

TN economy sees fastest growth rate in a decade

Tennessee's economy continues to show significant growth in 2018, according to a report released by the Secretary of State's office.

There were 10,709 new entity filings in the third quarter of 2018, which represents a 14.8 percent increase over the same time period last year.

This denotes the 28th consecutive quarter of positive year-over-year growth. The current 14.8 percent growth rate is the fastest of the last ten years.

As of Sept. 1, there were 267,952 active entities in Tennessee, representing a 5.7 percent increase compared to the third quarter of 2017.

"Quarter after quarter we continue to see the positive effects of having a business-friendly state," said Tennessee Secretary of State Tre Hargett. "This record growth shows that Tennessee's economy is continuing to flourish."

The Tennessee Quarterly Business and Economic Indicators report is created to provide a periodic snapshot of the state's economy based on a variety of information, including new business data from the Division of Business

Services.

Domestic Limited liability corporations (LLCs) account for nearly two-thirds of all new filings, increasing by 14.7 percent. New filings of foreign entities saw the strongest growth, increasing by 23.3 percent.

Hamilton County led the way among the state's four largest counties with 13.4 percent growth in initial filings. Davidson County came in second at 10.4 percent with Shelby County trailing just behind at 10.0 percent. Knox County saw an 8.5 percent increase.

The four counties accounted for 6,083 new entity filings during the third quarter of 2018, which is a 10.3 percent increase compared to the same time in 2017.

The state's unemployment rate remained unchanged from August to September at 3.6 percent. The state's unemployment rate remains slightly below the U.S. rate of 3.7 percent.

The national economy saw strong growth due to increases in both consumer and government spending. Personal income grew 4.2 percent over the previous quarter

TN Senate, House nominate candidates for leadership roles

Both new and familiar faces will be taking on leadership roles in Tennessee's upcoming 111th General Assembly when it convenes on Jan. 8, 2019.

Sen. Randy McNally, R-Oak Ridge, was nominated by his party to serve as the lieutenant governor and speaker of the Senate. McNally has served in the role since 2017 and represents State Senate District 5.

Rep. Glen Casada, R-Franklin, won the Republican nomination for House speaker, receiving 47 votes from the 73-member Republican caucus.

The entire General Assembly will vote whether or not to confirm the nominations for lieutenant governor and speaker of the house when they convene in January.

Casada has previously served as the House Majority Leader since 2017 and will take over the speaker position from Beth Harwell, who stepped down for a gubernatorial bid.

Sen. Jack Johnson, R-Franklin, was selected as the new Senate majority leader, beating out Sen. Mike Bell, R-Riceville. Johnson has represented Senate District 23 since 2006.

The Senate Majority Leader seat has been vacant since November 2018 when former leader Mark Norris resigned his Senate District 32 seat after being nominated to serve as a federal judge for West Tennessee.

Norris has served as majority leader for the senate since 2007. Gov. Bill Haslam has called for a special primary election for Norris' District 32 seat on Jan. 24 with the election to be held on March 12.

Sen. Ferrell Haile, R-Gallatin, was nominated to serve as speaker pro tempore and Republican caucus treasurer. Haile was elected in 2010 to represent Senate District 19, serving until 2011 and then was re-elected again in 2013.



Sen. Randy McNally
Lt. Gov. and Senate Speaker



Rep. Glen Casada,
House Speaker



Sen. Jack Johnson
Senate Majority Leader



Rep. William Lamberth,
House Majority Leader

Sen. Ken Yager, R-Kingston, was elected as the Republican caucus chairman, taking over the role from Sen. Bill Ketron, who stepped down from his senate role for a successful bid to become Rutherford County Mayor. Yager has represented Senate District 12 since 2006.

Sen. Dolores Gresham, R-Somerville, was elected Republican caucus secretary, taking over the role from Sen. Becky Massey, R-Knoxville, who had thrown her hat in the ring for caucus chair. Gresham has represented Senate

District 26 since 2008.

A special election date still has not been set to find the replacement for Mark Green, who was recently elected to the U.S. House of Representatives in Marsha Blackburn's former seat. Green tendered his resignation for the Senate District 22 seat effective Jan. 3, after which point the Montgomery County Commission will appoint a senator to serve until a special election can be held.

The Montgomery County, Houston County, and Stewart See **ASSEMBLY** on Page 3

Proactive cybersecurity measures protect city personnel, residents

BY SANDY REESER

VC3 Chief Executive Officer

Cybercriminals pose a significant threat to municipalities in multiple ways by causing direct damage to information technology systems, stealing resident or customers' personal information, such as Social Security numbers, or demanding hefty ransoms to stop the attack.

Because the cost is potentially substantial, both in terms of dollars and in lost trust by residents, local officials must focus on preventing breaches before they occur.

Municipal leaders across the country are making it a priority to invest in cybersecurity, according to a 2017 study published by the International City/County Management Association. Best practices include regular vulnerability scans, employee training and risk assessments.

Major cybersecurity vulnerabilities for municipalities fall into three main categories: people, technology and processes.

People-related risks

Due to the nature of information retained by municipalities and the availability of employee names and email addresses online, municipalities are especially vulnerable to social engineering attacks such as phishing.

During a phishing attack, an attacker sends an email to employees attempting to trick them into clicking a link or downloading a file, which in turn installs malware onto their devices. The malicious code delivered by the malware is designed to cause damage to a computer/device, server, or network.

An employee might also fall for an attack where they think an email sent by an attacker belongs to a manager or vendor. They unwittingly share personal information, user IDs and passwords with the imposter.

By training employees to recognize these types of social engineering attacks, municipalities can empower them to identify, report and prevent these cyberthreats.

Municipal officials across the country are recognizing the importance of educating their workforce on cybersecurity. More than 60 percent of those surveyed by ICMA indicated they are committed to spending on end-user training.

Cybersecurity by the Numbers

- 6** the number of months it can take to fill cybersecurity positions.
- 7.4** percentage of cities who conduct no cybersecurity scans.
- 39** how many seconds between hacker attacks conducted in the U.S. daily.
- 92** the percentage of malware delivered via email.
- 95** percentage of cyber attacks caused by human error.
- 196** the average number of days it took to identify a data breach in 2017.

The second personnel-related vulnerability for municipalities is a lack of cybersecurity expertise. Cybersecurity is a mature discipline with its own research, theories, technology, best practices and other factors that require specialized training and expertise.

Unfortunately, recruiting, hiring and retaining cybersecurity experts are not easy tasks.

Deloitte, a multinational accounting organization and the largest professional services network in the world, reported in 2016 that even the largest corporations in the U.S. have trouble recruiting these experts.

More than half the companies surveyed by Deloitte indicated it took three to six months to fill available cybersecurity positions. Even then, finding a sufficiently qualified individual was not guaranteed. According to one survey participant, "There are many pretenders, but not enough real talent."

Imagine the hiring challenge for a small town with a fraction of the resources and situated far from big cities and technology hubs.

Nearly 80 percent of municipalities in the ICMA survey reported they were having trouble paying competitive salaries to See **CYBERSECURITY** on Page 3

Lee announces ten cabinet roles

Gov.-elect Bill Lee has announced several members of his new cabinet, including a new chief of staff, policy director, finance chairman, and agriculture commissioner.

Stuart McWhorter was selected as finance chairman for Lee's administration.

In addition to chairing Lee's inauguration planning and serving as the campaign's finance chairman, McWhorter is chairman and president of healthcare and technology investment management firm Clayton Associates.

Before coming to Clayton Associates, McWhorter held positions as Censis Technologies, First Bank of Tennessee, Haven Behavioral Healthcare, the Tennessee Technology Development Corporation, HealthTrust Inc. and chairman of HCA Healthcare (then called Hospital Corporation of America).

He holds a bachelor's degree from Clemson University, and an MBA from the University of Alabama at Birmingham.

Blake Harris was tapped to serve as Lee's chief of staff after serving as executive director of his transition team. Harris also served as an attorney and consultant for the Lee campaign.

Butch Eley, presently chairman of Lee's transition team, will take on the role of chief operating officer for the Lee administration. Eley most recently served as chief growth officer of DBi Services and as the first director of economic and community development for Nashville Mayor Bill Boner.

Lang Wiseman has been selected to become deputy to the governor and chief counsel. He presently served as a lawyer specializing in business and commercial litigation out of the Cordova-based firm of Wiseman Bray PLLC.

A graduate of the University of Tennessee and Harvard



Stuart McWhorter,
Finance Chairman



Butch Eley,
Chief Operating Officer



Lang Wiseman,
Chief Counsel



Charlie Hatcher,
Agriculture Commissioner

Law School, Wiseman previously served as counsel to the U.S. Senate Governmental Affairs Committee and as a law clerk to Judge Harry Wellford of the Sixth Circuit Court of Appeals. He currently serves on Haslam's Council for Judicial Appointments.

Tony Niknejad was tapped to serve as Lee's policy director, a position he also held as part of the campaign.

Niknejad previously worked for the American Federation for Children, an organization supporting private school choice as well as

worked with the Kentucky Republican party's House of Representatives campaign in 2016.

Lee tapped Middle Tennessee dairy farmer and current state veterinarian Dr. Charlie Hatcher to serve as his commissioner of agriculture.

Hatcher has served as state veterinarian since 2009, certifying and enforcing animal health standards for livestock products, as well as working with federal officials to accredit Tennessee's practicing veterinarians.

In addition to his role with the See **CABINET** on Page 6

NEWS ACROSS TENNESSEE



ASHLAND CITY

Caymas Boats LLC will establish operations in Ashland City, investing \$30.3 million and creating 280 jobs in the next five years. Caymas Boats is a new company founded by Nashville-based marine executive Earl Bentz, who has a successful record of building boat companies in Tennessee. Beginning in 2019, Caymas Boats will manufacture a new line of premium fiberglass saltwater and freshwater fishing boats in Ashland City. Caymas Boats plans to renovate and upgrade two existing buildings on Highway 12 in Ashland City. The company anticipates that boat production will begin in February 2019. Caymas Boats' models will be versatile for fishing and other recreational activities. The new Caymas Boats plant will initially manufacture saltwater bay boats up to 27 feet in length, and fiberglass bass boats up to 21 feet long. The company will add additional models in the future.

CHATTANOOGA

While Chattanooga house prices are rising above the level affordable by many moderate-income residents, the National Association of Realtors reports the city still has a bargain market when compared to much of America. The typical house sold in Chattanooga this summer was priced 5.5 percent higher than the same properties a year earlier. Home prices continued to grow nearly twice as fast as the 3 percent average gain in worker wages. Despite this, Chattanooga home prices are still 30 percent the U.S. average and below the average cost in most other Mid-South markets. In the third quarter of 2018, the median house price in Chattanooga was \$187,900 with the typical home only staying on the market for 42 days before being sold – 25 percent less time than the same time last year. Realtors say this is due to a combination of factors including less houses being on the market, an increase in mortgage rates, the number of closed home sales, and stagnant incomes of potential home buyers.

DICKSON

Truform Manufacturing LLC will invest approximately \$14 million to expand its operations in Dickson, creating nearly 90 jobs in the next five years. The automotive and appliance supplier is a subsidiary of Sisler Manufacturing Group and operates a metal stamping and assembly facility in Dickson. The expansion has been driven by growth in both the automotive and appliance industry the company serves. The company plans to add approximately 40,000 square feet to its Dickson operations, which presently employs 160 people. Truform anticipates the expansion will be operational by the third quarter of 2019.

KNOXVILLE

Knoxville's Cumberland Avenue Corridor Project and the Old City Streetscapes Project along Jackson Avenue were selected as statewide winners at American Council of Engineering Companies' (ACEC) Engineering Excellence Awards and 50th Anniversary Gala in Nashville on Oct. 26. The Tennessee Chapter of ACEC received 32 applications for awards in a variety of categories, and those applications were judged by a panel of 19 council members. The Cumberland Avenue project and consulting team Vaughn & Melton

Consulting Engineers Inc. received the "Grand Award" for Special Projects; Large Jurisdiction. And the Old City Streetscapes project and CDM Smith received the "Grand Award" for Surveying and Mapping Technology. These and additional winning projects are now eligible for consideration for national awards to be handed out at the ACEC National Convention, May 5-18, 2019, in Washington, D.C.

MT. JULIET

A creek restoration project in Mt. Juliet won a Grand Award at the 2018 Engineering Excellence Awards competition, presented by the American Council of Engineering Companies of Tennessee (ACEC Tennessee). The award is one of the highest honors an engineering firm can receive and is considered the "Academy Awards of the engineering industry." The award was presented for the restoration of 800 feet of a tributary to Cedar Creek at the Beckwith North Distribution Center. Panattoni, Inc. contracted S&ME, Inc. to provide permitting, design, and construction period support services for the project, which worked to protect wetlands near the creek as well as improve water quality, physical habitat, and shading for the stream.

NASHVILLE

Amazon will invest more than \$230 million and create 5,000 high-paying jobs by relocating its Operations Center of Excellence to the former LifeWay building in downtown Nashville. State leaders expect the location to create a ripple effect of economic development. The center will become the hub for all Eastern U.S. retail operations for the major online retailer. The company already has fulfillment and sortation centers in Tennessee located in Charleston, Chattanooga, Lebanon, Murfreesboro, and Nashville, as well as one Prime Now Hub in Nashville. Amazon will build its Operations Center of Excellence in Nashville Yards, a 15-acre, mixed-use development in downtown Nashville. The one million square foot office space will house the tech and management functions of Amazon's Retail Operations division, including customer fulfillment, customer service, transportation, and supply chain, amongst others. The project is the single largest jobs announcement in the state's history and is projected to create more than 13,000 jobs for Tennessee's workforce. In addition, for every one direct job created by the project, an additional 1.6 jobs will be created in the state. From 2011 to 2017, Amazon has invested more than \$5 billion in Tennessee, including customer fulfillment infrastructure and compensation to its employees.

NASHVILLE

Ernst & Young LLP (EY) will be investing more than \$20 million and creating more than 600 jobs in the next five years as part of bringing a new facility to the city of Nashville. The global professional services firm will be using its new location to deliver tax managed services for clients and tax technology operations. EY is expanding its presence in Nashville with the opening of the new EY Exceptional Delivery Growth Engine (EDGE) Center, which will include software development, design and testing, as well as professionals delivering technology enabled tax managed services for clients. A leading practice in Nashville for decades, the establishment of the EY EDGE Center delivers on EY's purpose of building a better working world for its clients and communities. In addition to the new EY EDGE Center, the firm also announced earlier this year the move of its approximately 300 current Nashville employees to a new location at 222 Second Avenue South in January 2019, relocating from 150 Fourth Avenue North. The EY EDGE Center currently occupies a temporary office space until the opening of the office on Music Row.

MEMPHIS

Print technology company Mimeo will be expanding its operations and establishing a new U.S. headquarters in Memphis, investing \$16 million and creating 300 jobs. The online-managed content

distribution and printing company has been located in Memphis since 2000, largely because of the city's status as a FedEx hub. The new investment will double the company's workforce in Memphis. With this expansion, Mimeo will be growing its production capacity; hiring in the areas of sales, services, engineering, and operations; and establishing its U.S. headquarters in Memphis. Mimeo's Memphis facility is located adjacent to FedEx's Global Hub, enabling large volumes of last-minute content to be shipped anywhere in the world, for delivery as early as the next morning. The expansion and location of the headquarters in Shelby County enables Mimeo to better route customer work to the most strategic locations for fulfillment to end delivery. Founded in 1998, Mimeo has grown into a global organization with nearly 1,000 employees across the U.S., Europe, and Asia. Mimeo delivers content to customers in more than 140 countries. Mimeo's network includes more than 50 print production facilities and partners, including its expanding global flagship facility in Memphis.

OOLTEWAH

Miller Industries, Inc., has made a significant investment to expand its operations in Ooltewah, resulting in the creation of approximately 175 jobs over a five-year period. This expansion effort began in late 2016 and was completed in the first quarter of 2018. Miller Industries manufactures high-quality towing and recovery equipment. The company markets its products under the Century, Vulcan, Challenger, Holmes, Champion, Chevron, Eagle, Titan, Jige and Boniface brand names. Founded in 1990, Miller Industries employs approximately 750 between its two Tennessee locations in Ooltewah and Greeneville. The company also operates facilities in Pennsylvania, the United Kingdom, and France. As part of the Ooltewah expansion, Miller Industries has hired new manufacturing and administrative personnel.

PIGEON FORGE

The Cal Ripken Experience at Pigeon Forge brought in \$33.8 million in visitor spending to Pigeon Forge in its third year of operation. Since its season began in March, the center has hosted 925 teams from 25 states as well as Canada and Puerto Rico with 99 percent of its visitorship coming from outside Sevier County. Since opening its doors in March 2016, more than 2,100 youth baseball teams and 150 high school softball teams have taken the fields at The Ripken Experience Pigeon Forge for competition in 80 events. In total, more than 33,500 players and coaches have traveled to play ball on fields that offer unobstructed views of the Great Smoky Mountains, with an additional 1,000 teams expected to travel to the complex for competition in 2019.

SPRING HILL

Detroit-based automaker General Motors announced it will add a third vehicle to the production lines at its Spring Hill plant. A future Cadillac crossover, the vehicle yet-to-be announced vehicle model will fill up production capacity at the Spring Hill plant, which already produces the crossover Cadillac XT5 and GMC Acadia midsize SUV. With the addition of the third line, the Spring Hill plant could produce as many as 250,000 vehicles per year. It is anticipated that workers from other idled GM plants, including ones in Michigan, Ohio, and Canada, will be moved to the Spring Hill location.

TULLAHOMA

Tullahoma is one step closer to having a new facility for the city's police department after the Tullahoma Municipal Regional Planning Commission approved site plans for the new station. Plans call for the new station to be built next to the current police station on West Grundy Street. The current facility was constructed in 1955. Since then, Tullahoma's Police Department has grown to 37 officers and requires more room for both work and storage. Plans for the new facility include a separate officer's lounge area and re-

Dechard officials break ground on wastewater plant



Officials in Dechard broke ground on upgrades to the city's wastewater treatment plant, which will be seeing improvements to increase capacity and efficiency. The Board of Mayor and Aldermen unanimously approved the nearly \$10 million treatment plant repairs with Livingston-based W&O Construction undertaking the project. The project will be funded through about \$4.5 million in grants with the final portion being through a low interest loan from USDA Rural Development. The plant will go to a biological nutrient removal system that will be the first of its kind in the state of Tennessee. The project will take two years to complete because the old wastewater treatment plant must be gutted and re-equipped to accommodate the biological nutrient equipment. The improvements may also save the city anywhere between \$50,000 and \$70,000 annually in chemical costs.

Huntingdon restores historic railroad arch at municipal park



The town of Huntingdon recently completed the restoration of a historic railroad arch located at Thomas Park. The arch was erected for the Dixie Line Railroad – also known as the NNashville, Chattanooga, and Salt Lake Railway – in 1909, three years after the park itself was established. The park was originally built around the train depot to attract more visitors. It took six-weeks for stonemasonry firm Thomas Truex Masonry to restore the historic arch. In addition to the arch, other pieces of Huntingdon's railroad history are found throughout the park including a CSX caboose and bricks from the former train depot that were used to make a walking path at the park.

Fayetteville moves forward with historic cabin relocation effort



The restoration and relocation of a historic log cabin belonging to Joseph Greer moves forward in Fayetteville. The 200-year-old log cabin first belonged to Greer, known as the "King's Mountain Messenger" for his role in the Battle of King's Mountain in the American Revolution. The restored cabin will be moved to the Camp Blount site in Fayetteville. Constructed around 1810, the cabin will fit in with other structures at Camp Blount, one of the few sites connected to Tennessee's involvement in the War of 1812.

port-writing room, extra interview rooms, a larger public area, public restrooms, larger multi-function room for training and emergency operations, as well as incorporating new technology. Estimates for the project released in February put a \$3.2 million price tag on the new station. The estimate includes funds for engineering, construction and "project contingency." The board recently borrowed \$7.5 million from the Tennessee Municipal Bond Fund for a number of projects, including the new animal shelter at public works, more sidewalks in town and the new station.

WESTMORELAND

Alabama-based Wilson Lumber Company will be expanding its location in Westmoreland, creating 40 jobs and investing millions in the area. The expansion will make the company the biggest employer in Westmoreland. The company has signed a lease for the 30,000-square-foot space in the Westmoreland Business cen-

ter and anticipates the launch of its expansion in February 2019. A family-owned company for 70 years, Wilson Lumber will use the new space as a roof truss facility, which will help the company grow and serve Tennessee's construction market.

WHITWELL

Whitwell's Mullins Cove area has become the latest community in Tennessee to be nationally recognized by the Firewise USA program. Located in a remote area where wildfires are always a risk, the community has only one way in and out for residents. Members of the neighborhood worked with the municipal leaders and other officials to come up with a plan to reduce the risk of wildlife in the area as well as an evacuation plan for residents should the worst happen through the Firewise USA program. The Tennessee Division of Forestry presented the neighborhood a commemorative plaque for their efforts through the program.

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TN Senate, House nominate candidates for leadership roles

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County election commissions plan to work together to find a special election date that will suite all three areas.

In addition to nominating Casada as a new speaker, House Republicans nominated a new majority leader, speaker pro tem, and minority leader as well as a new speaker of the Republican caucus.

Rep. Bill Dunn, R-Knoxville, was nominated as the House speaker pro tem. The position was previously held by Curtis Johnson, R-Clarksville, who had served as the speaker pro tempore since 2013. Johnson left the spot to run for the House speaker seat.

Dunn has represented the House's 16th District since 1994 and served as House minority leader.

Rep. William Lamberth, R-Cottontown, was nominated to take over Casada's former role as majority leader. Lamberth was first elected to represent the House's 44th District in 2012. Rep. Ron Gant, R-Rossville, was elected assistant leader.

Rep. Cameron Sexton, R-Crossville, was nominated as House Republican caucus chair. Sexton served as House majority whip in 2012 and was first elected to represent the House's District 25 in 2010.

Sexton will take over the role from Rep. Ryan Williams, R-Cookeville, who was first elected to represent House District 42 in 2011. Rep. Brandon Ogles, R-Franklin, was elected caucus vice chairman.

Rep. Rick Tillis, R-Lewisburg, was elected as the Republican House whip while Rep. Paul Sherrell, R-Sparta, was elected as Republican House floor leader. Rep. Chris Todd, R-Humboldt, will serve as assistant floor leader.

DEMOCRATIC NOMINATIONS

Democrats also elected new leadership in both the Senate and House.

Sen. Jeff Yarbro, D-Nashville, will serve as the new Senate minority leader. Yarbro has represented Senate District 21 since 2015.

Lee Harris, who was recently elected as Shelby County Mayor, had served in the minority leader role since 2015, the same year he was elected to represent Senate District 29.

Sen. Raumesh Akbari, D-Memphis, was selected as the Democratic caucus chairwoman, taking over the role from Yarboro. Akbari previously served House District 91 since 2013 and was elected in November to represent Senate District 29, the seat previously held by Lee Harris.

Sen. Brenda Gilmore, D-Nashville, was elected as Democratic floor leader. Gilmore was elected to the Senate District 19 seat previously held by Sen. Thelma Harper in November.

Previously, Gilmore had served in the House, representing District 54 since 2007.

Sen. Katrina Robinson, D-Memphis, was elected as minority whip. She was elected in November to the District 33 seat previously held by Reginald Tate, who she defeated in the Democratic primary.

Sen. Sara Kyle, D-Memphis, was elected vice-chair of the Senate Democratic Caucus. Kyle has represented District 30 since 2015.

For the House Democrats, Rep. Karen Camper, D-Memphis, was nominated to replace Craig Fitzhugh as minority leader in the House.

Fitzhugh gave up his District 82 seat for a gubernatorial bid. Camper was first elected to represent House District 87 in 2008.

Rep. Jason Powell, D-Nashville, was elected minority whip in the House, taking over from retiring lawmaker Rep. JoAnne Favors, D-Chattanooga. Powell has represented Tennessee House District 53 since 2012.

Rep. Harold Love Jr., D-Nashville, was elected as the minority floor leader, taking over the position from Raumesh Akbari, who was elected to serve House District 29.

Love has represented House District 58. Rep. London Lamar, D-Memphis, was elected assistant floor leader.

Rep. Rick Staples, D-Knoxville, will serve as assistant minority leader, taking over the role from Rep. Joe Towns Jr., D-Memphis. Staples was elected in 2016 to represent House District 15.

Rep. Mike Stewart, D-Nashville, will remain the minority caucus chair and Rep. John DeBerry Jr., D-Memphis, will remain the minority leader pro tempore.



Sen. Ferrell Haile
Speaker Pro Tempore



Sen. Ken Yager,
Republican Caucus Chairman



Sen. Dolores Gresham,
Republican Caucus Secretary



Sen. Jeff Yarbro,
Senate Minority Leader



Sen. Brenda Gilmore,
Minority Floor Leader



Sen. Raumesh Akbari,
Senate Minority Caucus Chair



Sen. Katrina Robinson,
Senate Minority Whip



Rep. Bill Dunn,
House Speaker Pro Tem



Rep. Cameron Sexton,
Majority Caucus Chair



Rep. Paul Sherrell,
House Majority Floor Leader



Rep. Rick Tillis,
Majority House Whip



Rep. Karen Camper,
House Minority Leader



Rep. Mike Stewart,
House Minority Caucus Chair



Rep. Harold Love Jr.,
House Minority Floor Leader



Rep. Jason Powell,
House Minority Whip



Rep. John DeBerry Jr.,
Minority Leader Pro Tempore

Cybersecurity measures protect city personnel, residents

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bersecurity experts. Sixty-eight percent cited the "lack of available expertise to hire" as a modest or severe barrier to their cybersecurity efforts.

Technology-related risks

To prevent a cyberattack, municipal officials must identify and close vulnerabilities by regularly investing in risk assessments and scanning their IT systems.

Risk assessments give municipal officials specific understanding of their cyberthreats and the areas on which to focus to thwart cybercriminals. ICMA reported 80 percent of those surveyed are undertaking risk assessments at least every two years, with 41 percent doing them annually.

Vulnerability scans are designed to look for known places on a computer or network that can be exploited by a cybercriminal. Scans also include a review of systems to identify missing software and hardware patches that are known to prevent security breaches. Applying these missing patches makes it more difficult for criminals to penetrate defenses and compromise data.

According to ICMA, just over 38 percent of municipalities scan their systems every month, while 40 percent do quarterly and annual scans. Very few, only 7.4 percent, do not conduct scans.

While prevention focuses on avoiding circumstances that lead to breaches, detection involves identifying potential attacks and stopping them before they cause significant damage.

Firewalls have traditionally helped filter out spam and traffic from suspicious sources. However, intrusion prevention systems found in next-generation firewalls offer another level of protection.

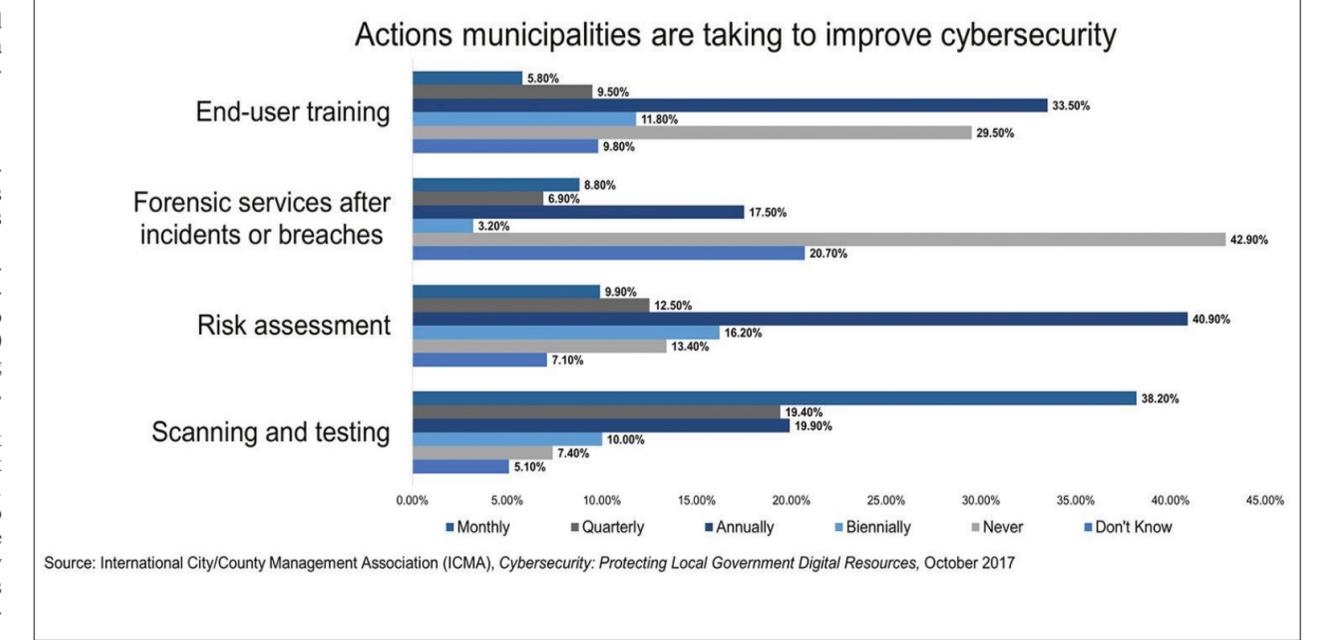
They can identify an attempted breach and alert appropriate IT personnel to respond. This is just one example of how cybersecurity experts may deploy technology to assist them in detecting potential attacks.

Of the municipalities surveyed by ICMA, 23 percent of them said that they greatly increased their investment in cybersecurity technology while more than 35 percent of them slightly raised spending.

Process-related risks

As well as the technology solutions needed to mitigate cybersecurity risks, organizations also need to shore up processes and policies.

Restrict access to sensitive data. As an example, only specific people should have access to sensitive data such as a customer's Social Security number. Only vetted employees that need to see sensitive data as part of their job responsibilities should have access to it. Officials must identify who those



Municipalities big and small across the country are taking various steps to protect their data. Cybersecurity breaches can compromise the data of both city officials and residents, leading to city's having to spend thousands of dollars to restore their systems and other associated costs.

individuals are and restrict access to the information for all others. Additionally, local officials should rely on cybersecurity experts to appropriately spot areas where there are not enough access controls.

Respond to attacks. Municipal officials along with cybersecurity experts must clearly define processes for responding to cyberattacks. Policies should spell out exactly what steps must be taken and by whom. This is often achieved as part of an overall incident response plan.

Facilitate recovery

Developed with cybersecurity experts, processes should be in place to facilitate recovery in the event that an attack does occur.

This includes maintaining regular data backups in an off-site environment, creating business continuity plans, and analyzing what systems were impacted and the root cause of the attack.

The bottom line is municipal officials must ensure they have well-trained employees, cybersecurity expertise, effective technology solutions and tested processes in place. No matter the financial or human resource constraints, municipalities must make cybersecurity spending a priority.

The risk of interrupted services, exposed sensitive data and lost trust are too big to neglect. It is better and more affordable to address these vulnerabilities up front rather than after a breach occurs.

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PEOPLE

Ben Atchley, former state Senator and State Senate Republican minority leader for 16 years, died the age of 88 on Nov. 14.



Ben Atchley

Known as "Gentle Ben" by his legislative colleagues for his ability to resolve differences, Atchley spent 24 years as a state lawmaker. He was first elected to the House's 14th District in 1972 and then to the Tennessee State Senate's District 6 in 1977, where he served until 2005. During his tenure, Atchley played a key role in educational and prison reforms. Before his political career, Atchley served in the Korean War with the Navy Seabees and then worked as a lineman for Southern Bell for more than a decade. He then established an insurance company – Atchley, Cunningham, and Shoemaker – that was later absorbed by the Metropolitan Life Insurance Co. Atchley's legacy has been preserved in several places across the state. The state veterans' home in Knoxville as well as a South Knoxville post office bear his name as does the Senator Ben Atchley Bridge over the Tennessee River in Knoxville. The Tennessee Student Assistance Award Act that helps provide grants for college students was renamed the Ben Atchley Opportunity Act.

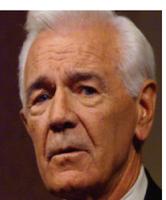
Jennifer Donnals has been selected as the new director of communications for the office of Tennessee Secretary of State Tre Hargett. Donnals



Jennifer Donnals

most recently served as director of communications and press secretary to Gov. Bill Haslam. She has spent 16 years in state and local government before joining Haslam's staff in 2015. Previously, she served in the Haslam administration as director of communications for the Tennessee Department of Safety and Homeland Security and also served as director of communications for the Shelby County District Attorney's Office in Memphis. Donnals started her career as a broadcast journalist, working at television stations in Ohio, Alabama, and Tennessee. Donnals graduated from Ohio University with a bachelor of science in communications degree.

Richard Fulton, former mayor of Nashville and member of the Tennessee General Assembly, died Nov. 28 at the age of 91. A Nashville native, Fulton served in the U.S. Navy in World War II after graduating from East Nashville High School. After returning from military service, he attended the University of Tennessee and played for the school's football team. In 1954, he was elected to the Tennessee State Senate to take the place of his brother, Lyle Fulton, who had died unexpectedly after receiving the Democratic nomination. Since he was only 29 at the time, Fulton was ousted from the seat based on age requirements. He finally returned to serve in 1956 when he was 31. He left politics briefly in 1956 for a career in real estate before returning in 1962 when he was elected to House District 5 seat in the Tennessee House of Representatives. He served in the role until 1972, being one of few Southern representatives to vote for the 1964 Civil Rights Act during his tenure in the House. He was elected mayor of Nashville in 1975, serving in the role until 1987. During his tenure as mayor, Fulton spearheaded the redevelopment of Second Avenue South, Riverfront Park, the construction of Interstate 440, the creation of the Metro Development and Housing Agency and the addition of 485 new acres of parkland to the city.



Richard Fulton

Rick Johnson, mayor of Ashland City, has resigned from his office effective Nov. 20 due to an upcoming surgery and the need to spend more time with his family. Vice Mayor Steven Allen will take over mayoral duties until the public can elect a new mayor. Johnson has served as Ashland City's mayor for seven years as well as on the city council for 10 years. He served 12 years on the Cheatham County Commission. Johnson also a 30-year career with the state of Tennessee. He was hired by the Tennessee Department of Agriculture in 1978 and was transferred to the Tennessee Department of Health in 1979, he served as a state environmentalist.

Candice McQueen, education commissioner for the state of Tennessee, will be leaving her post in January to become the CEO of the National Institute for Excellence in Teaching (NIET), a non-profit organization that helps states, districts, and schools attract, develop, and retain high-quality educators. McQueen was appointed to her role in January 2015 by Gov. Bill Haslam. McQueen's career has been focused on teacher effectiveness – first as an award-winning teacher; then as a faculty member, department chair, and dean of Lipscomb University's College of Education; and for the last four years as Tennessee's education commissioner. In her new role as CEO of NIET, she will lead a national organization that works with schools, districts, states and universities to support teachers and school leaders, impacting more than 250,000 educators and 2.5 million students.



Rick Johnson



Candice McQueen

Jack Smith, former alderman for the city of Hendersonville, died Nov. 19, a day shy of his 95th birthday. A native of South Carolina, Smith served with the U.S. Navy in both World War II and the Korean War before working for Unisys for 29 years as a field engineer. He was elected as a magistrate and justice of the peace in Davidson County for four years and then served on the Hendersonville Board of Mayor and Aldermen from 1987 until 2002, representing the city's Ward 2.



Jack Smith

Kimberly Spence, interim human resources director for the city of Cleveland, was named Risk Manager of the Year by the Tennessee Public Risk Management Association (TnPRIMA). The Risk Manager of the Year award was presented at the 2018 TnPRIMA Conference in Franklin on Nov. 8, 2018. TnPRIMA consists of approximately 400 risk management professionals representing 181-member organizations across the State of Tennessee. Spence has worked with the city of Cleveland since 1987, serving as a tax clerk, assistant to the city clerk, secretary to the city manager, human resources assistant, payroll clerk, wellness manager, safety manager, and risk manager over the years. She holds an associate's degree in accounting from Cleveland State Community College and has implemented numerous programs and applied for grants that have helped the city develop best practices for safety issues and needs. In addition to her role with the city of Cleveland, Spence works with Bradley County Rescue as a first responder, open water diver, HazMat technician, and extraction technician.



Kimberly Spence

Longtime legislator Charles Sargent dies after battle with cancer

Longtime State Representative Charles Sargent, R-Franklin, died on Nov. 13 after a long battle with cancer.

Sargent announced his retirement from the legislature in April to focus on his health and spend time with his family. His District 61 seat went to Republican Brandon Ogles in the November elections.

Sargent was known as an advocate for education and state finances. He served as chairman of the House Finance, Ways and Means Committee for eight years, which earned him the nickname "Mr. Chairman" among many of his fellow lawmakers. In total, Sargent served for 22 years in the state legislature.

A native of New York state, Sargent moved to Williamson County in the 1970s after a stint in the U.S. Navy. He moved to Franklin in 1977. His interest in politics developed from the time he served on his local homeowners association and the Grassland Parent and Teacher Organization. He went on to serve on the Williamson County Commission in the late 1980s and early 1990s, first being elected to the state House in 1996.

"You know, if you had asked me in 1996, I would have said I would serve maybe eight or 10 years in office as far as that was concerned," Sargent told *The Tennessean* upon his retirement. "It's been a fascinating process, but there's so many different things that still need to be done. I've still not done everything I wanted to do."

Sargent's role as an advocate for education aided in the 2011 expansion of Columbia State Community College to Franklin. He helped find the property where the campus would be located and secure state funding for the expansion. When the campus opened in 2016, one of the campus buildings was named in his honor.

In addition to his work in gov-



Charles Sargent

ernment, Sargent was a State Farm insurance agent for more than 40 years.

Gov. Bill Haslam praised Sargent and the legacy he has left Tennessee.

"Charles served the state remarkably well during his time in the legislature," Haslam said. "When we talk about Tennessee's outstanding financial condition, Charles is one of the people that should get a lot of credit. His work as chair of the House budget committee reflected his commitment to wise stewardship of tax dollars. Personally, I will miss his warm caring personality, wrapped in a gruff New York accent. He was one of our best."

Lt. Gov. Randy McNally also recognized Sargent's contributions to the state.

"Charles Sargent was an outstanding leader for Tennessee," McNally said. "Most of all, he was a great and loyal friend. Charles was a stalwart representative for Williamson County and an outstanding chairman of the House Finance, Ways, and Means Committee."

Governor-Elect Bill Lee said his thoughts are with Sargent's family.

"Maria and I are saddened to

hear the news of Rep. Charles Sargent's passing," Lee said. "He was a public servant who not only served his district well, but made the state of Tennessee better. We send our prayers and condolences to the Sargent family during this time."

Outgoing House Speaker Beth Harwell said the legislature benefited from his experience and service.

"Charles Sargent had a servant's heart, serving his country in the Navy and then serving his district and this state for 22 years in the Tennessee House of Representatives," Harwell said. "The state has benefited for many years from his leadership on the state budget, and we are in a strong position financially because of his hard work."

Sargent's fellow Williamson County lawmakers also gave their thoughts on his service to Tennessee.

State Sen. Jack Johnson, R-Franklin, said Sargent was one of the "giants" of Williamson County politicians.

"He's one of the giants whose shoulders we stand upon today and we should all be grateful for his incredible service to Williamson County but also the state," Johnson said. "There was no pretension about who he was. It didn't matter if you were someone who ran into him in the grocery store or you were the governor."

State Rep. Glen Casada, R-Thompson's Station, said Sargent's loss will be felt throughout the state.

"Losing Charles is a loss for all," Casada said. "His knowledge of the budget was unmatched, and he deserves credit for his work - leading Tennessee to where we are today. We served together 24 years between the county commission and Tennessee legislature. He was my friend, and will truly be missed. My prayers are with Nancy and his family."

Chattanooga Mayor Andy Berke elected to NLC board of directors

Chattanooga Mayor Andy Berke was elected to a two-year term on the National League of Cities (NLC) board of directors at the NLC City Summit in Los Angeles.

In the role, Berke will serve alongside city officials from across the country to build partnerships with lawmakers, promote municipal interests, and discuss issues that affect towns and cities across the country.

Earlier this year, Berke was also named as co-chair of the NLC's 2018 Council on Youth, Education, and Families.

NLC's officers and leaders provide strategic direction and guidance for NLC's federal advocacy, governance and membership activities throughout the year. NLC is the largest and most representative organization for cities, their elected leaders and municipal staff, and advocates for city priorities in Washington by building strong federal-local partnerships.

"At a time marked by division,



Andy Berke

it is more important than ever for city leaders to come together for the good of our residents, and for the future of our country," said National League of Cities (NLC) President Karen Freeman-Wilson, mayor of Gary, Ind.. "It is an honor to lead the National League of Cities as we raise our collective voice on the issues that matter to the residents in our communities. Together, we

can make real change happen in our nation's cities."

A native Chattanooga, Berke attended Stanford University and the University of Chicago Law School. He was admitted to the Tennessee Bar in 1994 and then joined his family's law practice. In 2007, he was elected in a special election to replace longtime State Sen. Ward Crutchfield, representing Tennessee's State Senate District 10.

Berke served in the Senate until 2012, when he was elected mayor of Chattanooga. He was re-elected to the post in 2016.

The NLC is dedicated to helping city leaders build better communities. Working in partnership with the 49 state municipal leagues, NLC serves as a resource to and an advocate for the more than 19,000 cities, villages and towns it represents.

The mission of the National League of Cities is to strengthen and promote cities as centers of opportunity, leadership and governance.

Cleveland Mayor Kevin Brooks appointed to serve with TACIR

Cleveland Mayor Kevin Brooks has been selected by Gov. Bill Haslam to serve on Tennessee Advisory Commission on Intergovernmental Relations (TACIR).

Brooks was recently elected as the mayor of Cleveland, having served in the Tennessee State House as the representative for House District 24 before deciding to run for the mayoral spot. Brooks had represented House District 24 since 2006.

Haslam has selected Brooks to serve with TACIR for a term ending in 2022.

"I consider it very important to ensure that Tennessee's boards and commissions are filled with the most dedicated and qualified citizens," Haslam wrote in a letter announcing the appointment. "I believe that your participation is certain to leave a positive impact on this board and the work it does."

Brooks said he was thankful to have a chance to bring his political



Kevin Brooks

experience on both the state and local level to TACIR.

"I am grateful to Gov. Haslam for his trust placed in me and my abilities," Brooks said. "The TACIR appointment is a true honor and I look forward to serving with other city and county mayors, as well as my former colleagues from the Ten-

nessee House and Senate."

Brooks' predecessor, Cleveland Mayor Emeritus Tom Rowland, served 22 years on TACIR after being appointed by Gov. Don Sundquist in 1995.

TACIR was created to monitor federal, state, and local government relations and make recommendations to the legislature.

The commission is comprised of representatives from the executive and legislative branches of state government, county and municipal governments and the public.

It is a bipartisan forum for the discussion of intergovernmental issues and may initiate studies resulting in legislative proposals.

The commission responds to requests for technical assistance from the General Assembly, state agencies, and local governments.

For more information, visit <https://www.tn.gov/tacir.html>.

State Museum tells Tennessee stories new and old

BY KATE COIL

TML Communications Specialist

Tennessee's history has a new home at the recently opened Tennessee State Museum at Bicentennial Capitol Mall State Park in Nashville.

One of the oldest and largest state museum collections in the nation, the museum was previously located in the lower levels of the James K. Polk State Office Building for 35 years. The new 137,000-square-foot facility was financed through \$120 million in state funding and \$30 million in private contributions and is expected to host some 220,000 visitors annually.

Joe Pagetta, director of communications for the museum, said the new location is built specifically to tell the story of Tennessee.

"The biggest difference between the old and new location is that this building was built specifically as a museum, and it was built for the visitor," Pagetta said. "In its previous locations, at War Memorial from 1937-1981, and the Polk Center from 1981 until earlier this year, the museum was retrofitted into an existing location. Here, architects and exhibit designers worked together to create a museum that focused entirely on how visitors would move through it and engage with the exhibitions, and gather in public spaces. The space difference is somewhat negligible as a result, but the way that space is used is better."

Technology has been widely incorporated to the new museum to help visitors better interact and learn from the exhibits.

"All of the permanent exhibitions include introductory documentary films, and audio soundscapes that put the visitor into the experience," Pagetta said. "Additionally, many of the exhibitions include interactive tables and displays where they can scroll and click through to learn about early American treaties, how the Civil War affected the entire state, significant stories and individuals from counties throughout the state. In Civil War and Reconstruction, visitors can interact with a Civil War soldier who shares stories from life during the war. In the State of Sound: Tennessee's Musical Heritage, listening stations throughout the gallery offer an opportunity to discover the blues, jazz, country, bluegrass, and more from throughout history and across the state."

New learning centers at the museum also have a wide range of technology available.

"Our Digital Learning Center is an auditorium with state of the art sound and audio capability that will enable us to livestream and archive lectures and discussions," Pagetta said. "We have smart classrooms in the education suite that enable our educators to connect with students and teachers throughout Tennessee. Even at our information desk in the rotunda, there are interactive way-finding stations to help guide you through the exhibits and find the restrooms and lockers."

This new technology is just one of the ways the new location helps the museum showcase the state's history on a new level.

"There is only so much you can tell with an artifact and a text label with 60 to 100 words," Pagetta said. "Being able to present films, and interactive displays, and large graphic panels, enables us to tell more stories and to tell them more deeply. Plus the Expansion of Change and Challenge and Tennessee Transforms allow us to tell a fuller story. We can all agree that



Clothing ranging from outfits worn on "The Grand Ole Opry" to the uniforms of Tennessee soldiers in various conflicts to antebellum dresses to a fiber moccasin show how times — and fashions — have changed in Tennessee.



Tennessee native and World War I hero Alvin C. York's Medal of Honor is one of the items on display at the museum. Known as Sgt. York, he became the most decorated U.S. Army soldier in the Great War. York came from humble beginnings and was born in a two-room log cabin in the small community of Pall Mall in Fentress County.

much has happened in our history since 1920 — when the old locations exhibitions ended. There is Tennessee post-WWI, Women's Suffrage, WWII, Civil Rights, industry, advances in agriculture, and the TVA. They are all part of the story."

Pagetta said the increased amount of space at the new facility has also allowed the museum to display items in its collections that have previously been unseen or that haven't been displayed in long periods of time.

"The new museum's permanent exhibitions, and multiple temporary exhibition spaces, provide an opportunity to display artifacts we have had in our collection but have not been able to exhibit," he said.

"We have a 13-star silk Revolutionary War era flag — one of only about 20 in existence — that underwent a year and a half of conservation and is now on display. Lloyd Branson's iconic 1915 painting, 'Gathering of the Overmountain Men at Sycamore Shoals' is exhibited in its original frame for the first time in 30 years. There is a rare fiber moccasin in our First Peoples exhibit that has never been exhibited. We have Union General George Thomas's sword, which has never been exhibited."

Many of the unexhibited items are also from periods the museum previously hasn't explored.

"We have a Women's Suffrage Banner in Change and Challenge

State Museum works with local groups

While the museum is in Nashville, Pagetta said it is always open to working with local historical societies and other groups. The museum is willing to partner with local groups including city and town governments, historical societies, schools, and other groups, especially those hosting an event about Tennessee history.

"We have a robust education department that works with children and we would be happy to provide opportunities for different municipalities school systems," Pagetta said. "We also have a great collections department with curators on staff who would be happy to speak about history at any event. We are still building our speakers bureau, but can make folks available."

The museum also keeps an up-to-date list of events, programs and lectures that may be of interest on its website at <https://tnmuseum.org/calendar-of-events>.

that has never been exhibited, and a Marathon Motor Works car," Pagetta said. "Nothing in Tennessee Transforms has been exhibited before, including items connected to Elvis Presley, Dolly Parton, and Tina Turner."

While much of the museum's collection was begun in the 1930s, Pagetta said the museum still receives and seeks out donations for exhibits.

"Many of our oldest artifacts came into the collection when the General Assembly created the Museum in 1937 to consolidate World War I mementoes and other collections from the state, the Tennessee Historical Society and other groups," he said. "A good example of that would be the Ralph E. W. Earl portrait from 1817. But since then, artifacts have arrived through a variety of means, including donations. We also have an acquisition budget to purchase items curators feel is important to the story of Tennessee. We're always seeking artifacts and still receive donations."

For Pagetta, it's hard to pick just one item or one exhibit that stands out among all of the state's collections.

"I think I go back and forth between Forging a Nation and Change and Challenge," he said. "Forging contains some of those artifacts regarding slavery and the Trail of Tears. I'm proud of the full story it tells. Andrew Jackson's inauguration hat is there, complete with its black mourning band to mark Rachel Jackson's death. There is also the Trail of Tears and Jackson signing the order for removal. So the visitor then gathers this history and has to come to some of their own conclusions, and it's complicated."

Pagetta said the 1800s mark one of the most tumultuous times in Tennessee history.

"So much happens in Tennessee and American history in those 100 years, and it's very messy," he said. "There are great stories, too, of course. In the gallery we also have an 1800s-era print shop modelled on the Knoxville Gazette printing press. So we also tell the story of the press and printing at that time."

Pagetta said the Change and Challenge exhibit highlights more modern history.

"It includes some extraordinary artifacts connected to WWI and Tennesseans who served, and learning those stories has been eye

opening," he said. "As a cyclist, there are also a couple of vintage turn of the century bicycles in there I love."

Of course, the most important part of the museum is connecting modern day visitors to the past.

"It's cliché to talk about knowing where we've been to understand where we're going, but I truly believe it," he said. "Communing with our past, with the people who came before us, their successes and failures and mistakes, helps us put our present in context and better move into the future. There is something about knowing a story, and then connecting to it through an actual artifact, that brings it that much closer."

"We can talk about slavery, but it's another thing entirely to see shackles and chains that were placed on another human being, he said. "Or to talk about the Trail of Tears, and see a Cherokee coat worn by a person as they were being forced from their homeland. I'm moved every time I see Alex Haley's Pulitzer Prize certificate. That artifact gets you closer to the humanity. And then, of course, Tennessee's history is America's history, whether it's the three presidents from here, our role in passing the 19th Amendment, our music history, and our significant role in the Civil Rights movement. It's imperative we know who and what came before."

Though the museum only opened its doors to the public in October, Pagetta said there is much more on the horizon.

"We're excited to use those six temporary galleries to dig into our collection and tell more stories," he said. "We have a Tennessee quilt exhibition on tap for February, and a Southern Foodways exhibition after that. We're looking forward to marking the centennial of the passing of the 19th amendment in 2020. With all of these and more, we're looking forward to presenting programming and inviting the public in to engage with history."

The museum is comprised of six permanent exhibitions ranging from First Peoples beginning in 13,000 BCE to present day, six temporary galleries highlighting the work of Red Grooms, Tennessee's Musical Heritage and WWI, among others, a children's gallery, a Digital Learning Center, and more.

To learn more about the museum, visit <https://tnmuseum.org>.



The pioneer newspaper press exhibition in the museum is based on one of the early presses operated by the Knoxville Gazette, the first newspaper published in the state and only the third newspaper published west of the Appalachian Mountains.

STATE BRIEFS



The Tennessee Wildlife Resources Agency (TWRA) has reported the state's black bear population is on the rise. The state is currently estimated to have a population of 7,000 black bears. The agency is currently conducting a black bear population study in Tennessee, Georgia, Kentucky, North Carolina, and South Carolina to get a better estimate of the bear population in the southern Appalachians. The Tennessee study won't be completed until 2019 but there are indicators the results will show an increase. One of those indicators is the number of black bears harvested this hunting season. Halfway through, hunters have harvested 551 black bears in Tennessee since Sept. 22. TWRA believes the current pace should lead to the 2011 record of 589 bears harvested to be broken.

Visitors to Tennessee State Parks will now be able to use interior recycling bins at all 56 of the state parks in the second phase of improvements to the parks' recycling program. The bins for the interior locations at the parks follow the placement of more than 400 exterior recycling receptacles this August. The bins are part of a broader sustainability initiative within the Tennessee State Parks known as "Go Green With Us," which promotes the integration of sustainable practices into park management and operations. The state has received all shipments of the new Recycle Away Triple Recycling Station receptacles. The bins are made with 97 percent pure recycled HDPE plastic from milk jugs. Each bin contains approximately 1,000 milk jugs. The bins meet all LEED requirements for recycled content, and the bins themselves can be recycled at the end of their use. The combination of high-grade durable plastic and marine-grade hardware and hinges

is designed to last decades.

Tennessee's unemployment rate for October 2018 remained near historic lows despite a slight uptick. October's seasonally adjusted unemployment rate for October was 3.7 percent, 0.1 of a percentage point higher than the previous month. Tennessee's all-time low unemployment rate was 3.3 percent which the state recorded for five consecutive months between September 2017 and January 2018. Between September and October, Tennessee employers added 6,000 new nonfarm jobs, bringing the total number of new jobs created since October 2017 to more than 59,000. The trade, transportation, and utilities sector saw the most growth in October with the addition of 2,400 new positions. Nationally, the seasonally adjusted unemployment rate for October held steady at 3.7 percent for the second consecutive month. That is 0.4 of a percentage point lower than the October 2017 national unemployment rate of 4.1 percent.

Tennessee was named the fastest growing state in the U.S. for international travel in 2017 by Tourism Economics following a recent analysis of 2017 tourism data. The state reached record highs with 767,400 international visits and 450,300 overseas visits. International visits have grown 19.8 percent since 2012 and overseas visits have grown 47.5 percent since 2012. Total international spending grew 38.7 percent since 2012, coming in at \$934 million in 2017 with overseas spending (\$792 million in 2017) growing 38.1 percent since 2012. Additionally, Canada and the United Kingdom account for approximately a quarter of all spending and Tennessee is seeing strong travel growth from emerging markets like China and India.

Lee announces ten cabinet roles

ASSEMBLY from Page 1 state, Hatcher is the general managing partner of Hatcher Family Dairy, established in 1831. The farm began bottling its own milk under the Hatcher Dairy brand in 2007.

Chris Walker will also serve as communications director in Lee's administration as he did for the Lee campaign.

He has held similar roles the American Enterprise Institute and The Heritage Foundation. Walker previously worked for U.S. Sens. Bill Frist and Fred Thompson and worked in the Department of Treasury and Department of Defense in the George W. Bush administration.

Laine Arnold will also continue as Lee's press secretary after working with the campaign in the same function. She had served as press secretary for Randy Boyd during his primary bid as well.

Two commissioners appointed under the Haslam administration will also remain under Lee's new cabinet: Department of Human Services Commissioner Danielle Barnes and Department of Mental Health and Substance Abuse Ser-



Laine Arnold,
Press Secretary



Danielle Barnes,
DHS Commissioner

vices Marie Williams.

Barnes was appointed to her position in 2017. She had previously served as the deputy commissioner and general counsel for the Tennessee Department of Human Resources

Williams took over her role in 2016 after working for the department for 18 years. Williams also previously served as the department's assistant and deputy commissioner.

Lee said he plans to have his staff fully selected by his inauguration on Jan. 19, 2019.



Marie Williams,
DMSAS Commissioner

State seeks applicants for preservation grants

The State Historic Preservation Office (SHPO) is accepting applications for historic preservation grants.

The federal Historic Preservation Fund (HPF) will be available after Congress passes the federal budget. The exact amount of available grant funding is not known but it is expected to be in the range of \$250,000.

Applications will be reviewed, rated and ranked. Decisions on funding grants will be made when the exact amount of funds are known, which may be as late as next August.

The grants are matching grants and will reimburse up to 60 percent of the costs of approved project work. The remaining 40 percent

must be provided by the grantee as matching funds. Restoration of historic buildings must follow the Secretary of the Interior's Standards for the Treatment of Historic Properties.

The selection process will emphasize projects such as architectural and archaeological surveys, design guidelines for historic districts, and restoration of historic buildings that are listed in the National Register and have a public use.

Priorities for grants will be based on the preservation plan *A Future for the Past: A Comprehensive Plan for Historic Preservation in Tennessee*. This includes areas experiencing rapid growth and development, other threats to cul-

tural resources, areas where there are gaps in knowledge regarding cultural resources and communities that participate in the Certified Local Government program.

For proposed survey projects, the projects should identify and record historic districts, sites, buildings, structures and objects important in Tennessee's history and built over 50 years ago.

Applications will be available at the Tennessee Department of Environment and Conservation (TDEC) online grants system found at <https://www.tn.gov/environment/about-tdec/grants-home.html>.

All applications for Historic Preservation Fund grants must be completed by Jan. 31, 2019.

Tennessee's October revenues exceed original expectations

Tennessee revenues grew from the same month a year ago and were slightly more than the budgeted estimate for October.

Finance and Administration Commissioner Larry Martin reported that October revenues were \$1 billion, which is \$29.5 million more than October of last year and \$3.2 million more than the budgeted estimate. The growth rate for October was 2.91 percent.

"October sales tax revenues, our best economic indicator, performed close to the budgeted monthly estimate and have continued to exhibit sound growth compared to last year," Martin said. "Corporate tax revenues, or

franchise and excise taxes, have also performed quite well in October. We will continue to proceed cautiously, and closely monitor our revenue and expenditure patterns for the balance of this fiscal year."

On an accrual basis, October is the third month in the 2018-2019 fiscal year.

General fund revenues for October were \$2.8 million more than the budgeted estimate, and the four other funds that share in state tax revenues were \$400,000 more than the budgeted estimates.

Sales tax revenues were \$7.5 million more than the estimate for October. The October growth rate was 3.64 percent. The year-to-date

growth rate was positive 5.65 percent.

Franchise and excise combined revenues for October were \$59.5 million, which is \$7.7 million more than the budgeted estimate of \$51.8 million. The growth rate for October was 22.27 percent. The year-to-date growth rate was 2.26 percent.

Gasoline and motor fuel revenues increased by 0.87 percent and were \$100,000 less than the budgeted estimate of \$69.3 million.

Motor Vehicle Registration revenue receipts decreased by 5.39 percent and they were \$2.2 million less than the October estimate.

Tobacco tax revenues for the

month were \$4.2 million less than the budgeted estimate of \$22.7 million. The growth rate for October was negative 18.47 percent.

Privilege tax revenues were \$4.4 million less than the budgeted estimate of \$32.7 million. Business tax revenues were \$400,000 more than the budgeted estimate.

Hall income taxes were \$2.7 million less than the October estimate.

All other tax revenues were greater than estimates by a net of \$1.2 million.

Year-to-date revenues for three months were \$9 million more than the budgeted estimate. The general fund exceeded estimates

by \$81.4 million and the four other funds that share in state tax revenues exceeded estimates by \$9.6 million.

The budgeted revenue estimates for 2018-2019 are based on the State Funding Board's consensus recommendation of Nov. 27, 2017 and adopted by the second session of the 110th General Assembly in May 2018. Also incorporated in the estimates are any changes in revenue enacted during the 2018 session of the General Assembly.

These estimates are available on the state's website at <https://www.tn.gov/content/tn/finance/fa/fa-budget-information/fa-budget->

No loan is too large or too small



The town of Dandridge recently closed a \$465,000 note with the Tennessee Municipal Bond Fund to finance equipment for the town. Dandridge has used the TMBF loan programs 11 times beginning in 1998. Pictured from left to right (seated) Cathy Dixon, city recorder; George Gantte, mayor; and Matt Rudder, town administrator. Standing is Steve Queener TMBF marketing representative.



The city of Millington recently closed a \$2,000,000 loan with the Tennessee Municipal Bond Fund to finance school system improvements. The city has used TMBF programs 10 times beginning in 1996. Pictured are John Trusty, finance director; Karen Findley, city clerk; Terry Jones, mayor; and Tommy Green, TMBF marketing representative.

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TML board meets to discuss upcoming legislative agenda



TML Board First Vice President and McKenzie Mayor Jill Holland, right, reads a resolution honoring the service of Portland Mayor Ken Wilber, center, as TML President Wallace Cartwright looks on. Wilber served as the president of TML in 2012 and was selected as TML's 2016 Mayor of the Year.



TML Past President and Huntingdon Mayor Dale Kelley, left, chats with Medina Mayor Vance Coleman, center, and TML Past President and Dyersburg Alderman Bob Kirk, right, before the meeting.



At-Large Directors Manchester Mayor Lonnie Norman, Three-Way Vice Mayor Mary Ann Tremblay, and Nolensville Mayor Jimmy Alexander look over material in preparation for the meeting.



TML Immediate Past President and Athens Councilman Bo Perkinson, left, delivers a presentation at the board meeting. At left is TML Second Vice President and Gatlinburg Mayor Mike Werner.



TML Past President and Morristown Councilman Tommy Pedigo, left, chats with TML Past President and Paris Councilman Sam Tharpe, right, before the meeting.



TML Board President and Shelbyville Mayor Wallace Cartwright, left, presents Portland Mayor Ken Wilber with a resolution honoring his years of service to his city and the Tennessee Municipal League. Wilber is retiring after 30 years of service to the city of Portland, including time as a mayor, council member, and director of the public works department.



District 4 Director and Crossville Mayor Pro Tem J.H. Graham, District 3 Director and Dayton Bill Graham, District 2 Director and Morristown City Administrator Tony Cox, and District 1 Director and Greeneville City Manager Todd Smith review their packets during the board meeting.



CLASSIFIED ADS

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

BUILDING/ELECTRICIAN INSPECTOR

MT. JULIET. The city of Mt. Juliet's Building and Codes Department has an opening for a building/electrical inspector. This position is full-time, Monday – Friday; salary is based on experience. Detailed job descriptions and requirements are available online. Applications must be filed electronically and are available at the city's website, www.mtjuliet-tn.gov. The first cut-off date is Dec. 12, 2018. The city of Mt. Juliet reserves the right to stop accepting applications at any time. For questions, regarding the electronic application process, please call (615) 754-2552. The city of Mt. Juliet does not discriminate based on race, color or national origin in federal or state sponsored programs, pursuant to Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d). EOE/Drug-free Workplace.

BUILDING INSPECTOR - ELECTRICAL

COLLIERVILLE. The town of Collierville has an immediate opening for building inspector (electrical). This position performs responsible enforcement of town codes and ordinances and investigative work in the inspection of all town commercial, industrial, and residential structures and properties. This position requires high school diploma or GED supplemented by technical or college level courses in building construction, electrical, mechanical, or structural engineering or related areas; and five years of experience in the building construction industry, skilled construction trades or in comparable code enforcement work, three of which must be in the assigned area of electrical trades; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Must obtain two certifications from the International Code Council as a residential and commercial inspector in the assigned area of responsibility within 12 months of employment and maintain certifications throughout employment. Must have valid motor vehicle operator's license at the time of hire. May require attending meetings after normal business hours. Candidate must be able to pass a work related physical and drug test. Salary is DOQ with excellent benefits package. To apply for this position, you must submit an original town of Collierville application. Applications are available to download at www.collierville.com, or you may obtain one from our Human Resources Office located at 500 Poplar View Parkway, Collierville, TN, 38017, Monday – Friday, 8 a.m. - 5 p.m. Completed applications must be submitted either by mail or in person to the above address.

CITY CLERK/EXECUTIVE SECRETARY

MORRISTOWN. This position is classified at level 15 (\$21.40 minimum) on the city's salary schedule. Essential duties and responsibilities include performing difficult skilled clerical work related to administrative office and city council matters; preparation and maintenance of official municipal records and related work as required under the general supervision of the city administrator; performing executive assistant functions requiring considerable discretion and specialized knowledge of operations in departments and city administrator's office; preparing advertising for meetings, called meetings, public hearings, boards, special notices to inform the newspaper and the public; and assuring that legal and financial documents are signed and executed. Other duties may be assigned. Bachelor's degree from four-year college or university; or four to five years related experience and/or training; or equivalent combination of education and experience. Complete job description and qualifications can be obtained from the city's website. Applications may be obtained from the Human Resources Department on the second floor of City Center, or on the city's website at www.mymorristown.com. Applications will be accepted until position is filled. Send completed applications to: City of Morristown, Attn: Human Resources – City Clerk/Executive Secretary, P.O. Box 1499, Morristown, TN 37816-1499. It is the policy of the city of Morristown not to discriminate on the basis of race, color, national origin, age, sex or disability in its hiring and employment practices, or in admission to, access to, or operation of its programs, services and activities.

CITY CLERK

BROWNSVILLE. The city of Brownsville is seeking a city clerk. The position is responsible for the financial activities of the city related to budgeting, accounting, purchasing, tax collections, etc. They are also responsible for a broad range of administrative and support-related functions such as human resources management. The city clerk must be able to record minutes and maintain records of the proceedings of the governing body and other meetings. They also need extensive education or background in accounting, budgeting, and reconciliation of bank statements; must be knowledgeable in preparing and overseeing annual budgets. The city clerk is responsible for issuance of licenses and maintaining records related to such; must have extensive knowledge of the principles and practices of Generally Accepted Accounting Principles (GAAP) and modern municipal accounting, budgeting and finance; a bachelor of business Administration in accounting, finance, or closely related field required; a master's degree is a plus, but not required; a CPA and/or Certified Municipal Finance Officer designation is highly preferred. Experience must include five to seven years of progressively responsible managerial positions in accounting and financial management along with prior municipal experience and a letter of recommendation from a reputable CPA/auditing firm is a plus. The city clerk must operate an office computer and a variety of word processing and other software applications; operate a variety of records management systems, including Local Government Corporation Software.

The salary is a minimum of \$55,000 per year depending on professional experience and qualifications with a benefits package. Interested applicants should email a cover letter and résumé (showing years and months of current and prior employment dates) and six work-related references to: contactus@brownsvilletn.gov by Jan. 15, 2019. For additional information, visit www.brownsvilletn.gov. EOE.

CODE COMPLIANCE OFFICER

OAK HILL. The city of Oak Hill (Pop 4700) seeks code compliance officer. This is a full-time position with an annual salary of \$55,000 to \$65,000 (depending on qualifications) with a strong benefit package. The city seeks applicants that have a building/planning/zoning background with emphasis on building code inspection/enforcement. Must have International Code Council Certification as a building inspector or the ability to gain this certification within one year of hiring. Email resume and references to jeff.clawson@oakhilltn.us or mail to City of Oak Hill, Tennessee, 5548 Franklin Pike, Nashville, TN 37220 Attn Jeff Clawson. The city of Oak Hill will accept applications until position is filled. EOE.

DEPUTY TOWN ENGINEER

COLLIERVILLE. This position requires the performance of complex and professional engineering work involving land development projects, capital improvement projects, water, sewer, street, drainage, and public works projects and programs and ensures technical competence and compliance with all current codes and criteria. The incumbent in this position is a direct report to the town engineer and works under his general guidance and direction. The incumbent may also perform the duties of the division director in the absence of the town engineer. This position requires a bachelor's degree in civil engineering or closely related field; previous experience and/or training that includes civil engineering, environmental/utility engineering, computerized mapping, drafting, project management, research, and data analysis is preferred; and five years of previous professional civil engineering experience; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Must be registered as a professional engineer (PE) in the state of Tennessee or possess the ability to obtain license within six months of employment and maintain license throughout employment. Stormwater certification is preferred, but not required. Must have public speaking and leadership skills. Must possess and maintain a valid motor vehicle operator's license. Salary is \$54,541 - \$84,023 depending on qualifications, with excellent benefits package. To apply for this position, you must submit an original Town of Collierville application. Applications are available to download at www.collierville.com or you may obtain one from our Human Resources Office located at 500 Poplar View Parkway, Collierville, TN, 38017, Monday – Friday, 8 a.m. - 5 p.m. Completed applications must be submitted either by mail or in person to the above address. We are unable to accept faxed or emailed applications. EOE.

FINANCE DIRECTOR

GERMANTOWN. The city of Germantown is seeking a qualified individual to serve as finance director. Under broad direction of the city administrator, the finance director is responsible for the overall administration and management of the city's financial services department. Financial services includes three areas: accounting, treasury, and city court. Responsibilities include directing the accounting, cash management and fund investment activities to ensure financial security of the city government. The finance director is also responsible for ensuring legal and regulatory compliance for all accounting and financial reporting functions. The finance director exercises supervision over general accounting, accounts receivables/collection, payroll, and utility billing system, business licensing, fund investments, debt management, and municipal court activities. The minimum requirements for this opportunity include: bachelor's degree in accounting, finance, business or public administration and seven (7) years' experience managing accounting and cash management operations, including two years professional experience in governmental accounting; or any combination of education, training, and experience providing the knowledge, skills, and abilities necessary to perform essential job functions. All qualified applicants must have local government experience. A master's degree is preferred. Certification as CPA is strongly preferred but not required. For more details and applications, please visit www.governmentjobs.com/careers/germantown. The application process will remain open until the position is filled. The city of Germantown is an Equal Employment Opportunity Employer and does not discriminate on the basis of race, color, religion, gender, national origin, age, marital or veteran status, or non-job-related medical condition or disability.

FIREFIGHTER/ PARAMEDIC

COLLIERVILLE. The town of Collierville has an opening for a firefighter/paramedic. The purpose of this classification is to perform entry level firefighting and advanced level pre-hospital emergency medical assistance work in combating, extinguishing, and preventing fires, and in responding to medical emergencies that is designed to help the town's fire department respond effectively to fires, medical emergencies, natural disasters, and man-made emergency situations. Any equivalent combination of the following which provides the requisite knowledge, skills, and abilities for this job. High school diploma or GED with course concentration in the physical sciences or industrial arts. Possess and maintain FFI, FFI preferred, as issued by the Tennessee Commission on Firefighter Standards and Education. Must successfully pass the town of Collierville pre-employment verification and the state of Tennessee paramedic requirements. Must not have been convicted of a felony. Must not have been convicted of a Class A or Class B misdemeanor within 36 months of hire. Veterans must possess an "honorable" discharge from any military service.

Must establish and maintain their actual bona fide residence east of the Mississippi River within a distance no greater than 30 miles from the town's corporate limits. Collierville employees must not be on any departmental disciplinary probation. Must be 21 years of age at time of hire. Possess and maintain valid driver's license with appropriate endorsements as issued by the state of residency. Must possess and maintain paramedic license as issued by the Tennessee Department of Health and Environment. Salary is \$42,911 annually with excellent benefits package. To apply for this position, you must submit a special firefighter application, which are available to download at www.collierville.com, or you may obtain one from our Human Resources Office located at 500 Poplar View Parkway, Collierville, TN, 38017, Monday – Friday, 8 a.m. - 5 p.m. Completed applications must be submitted either by mail or in person to the above address.

FIRE SAFETY INSPECTOR

COLLIERVILLE. This position is to perform inspections and re-inspections of buildings in the course of construction, alteration, and/or repair to determine whether plans, workmanship and materials conform to the existing fire and life safety codes and town ordinances. Requires an associate's degree with course concentration in fire science technology or a closely related field; supplemented by four (4) years full-time experience in fire service work and/or fire prevention and inspections; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Must achieve a fire inspector certification issued by the state of Tennessee, Department of Commerce and Insurance, Division of Fire Prevention within one (1) year of employment. Applicants must not have been convicted of a felony or any misdemeanor that involved force, liquor, or drug laws. Applicants who have military service must possess an "honorable" discharge. Applicants must satisfactorily complete a one (1) year probationary period. Must establish and maintain their actual bona fide residence east of the Mississippi River within a distance no greater than thirty (30) miles from the town's corporate limits. Must not be on any departmental probation. Must possess a valid motor vehicle operator's license at the time of hire. Salary is \$35,475 annually with excellent benefits package. To apply for this position, you must submit a special application. Fire safety inspector applications are available to download at www.collierville.com under the Employment Opportunities tab, or you may obtain one from our Human Resources Office located at 500 Poplar View Parkway, Collierville, TN, 38017, Monday – Friday, 8 a.m. - 5 p.m. Completed applications must be submitted either by mail or in person to the above address. We are unable to accept faxed or emailed applications. EOE.

HEAVY EQUIPMENT OPERATOR

COLLIERVILLE. The town of Collierville has an immediate opening for a heavy equipment operator. This position involves operating track or rubber-tired construction equipment with specialized functions related to maintenance and construction activities where the operation of complex mechanisms requires the highest degree of skill, dexterity, and finesse, and where work is performed to exacting tolerances. Operation of included equipment is the primary function of the job. Must possess high school diploma or GED; supplemented by vocational/technical training in heavy equipment operation, vehicle operation, and work in area of assignment; supplemented by three years' previous experience and/or training involving heavy equipment operation, vehicle operation, and work in area of assignment; or an equivalent combination of training or experience. Must possess a valid commercial driver's license, Class A or B. Salary is \$30,899 - \$36,928, depending on qualifications, with excellent benefits package. To apply for this position, you must submit an original town of Collierville application. Applications are available to download at www.collierville.com or you may obtain one from our Human Resources Office located at 500 Poplar View Parkway, Collierville, TN, 38017, Monday – Friday, 8 a.m. - 5 p.m. Completed applications must be submitted either by mail or in person to the above address. EOE.

IT SYSTEMS SPECIALIST I

GALLATIN. The city of Gallatin is seeking qualified applicants for the position of IT systems specialist I in the information technology department. The purpose of this position is to assist in the efficient and orderly functioning of the information systems of the city of Gallatin. The duties will include: assisting in the implementation of new software applications or enhancements to existing solutions; working with other departments to define and document processes and recommending changes to those processes to gain efficiencies; the installation, administration and maintenance of applications; troubleshooting and upgrading applications; preparing documentation and providing user assistance/training to city staff; and performing related work as required. This is a 40 hour per week day time position with some weekend work required. The starting rate is \$16.71 + excellent benefits. Associates degree in an information technology field. With 1 year recent and related IT work experience, specific to IT systems and support, project implementation, and Windows Service, Exchange, SQL. To apply, please visit our website at www.gallatintn.gov. Under the How Do I tab, click on Employment Opportunities. Once the Employment page pulls up, click the apply button and follow the instructions. Applications will be accepted until the position is filled. EOE.

JAILER

COLLIERVILLE. The town of Collierville has an immediate opening for a jailer. This position performs a variety of routine and specialized public safety work in the care and custody of prisoners to maintain an order and discipline among the prisoners. High school diploma or GED; Incumbent must be a citizen of the U.S. Incumbent must successfully complete basic jail training within six months of hire and successfully complete an in-service training program each year as prescribed by the Board of Control for the Tennessee Correctional Institute. Incumbent will be required to read, evaluate and classify fingerprints after having received an appropriate course of study in this field; or any equivalent combination of education, training, and/or experience which provides the requisite knowledge, skills, and abilities for this job. Incumbent must have fingerprints on file with the Tennessee Bureau of Investigation, have passed a physical examination as performed by a licensed physician, have a good moral character as determined by investigation, be free from apparent mental disorders and certified by a qualified professional in the psychiatric or psychological field. Must be in compliance with TCA 41-4-144. Must possess a valid motor vehicle operator's license at the time of hire. Salary is \$27,000 - \$45,125 (DOQ), with excellent benefits package. Must submit an original town of Collierville application, which are available to download at www.collierville.com, or you may obtain one from our Human Resources Office located at 500 Poplar View Parkway, Collierville, TN, 38017, Monday – Friday, 8 a.m. - 5 p.m. Completed applications must be submitted either by mail or in person to the above address.

MAINTENANCE WORKER, SENIOR COLLIERVILLE. The town of Collierville has an immediate opening for a senior maintenance worker. This is semi-skilled and unskilled manual work as part of a public works/utilities crew performing routine maintenance and construction tasks for various public works/utilities projects. This position requires a High school diploma or GED; supplemented by six months previous experience and/or training involving construction or maintenance work in area of assignment; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Must possess a valid commercial driver's license (CDL) with class A or B endorsement at the time of hire or within six months of hire date. Salary is \$24,960 (DOQ) with excellent benefits package. You must submit an original town of Collierville application. Applications are available to download at www.collierville.com, or you may obtain one from our Human Resources Office located at 500 Poplar View Parkway, Collierville, TN, 38017, Monday – Friday, 8 a.m. - 5 p.m. Completed applications must be submitted either by mail or in person to the above address. We are unable to accept faxed or emailed applications. EOE.

MUNICIPAL FINANCE TRAINING SPECIALIST

NASHVILLE. The University of Tennessee Municipal Technical Advisory Service (MTAS) seeks applications for a municipal finance training specialist in its Nashville office. MTAS is an agency of the University of Tennessee Institute for Public Service that provides technical assistance, consulting, training and research services for Tennessee towns and cities. The municipal finance training specialist has primary responsibility for the Certified Municipal Finance Officer (CMFO) program and provides training to municipal finance officers and other employees and officials. Specifically, the person in this position designs the CMFO program; develops the curriculum, training materials and examinations; teaches; and updates and validates the program. The finance training specialist: develops, maintains, and updates the curriculum for the CMFO program; delivers CMFO training and continuing education courses statewide; markets and coordinates the CMFO program pursuant to strategic goals; and stays abreast of new laws and rules, GASB statements, and other regulatory guidelines to determine their impact on municipal governments and the CMFO program. This position requires a master's degree in accounting, finance, or a related field. This position requires at least five years of work experience in accounting or finance. At least two years of governmental accounting experience working in the municipal government environment and at least two years of work experience in curriculum development and instruction of governmental accounting or finance is preferred. This position requires a knowledge of Governmental Accounting Standards, Financial Accounting Standards, and general accounting theory as well as a practical knowledge and understanding of the problems faced by municipal finance officials, a professional certification (CPA, CGFM, or CPFO) or ability to obtain one within 18 months of hire date. The professional certification must be current and in good standing throughout the time of employment. Requires excellent communication skills, both oral and written, a high level of organization skills, and time management skills, the ability to: develop course materials in areas of accounting and finance, and general municipal operations; teach in a classroom setting; recruit and schedule temporary part-time instructors; properly evaluate the performance of temporary part-time instructors; prioritize projects; and travel statewide with overnight travel. Applicants must apply electronically and attach a cover letter, a resume and three references with contact information. Please apply at: <http://humanresources.tennessee.edu/recruitment/>. The intent of this job description is to provide a representative and level of the types of duties and responsibilities that will be required of positions given this title and shall not be construed as a declaration of the total of the specific duties and responsibilities of any particular position. EOE.

MUNICIPAL FINANCE TRAINING SPECIALIST

NASHVILLE. The University of Tennessee Municipal Technical Advisory Service (MTAS) seeks applications for a municipal finance training specialist in its Nashville office. MTAS is an agency of the University of Tennessee Institute for Public Service that provides technical assistance, consulting, training and research services for Tennessee towns and cities. The municipal finance training specialist has primary responsibility for the Certified Municipal Finance Officer (CMFO) program and provides training to municipal finance officers and other employees and officials. Specifically, the person in this position designs the CMFO program; develops the curriculum, training materials and examinations; teaches; and updates and validates the program. The finance training specialist: develops, maintains, and updates the curriculum for the CMFO program; delivers CMFO training and continuing education courses statewide; markets and coordinates the CMFO program pursuant to strategic goals; and stays abreast of new laws and rules, GASB statements, and other regulatory guidelines to determine their impact on municipal governments and the CMFO program. This position requires a master's degree in accounting, finance, or a related field. This position requires at least five years of work experience in accounting or finance. At least two years of governmental accounting experience working in the municipal government environment and at least two years of work experience in curriculum development and instruction of governmental accounting or finance is preferred. This position requires a knowledge of Governmental Accounting Standards, Financial Accounting Standards, and general accounting theory as well as a practical knowledge and understanding of the problems faced by municipal finance officials, a professional certification (CPA, CGFM, or CPFO) or ability to obtain one within 18 months of hire date. The professional certification must be current and in good standing throughout the time of employment. Requires excellent communication skills, both oral and written, a high level of organization skills, and time management skills, the ability to: develop course materials in areas of accounting and finance, and general municipal operations; teach in a classroom setting; recruit and schedule temporary part-time instructors; properly evaluate the performance of temporary part-time instructors; prioritize projects; and travel statewide with overnight travel. Applicants must apply electronically and attach a cover letter, a resume and three references with contact information. Please apply at: <http://humanresources.tennessee.edu/recruitment/>. The intent of this job description is to provide a representative and level of the types of duties and responsibilities that will be required of positions given this title and shall not be construed as a declaration of the total of the specific duties and responsibilities of any particular position. EOE.

PERMIT ASSOCIATE I

GALLATIN. The Gallatin Building Codes Department is currently accepting applications for permit associate I. The purpose of this position is to assist the public and provide technical office support duties related to the processing and issuance of building permits. This is a 40-hours-per-week, day-shift position. Salary begins at \$15.15 + excellent benefits. The successful applicant will have knowledge of internal and external public agency permitting requirements, as well as the ability to use and manipulate Microsoft Office; ability to establish and maintain effective and professional working relationships with vendors, finance staff, other department heads and governmental officials. Bachelor's Degree in business or other professional related field. Must have a minimum of three years relevant experience in construction/inspections experience, preferably in an administrative role. Must have certification as a permit technician through a recognized certification organization within one year from date of hire. To see the full job description and apply, visit our website at www.gallatintn.gov. Applications will be accepted until the position is filled. EOE.

PERMIT TECHNICIAN

MT. JULIET. The city of Mt. Juliet's Building and Codes Department has an opening for a permit technician. This position is full-time, Monday – Friday. Detailed job descriptions and requirements are available online. Applications must be filed electronically and are available at the city's website, www.mtjuliet-tn.gov. The first cut-off date is Dec. 12, 2018. The City of Mt. Juliet reserves the right to stop accepting applications at any time. For questions, regarding the electronic application process, please call (615) 754-2552. The city of Mt. Juliet does not discriminate based on race, color or national origin in federal or state sponsored programs, pursuant to Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d). EOE/Drug-free Workplace.

PLANS EXAMINER

COLLIERVILLE. The town of Collierville has an immediate opening for a plans examiner. This position requires the performance of highly professional, technical work involving the examination of construction documents for compliance with statutes, codes, and ordinances. This position requires an associate's degree with major course work in building, engineering, architecture, building construction or a related field; and five years' experience in the building construction industry or a related field; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Must obtain plans review examiner certification from the International Code Council and the building inspector certification issued by the State of Tennessee within 12 months of employment and maintain certification throughout employment. Must possess and maintain a valid motor vehicle operator's license. Must be able to pass a work related drug test. Salary is \$37,001 - \$44,220 annually (DOQ) with excellent benefits package. To apply for this position, you must submit an original town of Collierville application. Applications are available to download at www.collierville.com, or you may obtain one from our Human Resources Office located at 500 Poplar View Parkway, Collierville, TN, 38017, Monday – Friday, 8 a.m. - 5 p.m. Completed applications must be submitted either by mail or in person to the above address. Position will remain open until filled. EOE.

STORMWATER TECHNICIAN

GALLATIN. The city of Gallatin is seeking qualified applicants for the position of stormwater technician in the engineering department. The purpose of this position is to support the goals and requirements of the stormwater program and the engineering division. This includes, but is not limited to, tasks related to ensuring compliance with the city of Gallatin's National Pollutant Discharge Elimination System (NPDES) Permit. The state of Tennessee re-issues this permit every five years with increased requirements on each Municipal Separate Storm Sewer System (MS4). This is a 40 hours per week day shift position. Some weekend work required. Starting rate is \$20.31 + plus excellent benefits. The successful applicant will have knowledge of the trade(s) required in the maintenance, repair and/or construction of stormwater systems as well as ability to maintain records and prepare detailed reports. Associates degree in engineering or closely related field OR high school diploma/equivalent with a minimum of four years recent and related work experience. TDEC Level I Erosion and Sediment Control course certifications or ability to obtain certifications within six months of employment. Ability to obtain TDEC Level II and/or CPESC certifications preferred. Must have valid driver's license. For a detailed description and to apply, visit our website at www.gallatintn.gov. Under the How Do I tab, click on Employment Opportunities. Once the Employment page pulls up, click the apply button and follow the instructions. Deadline to apply is Dec. 13, 2018. EOE.

UTILITY SERVICE WORK

GALLATIN. The city of Gallatin's Public Utilities Department is seeking qualified applicants for the position of utility service worker in the sewer division. The purpose of this position is to perform unskilled manual and semiskilled work assisting in the installation, construction, repair, maintenance and care of utility lines and related structures. 40 hour per week, day time position with some weekend work required. The starting rate is \$15.91 + excellent benefits. Duties include assisting in the flushing and maintenance of water distribution lines and appurtenances, maintenance and repair of water distribution and sanitary sewer lines and related infrastructure; making water and sewer taps and repairing leaks. Applicants must have general knowledge of the tools, materials and equipment used in general construction and maintenance work as well as the ability to understand and follow oral and written instruction. At minimum, applicants must have a high school diploma/equivalent, with six months' of recent work experience in construction, equipment operation, or utilities experience; or an equivalent combination of education and experience. To apply, please visit our website at www.gallatintn.gov. Applications accepted until position is filled. EOE.

WASTEWATER 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; does related work as required. Work is performed under regular supervision. Limited supervision may be exercised over subordinate plant personnel. Some essential duties include making regular tours of plant ensuring proper functioning and plant operations, collecting water samples from designated points and recording readings from meters and instruments. This is a 40 hours per week, night shift position. Weekend work is required. Starting rate is \$18.42 per hour + excellent benefits. The successful candidates will have general knowledge of the operating characteristics and maintenance requirements of a wastewater treatment plant. High school diploma/equivalent with two years recent experience in maintenance work involving plumbing, mechanical and electrical repair and installation. Must have a valid driver's license. To apply, please visit our website at www.gallatintn.gov. Applications accepted until position is filled. EOE.

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FCC proposal could threaten public access channels

Public officials express concern that measure could threaten broadcasts of municipal meetings, information

By **DAVE NYCZEPIR**
Route Fifty

Watching broadcasts of city council or school board meetings on the public access cable channel could become a thing of the past under a new proposal being considered by the Federal Communications Commission, local government officials say.

The big cable providers like Verizon and Comcast are often obligated to set aside channels for this kind of programming, as well as contributing to operation of the stations.

Cable companies also pay franchise fees to local governments to access the public rights-of-way.

The proposed FCC rule would make changes to the franchise fee arrangement, making clear that local governments in these agreements are limited to regulating cable services and can't expand their authority into broadband internet access.

In letters to the FCC, local government leaders and people running access channels say the proposal could result in less

money for them to run their stations and develop programming.

In part, this would come because cable companies under the new rule could count "in-kind" resources like the value of the public access channel against their capped fee obligations, they say.

U.S. Sen. Ed Markey, a Massachusetts Democrat, and 10 Senate Commerce Committee colleagues also objected to the proposal in a letter to Republican FCC Chairman Ajit Pai, noting that their constituents rely on the public, educational, and governmental (PEG) channels, which carry broadcasts of meetings, offer local programs, and alert residents in the case of emergency.

"Your proposal may jeopardize these important functions," the senators wrote. "If this order is eventually adopted in its current form, cities and towns across the country may soon have to decide between supporting local PEG channels and supporting other critical institutions serving the public good."

There are more than 1,500 PEG studios and 3,000 channels across the U.S.—religious programming making up about 30 percent of their content, according

to Markey's office.

Gaithersburg, Md., strongly opposes the FCC rulemaking, noting that the city's PEG channel offers live, repeat broadcasts of city council and other meetings.

"These broadcasts allow the city to conduct its business in the open and they offer an opportunity for our residents to observe government in action for those who may be unable to attend meetings in person or have access to watch the proceedings on the internet," said Mayor Jud Ashman in a letter.

Ascertaining the "fair-market value" of local cable production resources is difficult and would likely lead to Gaithersburg being shortchanged, Ashman said.

Jeff Hansell, executive director of the Belmont Media Center in Massachusetts, raised similar concerns. BMC runs three public access channels.

In a post on BMC's website, Hansell warned that the proposed rule would mean that the organization wouldn't be able to allow members of the public and schools access to the center to create programming and stream it on cable or the web.

"One of our most powerful, most democratic local resources

could be lost," he wrote.

Not everyone is opposed to the new rule.

Citizens Against Government Waste said local governments use licensing fees on cable rights-of-way to increase their revenues and, sometimes, divert the money to pay off things like public pension debt.

"These additional fees and taxes are not just borne by companies striving to deploy new networks across the country, they are also passed along to consumers to offset the increased cost to deploy new services," said Thomas Schatz, president of CAGW, in a letter. "By increasing the cost to use rights-of-way, these municipalities are creating a barrier to entry for new broadband deployment in their communities."

The FCC could consider the rule as soon as December. The deadline for public comments on the amendment ended on Nov. 14.

Dave Nyczepir is a News Editor at Government Executive's Route Fifty and is based in Washington, D.C.



TENNESSEE FESTIVALS

Dec. 14-15: Clarksville
Candlelight Christmas Tour at Historic Collinsville
Experience each home and structure with primitive period holiday décor. Stroll through the earliest Lewis House, the expansive Batson Dogtrot House, smoke house, church/schoolhouse, wildlife center, and more. Tours depart from the visitor center on the half hour from 4-8 p.m. For more info, visit visitclarksvilletn.com.

Jan. 6-9: Memphis
Elvis Birthday Celebration
Memphis will celebrate Elvis' Birthday with four days of events, including an unforgettable fan experience featuring one of Elvis' closest friends, Jerry Schilling. It is a special time to be in Memphis as Graceland will still be decorated for the holidays and there will be an epic birthday cake. Special events include the Elvis Birthday Proclamation Ceremony, Elvis Birthday Bash, Elvis Birthday Party on Wheels, and more. For more info, visit www.graceland.com.

COMING UP

March 10-13, 2019
NLC Congressional City Conference
Washington, D.C.

March 26-27, 2019
TML Legislative Conference
DoubleTree Hotel, Nashville

June 22-25, 2019
TML Annual Conference
Cook's Convention Center
Memphis

NATIONAL BRIEFS



An estimated one-fourth of Americans will not use all of their paid time-off this year, according to a recent work-life balance report by vacation and travel website Priceline. On average, American workers only use 54 percent of their eligible vacation time with only 23 percent of employees taking all of the time they are owed. Nearly 10 percent take no paid time off. As a result, American workers have given up about \$62.2 billion in lost benefits in the past year alone. Studies have shown that employees who use more vacation days are typically happier and perform better at work than those who use less time off.

The amount of single-family dwellings constructed in the U.S. continues to decline as the amount of multifamily homes increased in October.

Construction of single-family homes fell for the second straight month with the U.S. Commerce Department reporting that building permits declined in October with homebuilding completions being the lowest so far this year. Rising borrowing costs, stagnant wages, and labor shortages have led to higher house prices for a dwindling stock of available housing. As a result, home buying is unaffordable for many workers. The 30-year fixed mortgage rate is hovering at a seven-year high of 4.94 percent, according to mortgage finance agency Freddie Mac.

Climate change could shrink the U.S. economy by as much as 10 percent, according to the Fourth National Climate Assessment recently released by the White House. The report was authored by hundreds of U.S. climate scientists from 13 federal

agencies and paints a stark picture of the country's fate due to climate change. The report estimated that rising global temperatures will cost the U.S. \$160 billion per year in lost labor with rising seas and increased flooding and hurricane potentially costing the country \$1 trillion in infrastructure along national coastlines. High temperature extremes, heavy precipitation, high-tide flooding along the U.S. coast, ocean acidification and forest fires in the western United States and Alaska are all projected to increase. If carbon dioxide levels are not mitigated, the report found that tens of thousands of deaths will occur every year, particularly in lower-income and marginalized communities. Meanwhile, taking climate change steps could potentially generate \$23 trillion in global value to the U.S. according to the report.

UT-MTAS JANUARY MAP CLASSES

Reaching Agreement: Negotiation Strategies for Effective Solutions

Every negotiation is challenging in its own way. Sometimes we win, sometimes we lose, but are we ever truly satisfied with the outcome? This class focuses on styles of negotiation and how to reach a negotiated agreement that is beneficial to all parties involved.

Target Audience
All Municipal Employees

Dates/Locations/Times

Jan 22 Memphis
8:30 AM CST

Jan 23 Jackson
8:30 AM CST

Jan 24 Nashville
8:30 AM CST

Jan 28 Knoxville
8:30 AM EST

Jan 30 Johnson City
8:30 AM EST

Credits: 4 CPE



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.solution-point.tennessee.edu/MTAS> or by invoice. For registration assistance, call 865-974-0413.

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Water and Wastewater Systems

Holiday displays light up Tennessee cities

BY KATE COIL

TML Communications Specialist

Cities across Tennessee are making the holidays merry and bright with light events that are sure to delight young and old.

From drive-through lighting displays at local expo centers, ballparks, and motorspeedways to chances to see holiday lights with zoo animals, on bike rides, or in local gardens, there are plenty of unique ways to celebrate the holidays and brighten up the winter months across the state.

Here are just a few of the displays being put on in cities across Tennessee.

BRISTOL

Speedway in Lights

Presented by Bristol Chapter of Speedway Children's Charities, The Pinnacle *Speedway in Lights* Powered By TVA is the largest holiday light show in the South. *Speedway in Lights* benefits programs and organizations supporting the needs of children in the Tri-Cities region by producing one of the largest holiday light shows in the country. A route of approximately four miles and two million lights provides entertainment for thousands and raises money for children charities in and around the region. The event is open nightly from 6 p.m. to 10 p.m. from Nov. 16 to Jan. 5. Cars cost \$15 Sunday through Thursday and \$20 on Friday and Saturday.

CHATTANOOGA

Holiday Lights at the Chattanooga Zoo

Come see the Chattanooga Zoo transformed into a magical winter wonderland. Visit the animals and watch them open their gifts, get your picture taken with Santa Claus, play holiday games and make crafts, and enjoy the beauty of the Zoo covered in lights at our annual Holiday Lights event signifying the holiday season at the Chattanooga Zoo. Tickets are \$12 for adults and \$8 for children and the event runs from 5:30-8 p.m. on Fridays and Saturdays between Dec. 7 and Dec. 22.

Rock City's Enchanted Garden of Lights Featured recently on ABC's show "The Chew," this light extravaganza showcases more than 30 holiday scenes and nearly a million LED lights that transform the gardens' natural daytime splendor into a fantasyland of four realms of wonder: Yule Town, Arctic Kingdom, Magic Forest and North Pole Village. Enjoy gingerbread cookie decorating, hot cocoa and nightly entertainment. Group rates available. Dinner with Santa is also back, as well as Jack Frost, Inara the Ice Queen, and many other characters. This event was selected as a Top 20 Event for 2017 by Southeast Tourism Society.

CLARKSVILLE

Christmas on the Cumberland

Christmas on the Cumberland is sure to create lasting memories this holiday season as thousands experience over one million lights. The half-mile section of the Cumberland Riverwalk at McGregor Park is adorned with captivating displays in every color imaginable. During the grand opening on Nov. 20, enjoy story time, live music, hot chocolate, food trucks, and Santa. Weekends include seasonal crafts, dances, choirs, and other activities from community organizations. Christmas on the Cumberland is open daily Nov. 20 through Jan. 1 from 5-10 p.m. Sunday-Thursday, and 5-11 p.m. Friday-Saturday. Admission is free.

FRANKLIN

Franktown Festival of Lights

Beginning Thanksgiving night, FrankTown Open Hearts will host a Christmas-spirited experience that stretches for a mile and features thousands of sparkling holiday lights sure to delight kids and adults of all ages. Attendees will relax in the comfort of their own car and wind their way through more than 50 light displays while listening to Christmas holiday classics on the radio, some of which will be synchronized with the light displays. Located at the Williamson County AG Expo Center in Franklin, the event runs from Nov. 22 through Dec. 29 from 6-10 p.m.

GATLINBURG, PIGEON FORGE, and SEVIERVILLE

29th Annual Smoky Mountain Winterfest Three Smoky Mountain cities come together to bring one of the biggest Christmas extravaganzas in Tennessee. Attracting thousands of visitors annually to see an estimated 5 million lights, the event kicks off in Pigeon Forge on Nov. 6 and runs through Feb. 18. Enjoy the light displays at your leisure on our Winterfest Lights Driving Tour. Pick up your tour guide at the Pigeon Forge Welcome Center or at the Fun Time Trolley office in Patriot Park. Gatlinburg's leg of the tour begins Nov. 7, running through Jan. 26 with its Trolley Tour of Lights. Trolley admission is \$5 per person and makes three runs each night. Sevierville's leg will begin on Nov. 9 and run through Jan. 7. Each city will be hosting additional events in conjunction with Winterfest.



Top: *Shadrack's Christmas Wonderland* is making its return to the Jackson General's Baseball Park this year, delighting both young and old. The display takes visitors through the 12 Days of Christmas.

Right: Lebanon is home to the *Dancing Lights of Christmas*, one of the state's largest displays located at the James E. Ward Agricultural Center, with much of the display coming from Jellystone.

Bottom Left: Both cars and lighted carriages make their way through the *Starry Nights* display at Memphis' Shelby Park. Several other holiday events are held at the park in conjunction with the display.

Bottom Right: Pigeon Forge's Old Mill created in lights. Sevierville, Pigeon Forge, and Gatlinburg come together each year for Winterfest, where an estimated 5 million lights awe visitors.



JACKSON

Shadrack's Christmas Wonderland

Taking over the Jackson General's Ballpark for the second year in a row, this event spreads Christmas cheer with its magical drive through light show. A new theme of displays will take guests through the traditional tale of the "Twelve Days of Christmas." This popular story comes to life with bright and comical birds "calling on the phone," French hens perched on the Eiffel Tower, along with other amusing depictions of each day. The event runs from 6 p.m. to 10 p.m. from Nov. 16 to Jan. 6 with tickets available for purchase on site.

KNOXVILLE

Downtown Light Events

Knoxville's downtown and Market Square area explode with Christmas cheer. The Regal Celebration of Lights at Krutch Park on Market Street kicks things off on Nov. 23 from 6-9 p.m. with Bands, caroling, marshmallow roasting, lighting of the Christmas tree, sparkling lights, train rides, choirs, photos with Santa, hot cocoa, and more. Market Square is also playing host to the Peppermint Window Wonderland all holiday season long. Downtown storefronts will be lit up and decorated for the season along with the downtown light displays at the square and Krutch Park.

Light at the Park

Knoxville's Farragut Park hosts this free yearly event. Be dazzled by hundreds of lighted displays every evening from Monday, Nov. 26, through Tuesday, Jan. 1, at Founders Park at Campbell Station, 405 N. Campbell Station Road. The fun begins at 5 p.m. on Nov. 26 when visitors enjoy refreshments, entertainment and the flipping of a giant switch that turns on 68,000

lights. A special guest in red will also make an appearance. Park restrooms stay open until 10 p.m. each night except Dec. 25.

LEBANON

Dancing Lights of Christmas

The Dancing Lights of Christmas returns for its ninth consecutive season to the James E. Ward Agricultural Center in Lebanon. Open rain or shine, the location has an extended drive route with more than 1.65 million dancing lights. The event runs from Nov. 16 through Dec. 31, opening nightly at 5 p.m. The cost is \$25 per non-commercial vehicle and church van/bus and \$50 for commercial vehicles.

MEMPHIS

Holiday Wonders at the Memphis Botanical Garden

Running select evenings from Nov. 23 through Dec. 30 from 5:30 to 8:30 p.m., the Memphis Botanic Garden hosts a dramatically expanded family, couples and group-oriented holiday experience called Holiday Wonders at the Garden for 2018. Staged in the northwest corner of the beautiful, centrally-located Memphis Botanic Garden in East Memphis, Holiday Wonders at the Garden has something for all ages.

Starry Nights at Shelby Farms

Starry Nights, presented by International Paper, is a family-friendly holiday experience with drive through and walking trails of lights and displays plus magical Mistletoe Village. Starry Nights is the largest annual fundraiser for the Park, and it's a holiday tradition for thousands of families. Visit www.shelbyfarmspark.org/starry-nights for more information.

NASHVILLE

Gaylord Opryland's A Country Christmas Marvel at lavish holiday displays featuring more than 3 million twinkling lights and festive décor at A Country Christmas, Gaylord Opryland Resort's celebration of the season. Events include water attractions, Cirque Dreams Holiday, carriage rides, scavenger hunt, ice skating, gingerbread decorating, Dr. Seuss' "How the Grinch Stole Christmas" with more than 2 million pounds of ice sculptures, and more than 3 million lights on 9 acres.

Holiday LIGHTS at Cheekwood

Delight in the joy of the holiday season during Holiday LIGHTS at Cheekwood. Nashville's favorite tradition returns with 1 million lights illuminating our gardens for the prettiest winter stroll of the season. Open from 5-10 p.m. seven nights a week from Nov. 23 to Dec 30; closed Christmas Day. Holiday LIGHTS is a timed-ticketed event with two evening time slots available. Arrivals begin at 5 p.m. and run until 7 p.m. with late evening arrivals beginning at 7 p.m. running until 9 p.m.

UNION CITY

Let it Glow Christmas Light Show

Hop in the car and head over to Discovery Park of America for the Let It Glow Lightshow. You can see thousands of twinkling lights on display, and you can sing along to your favorite Christmas songs and some remixes with the custom radio station. The event is held from 5-9 p.m. from Nov. 23 to Dec. 30, closed Mondays, Christmas Eve, Christmas Day, and New Year's Eve. The cost is \$5 per car, \$10 per 15-passenger van, and \$25 for church or school buses.