The State Senate floor was rearranged to comply with social distancing protocols in preparation to complete the session for a complete phase-out in 2021. The House-passed bill delayed the project end date of 2026, and the conference report resolved the previous conflict in the bill.

**Budget Local Government Grants**

The approved budget retained funding for the Local Government Grants. With the exception of Memphis and Nashville, all city grant amounts remain the same as last year, under the governor’s direction. The approved budget also included a 2% administration adjustment to grants. The administration can be viewed at [https://www.tap.tn.gov/financials/local-grants.html](https://www.tap.tn.gov/financials/local-grants.html). **Sales Tax Holiday**

The bill also included a proposal for a two-week sales tax holiday from $100 million to $25 million. As a result, the holiday was limited to restaurants. In addition, the cap associated with the state sales tax holiday was increased. The holiday also includes sales tax on state sales taxes. The local sales tax will continue to be applied for the 2020 Legislative Session.

**June elections held in 5 cities**

**By KATE KOE**

Elections were held in five municipalities across the state of Tennessee in June with both new and familiar elected to local positions.

Three June elections are the last municipal elections scheduled in the state before the 53 municipal elections scheduled on Aug. 6. To conclude with the state and federal general elections scheduled on Aug. 6 to conclude with the state and federal general elections scheduled on Aug. 6.

The town of Maynardville’s election included incumbents Jason B. Phelps, newcomer Jeffery D. Hudgens, and familiar elected to local positions.


LORETTO

Voters went to the polls in Lo- Retto to elect a new city council. Challenger Christopher Beckman was elected to a four-year term after running unopposed for an open alderman seat. Voters in Loretto also passed a resolution for the legalization of alcal-cidia beverages for consumption on the premises.

LAFAYETTE


LAFAYETTE


LAFAYETTE


LAFAYETTE

A new outdoor fitness park for the city of Kingsport has resulted in a partnership between East Ten coverings as well as a community concessions, benches, and shade splash pad to be located at the Kingsport’s Riverwalk Park.

The goal was to provide an accessible outlet for fitness during the current pandemic and beyond. The resulting fitness park, which will officially open to the public in mid to late July, overlooks the Holston River and includes six fitness stations – three stations with the ASSM Grant and installed by EHTS Health. The other three stations will be funded by Kingwood’s community fitness park also includes a bicycle rack, picnic tables, benches, water fountain, multiple trash stations, and a gazebo.

KNOXVILLE
After seven years, the city of Knoxville is one step closer to creating a new urban wilderness park that will provide new amenities and connectivity to the downtown and neighborhoods. The Knoxville City Council voted to accept two quiet-end deeds from the Tennessee Department of Transportation and finalize the transfer of ownership of 119 acres along James White Parkway to the city. The Wilderness Coordinator Rebekah June Montgomery said the transfer of land will provide a bridge across the Tennessee to the terrain at Appleridge Pike, including Captain Thomas Wood Park, as an "important milestone." The city council also approved $233,155 contract with Gremham Smith to work on a 201-acres urban Wilderness corridor study that will be included by both bicycle and pedestrian needs in addition to vehicle traffic. Meanwhile, the city’s first formal plan of the surrounding area to the north of the park is nearing completion. This summer, look for the Baker Creek Bike Path to open in the area. The bike path and roadways are built and painted for safety, and the entire system is complete.

LEBANON
The city of Lebanon has completed another highly-anticipated, $3.0 million improvement project at the intersection of Lennox Pike and Crowell Lane that will improve safety and operations at the intersection as traffic volume continues to increase in the city’s growth. The project was funded entirely by the city to provide a more rapid solution for residents and improve safety, decrease travel times, and increase accessibility to the intersection. Extensive utility coordination was required for underground and above ground utilities before work could begin on the project. City crews and their contractors worked through the holiday shows at Pigeon Forge for more than five million holiday lights. The annual winter celebration includes standalone light displays throughout the city that will be on display in Lebanon showcases at Pigeon Forge theaters and dinner theaters. This year’s event begins on Nov. 13 and continues through Feb. 15, 2022. The STS Top 20 Festival and Events Awards have highlighted programs of excellence throughout the Southern United States since 1981. Travel and industry experts select 20 events in five categories: music, theater, festivals, sports and cultural events that will enjoy them throughout the United States. The complete list is published on the Southern Tourism Society and Travel Media Press Room. For 35 years, STS has spotlighted the best festivals and events in the Southeast with its Top 20 Festival and Events program.

KINGSPORT
Officials with the city of Kingsport unveiled the new Cedar Stone Park, an 80-acre community field project located in the city’s new urban wilderness area.

Columbia historic marker honors legacy of city park
Municipalities modify summer programs to comply with COVID-19

Tullahoma has also announced that 11 a.m. to 4 p.m. daily beginning June 24. The pool will be closed through the summer. Swimming lessons are canceled until further notice. The indoor pool and splash pad will remain closed through the summer. A widely adopted chat tool, such as Microsoft Teams, Slack, or Zoom, can be shared on Instagram and Facebook, and other can keep track of tasks and projects. Putting It All Together

Offering remote work is not a simple project nor should it be a decision reached lightly. You have to balance the shifting needs of your organization, and technology toolset. Employees must be able to easily access all applications, documents, and data required to perform daily tasks. A cybersecurity plan must also be developed to protect your organization’s assets. A LCIA board has a degree in Mathematics, Computer Science, and Policy and Practices Specialist with over 20 years experience developing and implementing effective cybersecurity strategies and solutions for over 20 years and has extensive experience in the field. Joe has been with VC3 and during his time with VC3, he has performed the role of Vice President for one of VC3’s largest government customers. Joe is currently VC3’s Chief Information Security Officer and is responsible for VC3’s IT security as well as advising on security for CU customers.


desks, chairs, mugs, cups, coffee, and documents, and data required to perform daily tasks. A cybersecurity plan must also be developed to protect your organization’s assets. A LCIA board has a degree in Mathematics, Computer Science, and Policy and Practices Specialist with over 20 years experience developing and implementing effective cybersecurity strategies and solutions for over 20 years and has extensive experience in the field. Joe has been with VC3 and during his time with VC3, he has performed the role of Vice President for one of VC3’s largest government customers. Joe is currently VC3’s Chief Information Security Officer and is responsible for VC3’s IT security as well as advising on security for CU customers.

Offering remote work is not a simple project nor should it be a decision reached lightly. You have to balance the shifting needs of your organization, and technology toolset. Employees must be able to easily access all applications, documents, and data required to perform daily tasks. A cybersecurity plan must also be developed to protect your organization’s assets. A LCIA board has a degree in Mathematics, Computer Science, and Policy and Practices Specialist with over 20 years experience developing and implementing effective cybersecurity strategies and solutions for over 20 years and has extensive experience in the field. Joe has been with VC3 and during his time with VC3, he has performed the role of Vice President for one of VC3’s largest government customers. Joe is currently VC3’s Chief Information Security Officer and is responsible for VC3’s IT security as well as advising on security for CU customers.

Offering remote work is not a simple project nor should it be a decision reached lightly. You have to balance the shifting needs of your organization, and technology toolset. Employees must be able to easily access all applications, documents, and data required to perform daily tasks. A cybersecurity plan must also be developed to protect your organization’s assets. A LCIA board has a degree in Mathematics, Computer Science, and Policy and Practices Specialist with over 20 years experience developing and implementing effective cybersecurity strategies and solutions for over 20 years and has extensive experience in the field. Joe has been with VC3 and during his time with VC3, he has performed the role of Vice President for one of VC3’s largest government customers. Joe is currently VC3’s Chief Information Security Officer and is responsible for VC3’s IT security as well as advising on security for CU customers.
Carolyn Brewer has announced her retirement from the city of Knoxville, in effective July 31, as financial officer and director of human resources division. Brewer, a native of Morristown, served for more than 9 years as the city’s finance officer and was the interim city manager during the 2020 civic elections. Brewer is also a member of the Tennessee Association of Municipal Clerks and Recorders (TAMCR).

Carolyn Brewer
has announced her retirement from the city of Knoxville, in effective July 31, as financial officer and director of human resources division. Brewer, a native of Morristown, served for more than 9 years as the city’s finance officer and was the interim city manager during the 2020 civic elections. Brewer is also a member of the Tennessee Association of Municipal Clerks and Recorders (TAMCR).

Margaret Dolan has announced her retirement from the city of Knoxville, in effective July 31, as financial officer and director of human resources division. Dolan has served in the city’s finance office for more than 30 years, including 25 years as the city’s financial officer. She will step down from her role as financial officer and director of human resources division on July 31, effective July 31, as financial officer and director of human resources division. Dolan has served in the city’s finance office for more than 30 years, including 25 years as the city’s financial officer. She will step down from her role as financial officer and director of human resources division on July 31.

Bill Honeycutt has announced his retirement from the Morristown Fire Department after a 44-year career as a firefighter. Honeycutt worked for the Morristown Fire Department for 35 years, working in the first six months of his career as a firefighter. Honeycutt worked for the Morristown Fire Department for 35 years, working in the first six months of his career as a firefighter. Honeycutt worked for the Morristown Fire Department for 35 years, working in the first six months of his career as a firefighter. Honeycutt worked for the Morristown Fire Department for 35 years, working in the first six months of his career as a firefighter.
The Tennessee Department of Transportation announced that beginning July 2 it will begin opening all lanes of the newly reconstructed Interstate 440 to traffic, completing the project a month ahead of schedule.

Officials said the I-440 project is the largest in the history of TDOT and, in less than a traditional ribbon-cutting ceremony, officials will host a 6 p.m. event on July 2 to celebrate the roadway reopening to the public.

The project’s contractor, Kiewit Infrastruc
ture Co., has already begun removing traffic cones and construction signs ahead of the officially-scheduled opening date.

The reconstruction proj
cut replaced deteriorated concrete with new asphalt, installed three travel lanes in each direction as well as auxiliary lanes, added night lighting and new color overhead mes
sage boards, as well as new landscaping and numerous ramp safety improvements.

Known locally as the Four-Forty Park
drill, many for payments through June to pre
vent the fund from falling below $1 billion, state labor department spokespeople said. A tax increase starts for employees if the fund falls below $1 billion.

The Tennessee Bureau of Investiga
tion will receive more than $5 million in funding to support investigations into trafficking in persons, human and additional uses. The funds went
to the U.S. in related overdose deaths.

Despite significant year-over-year drops in April and May due to the COVID-19 pandemic, the Ten
ssee Department of Safety and Homeland Security’s rate of teen driver and pedestrian deaths are still higher than during the same time last year. So far, the state has recorded 59 pedestrian deaths and 53 teen driver deaths, up from 55 pedestrian deaths and 49 teen driver deaths in the same period in 2019.

The Tennessee Department of Transpor
tation announced the project replaced deteriorated concrete with new asphalt, installed three travel lanes in each direction as well as auxiliary lanes, added night lighting and new color overhead mes
sgage boards, as well as new landscaping and numerous ramp safety improvements.

Known locally as the Four-Forty Park
drill, many for payments through June to pre
vent the fund from falling below $1 billion, state labor department spokespeople said. A tax increase starts for employees if the fund falls below $1 billion.

The Tennessee Bureau of Investiga
tion will receive more than $5 million in funding to support investigations into trafficking in persons, human and additional uses. The funds went
to the U.S. in related overdose deaths.

Despite significant year-over-year drops in April and May due to the COVID-19 pandemic, the Ten
ssee Department of Safety and Homeland Security’s rate of teen driver and pedestrian deaths are still higher than during the same time last year. So far, the state has recorded 59 pedestrian deaths and 53 teen driver deaths, up from 55 pedestrian deaths and 49 teen driver deaths in the same period in 2019.

The Tennessee Department of Transpor
tation announced the project replaced deteriorated concrete with new asphalt, installed three travel lanes in each direction as well as auxiliary lanes, added night lighting and new color overhead mes
sgage boards, as well as new landscaping and numerous ramp safety improvements.

Known locally as the Four-Forty Park
drill, many for payments through June to pre
vent the fund from falling below $1 billion, state labor department spokespeople said. A tax increase starts for employees if the fund falls below $1 billion.

The Tennessee Bureau of Investiga
tion will receive more than $5 million in funding to support investigations into trafficking in persons, human and additional uses. The funds went
to the U.S. in related overdose deaths.

Despite significant year-over-year drops in April and May due to the COVID-19 pandemic, the Ten
ssee Department of Safety and Homeland Security’s rate of teen driver and pedestrian deaths are still higher than during the same time last year. So far, the state has recorded 59 pedestrian deaths and 53 teen driver deaths, up from 55 pedestrian deaths and 49 teen driver deaths in the same period in 2019.

The Tennessee Department of Transpor
tation announced the project replaced deteriorated concrete with new asphalt, installed three travel lanes in each direction as well as auxiliary lanes, added night lighting and new color overhead mes
sgage boards, as well as new landscaping and numerous ramp safety improvements.

Known locally as the Four-Forty Park
drill, many for payments through June to pre
vent the fund from falling below $1 billion, state labor department spokespeople said. A tax increase starts for employees if the fund falls below $1 billion.

The Tennessee Bureau of Investiga
tion will receive more than $5 million in funding to support investigations into trafficking in persons, human and additional uses. The funds went
to the U.S. in related overdose deaths.

Despite significant year-over-year drops in April and May due to the COVID-19 pandemic, the Ten
ssee Department of Safety and Homeland Security’s rate of teen driver and pedestrian deaths are still higher than during the same time last year. So far, the state has recorded 59 pedestrian deaths and 53 teen driver deaths, up from 55 pedestrian deaths and 49 teen driver deaths in the same period in 2019.

The Tennessee Department of Transpor
tation announced the project replaced deteriorated concrete with new asphalt, installed three travel lanes in each direction as well as auxiliary lanes, added night lighting and new color overhead mes
sgage boards, as well as new landscaping and numerous ramp safety improvements.

Known locally as the Four-Forty Park
drill, many for payments through June to pre
vent the fund from falling below $1 billion, state labor department spokespeople said. A tax increase starts for employees if the fund falls below $1 billion.

The Tennessee Bureau of Investiga
tion will receive more than $5 million in funding to support investigations into trafficking in persons, human and additional uses. The funds went
to the U.S. in related overdose deaths.

Despite significant year-over-year drops in April and May due to the COVID-19 pandemic, the Ten
ssee Department of Safety and Homeland Security’s rate of teen driver and pedestrian deaths are still higher than during the same time last year. So far, the state has recorded 59 pedestrian deaths and 53 teen driver deaths, up from 55 pedestrian deaths and 49 teen driver deaths in the same period in 2019.

The Tennessee Department of Transpor
tation announced the project replaced deteriorated concrete with new asphalt, installed three travel lanes in each direction as well as auxiliary lanes, added night lighting and new color overhead mes
sgage boards, as well as new landscaping and numerous ramp safety improvements.

Known locally as the Four-Forty Park
drill, many for payments through June to pre
vent the fund from falling below $1 billion, state labor department spokespeople said. A tax increase starts for employees if the fund falls below $1 billion.

The Tennessee Bureau of Investiga
tion will receive more than $5 million in funding to support investigations into trafficking in persons, human and additional uses. The funds went
to the U.S. in related overdose deaths.

Despite significant year-over-year drops in April and May due to the COVID-19 pandemic, the Ten
sese Department of Safety and Homeland Security’s rate of teen driver and pedestrian deaths are still higher than during the same time last year. So far, the state has recorded 59 pedestrian deaths and 53 teen driver deaths, up from 55 pedestrian deaths and 49 teen driver deaths in the same period in 2019.

The Tennessee Department of Transpor
tation announced the project replaced deteriorated concrete with new asphalt, installed three travel lanes in each direction as well as auxiliary lanes, added night lighting and new color overhead mes
sgage boards, as well as new landscaping and numerous ramp safety improvements.

Known locally as the Four-Forty Park
drill, many for payments through June to pre
vent the fund from falling below $1 billion, state labor department spokespeople said. A tax increase starts for employees if the fund falls below $1 billion.

The Tennessee Bureau of Investiga
tion will receive more than $5 million in funding to support investigations into trafficking in persons, human and additional uses. The funds went
to the U.S. in related overdose deaths.

Despite significant year-over-year drops in April and May due to the COVID-19 pandemic, the Ten
sene Department of Safety and Homeland Security’s rate of teen driver and pedestrian deaths are still higher than during the same time last year. So far, the state has recorded 59 pedestrian deaths and 53 teen driver deaths, up from 55 pedestrian deaths and 49 teen driver deaths in the same period in 2019.

The Tennessee Department of Transpor
tation announced the project replaced deteriorated concrete with new asphalt, installed three travel lanes in each direction as well as auxiliary lanes, added night lighting and new color overhead mes
sgage boards, as well as new landscaping and numerous ramp safety improvements.

Known locally as the Four-Forty Park
drill, many for payments through June to pre
vent the fund from falling below $1 billion, state labor department spokespeople said. A tax increase starts for employees if the fund falls below $1 billion.

The Tennessee Bureau of Investiga
tion will receive more than $5 million in funding to support investigations into trafficking in persons, human and additional uses. The funds went
to the U.S. in related overdose deaths.

Despite significant year-over-year drops in April and May due to the COVID-19 pandemic, the Ten
sene Department of Safety and Homeland Security’s rate of teen driver and pedestrian deaths are still higher than during the same time last year. So far, the state has recorded 59 pedestrian deaths and 53 teen driver deaths, up from 55 pedestrian deaths and 49 teen driver deaths in the same period in 2019.

The Tennessee Department of Transpor
tation announced the project replaced deteriorated concrete with new asphalt, installed three travel lanes in each direction as well as auxiliary lanes, added night lighting and new color overhead mes
sgage boards, as well as new landscaping and numerous ramp safety improvements.

Known locally as the Four-Forty Park
drill, many for payments through June to pre
vent the fund from falling below $1 billion, state labor department spokespeople said. A tax increase starts for employees if the fund falls below $1 billion.

The Tennessee Bureau of Investiga
tion will receive more than $5 million in funding to support investigations into trafficking in persons, human and additional uses. The funds went
to the U.S. in related overdose deaths.

Despite significant year-over-year drops in April and May due to the COVID-19 pandemic, the Ten
sese Department of Safety and Homeland Security’s rate of teen driver and pedestrian deaths are still higher than during the same time last year. So far, the state has recorded 59 pedestrian deaths and 53 teen driver deaths, up from 55 pedestrian deaths and 49 teen driver deaths in the same period in 2019.
While some cities cancel, postpone Fourth of July festivities others opt to hold events with restrictions

As Independence Day approaches, more and more Tennessee towns are forced to modify or postpone their Fourth of July events to comply with health and safety regulations in the wake of COVID-19 pandemic.

Some municipalities have also canceled events, concerned that festivals and fireworks displays draw too large a crowd to safely practice social distancing or comply with the spread of COVID-19, especially as other nearby communities have canceled or modified events.

Here is what municipalities across the state have decided for their events:

MODIFIED

The town of Adams will hold its annual Fourth of July celebration at the Fairgrounds School House provided the Adams Fire Department can ensure the safety of the barbecue picnic and dance have been canceled.

The city of Tullahoma will hold its Drive Up Fireworks Show. The Downtown Tullahoma Area Chamber of Commerce will launch a drive-up display beginning on July 4 beginning at 9:30 p.m. at the Tullahoma Regional Park. The drive-up display will offer sight of fireworks from the land and the lake.

The city of Chattanooga will hold its traditional Independence Day Celebration scheduled for July 4 to comply with social distancing guidelines. While a drive-up display will be held, no in-person event will be held. A preshow parade will begin at 9 p.m. on July 4.

The city of White House will cancel itsAmericana Celebration Fireworks Show through the White House Parks and Recreation Department in order to hold Independence Day at the White House Art Park.

POSTPONED

The town of Clarksville will delay its traditional Independence Day Celebration scheduled for July 4 to comply with social distancing guidelines. While a firework display will be held, the event will be held on July 26.

The city of Lebanon will have a firework display beginning at 9 p.m. on July 4.

The city of Muscle Shoals will have its traditional fireworks display but has canceled events due to COVID-19 pandemic concerns.

The city of Nashville will still hold its fireworks display from the Space Needle on the city’s gateway, but events like the midnight parade have been canceled.

The town of Franklin will hold its Fourth of July festival on Tuesday, July 4, beginning at 9 p.m. with the fireworks show. The show will begin at 9 p.m. on July 4.

The city of White House will cancel itsAmericana Celebration Fireworks Show through the White House Parks and Recreation Department in order to hold Independence Day at the White House Art Park.

POSTPONED

The city of Clarksville will delay its traditional Independence Day Celebration scheduled for July 4.

The town of Dickson will have a drive-up display and a preshow parade. Fireworks will begin at 9 p.m. on July 4.

The city of Nashville will still hold its fireworks display from the Space Needle on the city’s gateway, but events like the midnight parade have been canceled.

While the city of Nashville will still be holding a fireworks display, the usual block party and concert will be cancelled. The city is also asking viewers not to gather public for the fireworks display but instead watch it when it is televised on a local news station.

TENNESSEE FESTIVALS

Aug. 8-16: Memphis

This year marks the 50th anniversary of Elvis Week and will feature music, entertainment and cultural events. The festival includes events like tribute concerts, a cardboard cutout contest, a cantaloupe vigil, and a “Fun Day in the Little Jungle Room” Experience. Visit https://elvisweek.com for more info.

Aug. 14-15: Shellyville

Shellyville’s annual Strawberry Festival will feature live music, parades, a weekend market, an arts and crafts fair, and traditional Shellyville food. For more info, visit https://sites.google.com/ShellyvilleTn/ShellyvilleFestivals.
The city of Piperton has an opening for Fire Training Officer. Information accepting applications for Full-Time Fire Training Officer. Accepting applications immediately. The position is responsible for developing and implementing comprehensive preparedness programs, including fire prevention, fire suppression, and emergency response procedures. All interested applicants are encouraged to apply. Applications will be accepted until the position is filled. EOE.

**NOTE:** Applications are available at cityofpiperton.tn.gov.

---

**Fire Training Officer**

**Position:** Full-Time Fire Training Officer

**Responsibilities:**
- Develop and implement comprehensive preparedness programs
- Conduct fire prevention and fire suppression training programs
- Manage fire training exercises and drills
- Coordinate with local emergency management agencies

**Requirements:**
- High school diploma or equivalent
- Minimum of 2 years of experience in fire training or related field

**Salary:** Competitive

---

**PLANNER / MINISTRATOR / SENIOR PLANNER**

**Position:** Planning Minister for the city of Elizabethton

**Responsibilities:**
- Develop and implement comprehensive planning policies and programs
- Coordinate with local economic development agencies
- Manage the development and implementation of comprehensive development plans

**Requirements:**
- Bachelor’s degree in urban planning or related field
- Minimum of 5 years of experience in urban planning
- Certified planner

**Salary:** Competitive

---

**BUILDING INSPECTOR**

**Position:** Building Inspector for the city of Maryville

**Responsibilities:**
- Inspect buildings for compliance with applicable codes
- Review and approve plans and specifications
- Make decisions on compliance with building codes

**Requirements:**
- High school diploma
- Minimum of 3 years of experience in building inspection
- certification as a building inspector

**Salary:** Competitive

---

**UTILITY OPERATOR**

**Position:** Utility Operator for the city of Nashville

**Responsibilities:**
- Oversee the operation and maintenance of water and wastewater treatment facilities
- Ensure compliance with regulatory requirements
- Monitor and report any issues related to water and wastewater treatment

**Requirements:**
- High school diploma
- Minimum of 2 years of experience in water and wastewater treatment

**Salary:** Competitive

---

**PLANNING AND ZONING SPECIALIST**

**Position:** Planning and Zoning Specialist for the city of Franklin

**Responsibilities:**
- Assist in the development and implementation of comprehensive planning policies and programs
- Manage the development and implementation of comprehensive development plans
- Coordinate with local economic development agencies

**Requirements:**
- Bachelor’s degree in urban planning or related field
- Minimum of 2 years of experience in urban planning

**Salary:** Competitive

---

**TOWN PLANNER**

**Position:** Town Planner for the city of Greeneville

**Responsibilities:**
- Assist in the development and implementation of comprehensive planning policies and programs
- Manage the development and implementation of comprehensive development plans
- Coordinate with local economic development agencies

**Requirements:**
- Bachelor’s degree in urban planning or related field
- Minimum of 2 years of experience in urban planning

**Salary:** Competitive
**Cities making unavoidable cuts due to coronavirus**

**Cities are experiencing cuts that drastically impact not only the people who live and work in these communities, but also the infrastructure and essential services that are critical to our national economic recovery.**

Cities are not just facing a financial downturn; many are also facing a surge in the number of coronavirus cases, which has led to an increase in the number of hospitalizations and deaths.

The U.S. Supreme Court made two landmark rulings barring discrimination in the workplace against gay, lesbian, and transgender employees. The ruling came in three cases, each involving a group of workers who had been fired for being gay, lesbian, or transgender.

The court ruled that the Civil Rights Act of 1964, which is one of the most important pieces of civil rights legislation in the United States, protects employees from discrimination based on sexual orientation or gender identity.

The court’s decision in the first case, which involved a gay employee of a major airline, was unanimous. In the second case, which involved a transgender employee of a retail store, the court ruled 6-3.

The third case, which involved a gay employee of a religious college, was decided 5-4, with a dissenting opinion written by Justice Clarence Thomas.

The decision in the third case was particularly significant because it was the first time the court had ruled on the issue of sexual orientation and gender identity.

The court’s decision in the first two cases was a major victory for those seeking to expand the protections afforded by the Civil Rights Act of 1964 to include discrimination based on sexual orientation and gender identity.

The decision in the third case was a mixed victory, with the majority opinion striking a blow against discrimination based on sexual orientation and gender identity, but also allowing for the possibility of future challenges to the decision.

The court’s decision in the third case was not without controversy, with Justice Thomas issuing a scathing dissent that expressed his belief that the court had overstepped its bounds.

The decision in the first two cases was hailed as a significant victory for those seeking to expand the protections afforded by the Civil Rights Act of 1964 to include discrimination based on sexual orientation and gender identity.

The decision in the third case was a mixed victory, with the majority opinion striking a blow against discrimination based on sexual orientation and gender identity, but also allowing for the possibility of future challenges to the decision.

The decision in the third case was not without controversy, with Justice Thomas issuing a scathing dissent that expressed his belief that the court had overstepped its bounds.

The decision in the first two cases was hailed as a significant victory for those seeking to expand the protections afforded by the Civil Rights Act of 1964 to include discrimination based on sexual orientation and gender identity.

The decision in the third case was a mixed victory, with the majority opinion striking a blow against discrimination based on sexual orientation and gender identity, but also allowing for the possibility of future challenges to the decision.

The decision in the third case was not without controversy, with Justice Thomas issuing a scathing dissent that expressed his belief that the court had overstepped its bounds.

The decision in the first two cases was hailed as a significant victory for those seeking to expand the protections afforded by the Civil Rights Act of 1964 to include discrimination based on sexual orientation and gender identity.

The decision in the third case was a mixed victory, with the majority opinion striking a blow against discrimination based on sexual orientation and gender identity, but also allowing for the possibility of future challenges to the decision.

The decision in the third case was not without controversy, with Justice Thomas issuing a scathing dissent that expressed his belief that the court had overstepped its bounds.

The decision in the first two cases was hailed as a significant victory for those seeking to expand the protections afforded by the Civil Rights Act of 1964 to include discrimination based on sexual orientation and gender identity.

The decision in the third case was a mixed victory, with the majority opinion striking a blow against discrimination based on sexual orientation and gender identity, but also allowing for the possibility of future challenges to the decision.

The decision in the third case was not without controversy, with Justice Thomas issuing a scathing dissent that expressed his belief that the court had overstepped its bounds.

The decision in the first two cases was hailed as a significant victory for those seeking to expand the protections afforded by the Civil Rights Act of 1964 to include discrimination based on sexual orientation and gender identity.

The decision in the third case was a mixed victory, with the majority opinion striking a blow against discrimination based on sexual orientation and gender identity, but also allowing for the possibility of future challenges to the decision.

The decision in the third case was not without controversy, with Justice Thomas issuing a scathing dissent that expressed his belief that the court had overstepped its bounds.

The decision in the first two cases was hailed as a significant victory for those seeking to expand the protections afforded by the Civil Rights Act of 1964 to include discrimination based on sexual orientation and gender identity.

The decision in the third case was a mixed victory, with the majority opinion striking a blow against discrimination based on sexual orientation and gender identity, but also allowing for the possibility of future challenges to the decision.

The decision in the third case was not without controversy, with Justice Thomas issuing a scathing dissent that expressed his belief that the court had overstepped its bounds.

The decision in the first two cases was hailed as a significant victory for those seeking to expand the protections afforded by the Civil Rights Act of 1964 to include discrimination based on sexual orientation and gender identity.

The decision in the third case was a mixed victory, with the majority opinion striking a blow against discrimination based on sexual orientation and gender identity, but also allowing for the possibility of future challenges to the decision.

The decision in the third case was not without controversy, with Justice Thomas issuing a scathing dissent that expressed his belief that the court had overstepped its bounds.

The decision in the first two cases was hailed as a significant victory for those seeking to expand the protections afforded by the Civil Rights Act of 1964 to include discrimination based on sexual orientation and gender identity.

The decision in the third case was a mixed victory, with the majority opinion striking a blow against discrimination based on sexual orientation and gender identity, but also allowing for the possibility of future challenges to the decision.

The decision in the third case was not without controversy, with Justice Thomas issuing a scathing dissent that expressed his belief that the court had overstepped its bounds.

The decision in the first two cases was hailed as a significant victory for those seeking to expand the protections afforded by the Civil Rights Act of 1964 to include discrimination based on sexual orientation and gender identity.

The decision in the third case was a mixed victory, with the majority opinion striking a blow against discrimination based on sexual orientation and gender identity, but also allowing for the possibility of future challenges to the decision.

The decision in the third case was not without controversy, with Justice Thomas issuing a scathing dissent that expressed his belief that the court had overstepped its bounds.

The decision in the first two cases was hailed as a significant victory for those seeking to expand the protections afforded by the Civil Rights Act of 1964 to include discrimination based on sexual orientation and gender identity.

The decision in the third case was a mixed victory, with the majority opinion striking a blow against discrimination based on sexual orientation and gender identity, but also allowing for the possibility of future challenges to the decision.

The decision in the third case was not without controversy, with Justice Thomas issuing a scathing dissent that expressed his belief that the court had overstepped its bounds.

The decision in the first two cases was hailed as a significant victory for those seeking to expand the protections afforded by the Civil Rights Act of 1964 to include discrimination based on sexual orientation and gender identity.

The decision in the third case was a mixed victory, with the majority opinion striking a blow against discrimination based on sexual orientation and gender identity, but also allowing for the possibility of future challenges to the decision.

The decision in the third case was not without controversy, with Justice Thomas issuing a scathing dissent that expressed his belief that the court had overstepped its bounds.

The decision in the first two cases was hailed as a significant victory for those seeking to expand the protections afforded by the Civil Rights Act of 1964 to include discrimination based on sexual orientation and gender identity.

The decision in the third case was a mixed victory, with the majority opinion striking a blow against discrimination based on sexual orientation and gender identity, but also allowing for the possibility of future challenges to the decision.

The decision in the third case was not without controversy, with Justice Thomas issuing a scathing dissent that expressed his belief that the court had overstepped its bounds.

The decision in the first two cases was hailed as a significant victory for those seeking to expand the protections afforded by the Civil Rights Act of 1964 to include discrimination based on sexual orientation and gender identity.

The decision in the third case was a mixed victory, with the majority opinion striking a blow against discrimination based on sexual orientation and gender identity, but also allowing for the possibility of future challenges to the decision.

The decision in the third case was not without controversy, with Justice Thomas issuing a scathing dissent that expressed his belief that the court had overstepped its bounds.

The decision in the first two cases was hailed as a significant victory for those seeking to expand the protections afforded by the Civil Rights Act of 1964 to include discrimination based on sexual orientation and gender identity.

The decision in the third case was a mixed victory, with the majority opinion striking a blow against discrimination based on sexual orientation and gender identity, but also allowing for the possibility of future challenges to the decision.

The decision in the third case was not without controversy, with Justice Thomas issuing a scathing dissent that expressed his belief that the court had overstepped its bounds.

The decision in the first two cases was hailed as a significant victory for those seeking to expand the protections afforded by the Civil Rights Act of 1964 to include discrimination based on sexual orientation and gender identity.

The decision in the third case was a mixed victory, with the majority opinion striking a blow against discrimination based on sexual orientation and gender identity, but also allowing for the possibility of future challenges to the decision.

The decision in the third case was not without controversy, with Justice Thomas issuing a scathing dissent that expressed his belief that the court had overstepped its bounds.

The decision in the first two cases was hailed as a significant victory for those seeking to expand the protections afforded by the Civil Rights Act of 1964 to include discrimination based on sexual orientation and gender identity.

The decision in the third case was a mixed victory, with the majority opinion striking a blow against discrimination based on sexual orientation and gender identity, but also allowing for the possibility of future challenges to the decision.

The decision in the third case was not without controversy, with Justice Thomas issuing a scathing dissent that expressed his belief that the court had overstepped its bounds.

The decision in the first two cases was hailed as a significant victory for those seeking to expand the protections afforded by the Civil Rights Act of 1964 to include discrimination based on sexual orientation and gender identity.

The decision in the third case was a mixed victory, with the majority opinion striking a blow against discrimination based on sexual orientation and gender identity, but also allowing for the possibility of future challenges to the decision.

The decision in the third case was not without controversy, with Justice Thomas issuing a scathing dissent that expressed his belief that the court had overstepped its bounds.
TML greatly appreciates our Annual Conference Vendors

We look forward to seeing you in Chattanooga July 30 - Aug 3, 2021

Regrettably, TML made the decision to cancel the 2020 conference -- but that doesn’t mean you can’t still support the businesses that support TML. Pictured on the next pages are the various entities who participated in the TML 2019 Conference held in Memphis last year. You can learn more about the businesses through the TML Marketplace featured on our website https://www.tml1.org/marketplace.
TML greatly appreciates our Annual Conference Vendors
TML greatly appreciates our Annual Conference Vendors

Sweeping Corporation of America
ServiceMaster Restore
Recreational Concepts
The Retail Coach
Sanison Equipment Company
Stringfellow, Inc
Stringfellow, Inc
SUEZ Advanced Solutions

TN Building Officials Association (TBOA)
TCAPWA
Tennessee Recreation & Parks Association
TN Personnel Management Association
TCRS/Retire Ready TN

Tennessee Fire Chiefs Association
Temple, Inc
TACIR
TAMCAR

TDEC State Revolving Loan Fund
TN Development District Association

Tennessee Municipal Bond Fund
TN Recreation and Parks Association
TREEDC

Tennessee Stormwater Association

We believe the best claim is the one that never happens
We work with our members to:
- Reduce risk exposures and potential losses
- Provide risk management workshops and symposiums, on-site education and training resources
- Offer grants to purchase safety and loss prevention equipment and seek risk management training opportunities

www.pepartners.org  800.624.9698
We also want to recognize new businesses who are already signed up to be in Chattanooga July 30 - Aug 3. 2021