conventions or the fact that we are considered the sports capital of Tennessee. We just had Spring Fling this week. [Spring Fling is an Olympic-style festival featuring the high school state tournaments in baseball, soccer, softball, tennis and track and field held in Rutherford and Wilson counties.] We have got one — if not the — finest soccer facility in the Southeast. Our growing tourism industry is happening, in part, because of our central location and because of the ease of getting in and out of Murfreesboro.

TT&C: What are some of Murfreesboro's biggest challenges?

SM: Among our three top issues, transportation is absolutely No. 1. It's an issue that has a Midstate reach, but we are internally making sure we have our networks and infrastructure in place, too.

The second big challenge is solid waste and trash issues within the Midstate. There is a private trash landfill area in Rutherford County, Middle Point, where 27 counties throughout Middle Tennessee bring their trash. Middle Point is expected to reach capacity within a few years and taxpayers will lose free use of the landfill. We have been working over the last two years to come up with a good plan of what we are going to do next. This is going to be a significant issue.

No. 3 is to continue to work on quality-of-life issues such as crime and making sure that with all of our continuing growth we are able to maintain our quality of life. As the mayor, it's a tough thing say, "OK, this is our No. 1 priority," because really you have 20 or more No. 1 priorities at a time. What I may see as the No. 1 priority may be different from a neighbor who has a pothole in front of their driveway.

TT&C: Do you have a specific style or philosophy of leadership?

SM: My general style is to see all the residents of Murfreesboro as customers. In any type of business you try and do the best you can and keep your customers happy. If people are interested in getting involved in the political arena I tell them, "If you don't like answering your phone or responding to emails then you don't need to run for office or get involved in this type of job." That's really my philosophy. You want to be accessible, do the best you can and always make sure you are responding. People may not like the answer they get, but you still want to let people know that you are listening to them and doing everything you possibly can to help.

TT&C: What would people be surprised to know about Murfreesboro?

SM: I think they'd be surprised to know about the amount of diverse activities we have in Murfreesboro, whether it's residential, commercial or entertainment. We are known for growth, but many might be surprised to find out we are the 13th fastest-growing city in the country.

TT&C: What life lessons have you learned thus far since you've been mayor?

SM: I have learned that I'm the type of leader that likes to build a consensus. But I've also learned that there are specific times when you really need to make sure you're heading in the direction you want to go. When you're not a full-time mayor, you have other things going on in your life. You have to be sure you put the appropriate people [in city government jobs and appointments] in the right positions.

TT&C: It's interesting that Murfreesboro has a part-time mayor. Can you explain how your form of government works?

SM: It's a council-manager form of government that has worked well for us. We have a city manager, Rob Lyons, who is professionally trained in municipal services. He manages the day-to-day operations. The city council [six members, all elected at-large for a four-year term] is more of a board of directors that makes sure we are seeing the big picture initiatives. As mayor, I help set the direction in policy and make sure the staff follows our directives. You don't take this job if you need it for financial gain. I make \$12,000 a year as mayor. You have to do it out of a sense of duty and an obligation and because you want to see your community do better.

We have great people who work for our city. I knew that when I took office because I had worked with the staff when I was a council member. We are like many organizations; we have a lot of people continually working on improving all areas of our government and city. This includes so many people: from the solid waste employee, who's picking up trash cans every single day, to the firefighters, police officers, teachers, planning staff and city manager, who are also serving us daily.

TT&C: Where do you think Murfreesboro will be in five years?

SM: In a perfect world, we would continue to have an educational system that is second to none. I would also want to see the completion of some of the road projects that we have worked on for many years. More than anything I would want to look at the city as a whole and know that it's a safe place — and a great place — to raise a family or retire.