6,250 subscribers www.TML1.org Volume 70, Number 19 Dec. 16, 2019

TML giant Charles "Bones" Seivers passes away at 85

Charles G. "Bones" Seivers, former CEO and president of the Tennessee Municipal Bond Fund (TMBF), passed away Dec. 8, 2019, at the age of 85.

A native of Clinton, TN, he first entered public office in 1962, when he was first elected to the Clinton city council. He was later elected mayor of Clinton from 1971 to 1972. He also served as administrator and later as the first city manager for Clinton from 1973 to 1993. He immensely enjoyed this job and was involved in many civic projects for the community from recreation, education, industrial development, fire protection and roads. During his 20-year tenure, he secured an excess of \$17 million in state and federal grants.

A remarkable networker who was dedicated to advancing the city of Clinton's interests, Seivers became involved with the Tennessee Municipal League (TML) immediately following his first municipal election in 1962.

The Tennessee Municipal League made history in 1979 when it founded America's first statewide municipal liability pool. Seivers served as one of the founding members on the TML Insurance Pool Board of Trustees, now known as Public Entity Partners.

Recognizing the need for municipalities to obtain low-cost financing for capital improvement needs, Seivers brought municipalities and the state together and helped create the Tennessee Municipal Bond Fund (TMBF) in 1985. He subsequently served as chairman of the TMBF board for the first eight years of its existence, later becoming president and CEO for the next 26 years. He recently retired from that position July 1,



Charles G. "Bones" Seivers

2019, marking a 57-year career in public service dedicated to local governments.

In his formative years, he served in the US Army where he was a platoon sergeant at a NIKE missile site in Massachusetts from 1956 to 1959. He also served several years in the Tennessee National Guard. He worked in Oak Ridge at the Y-12 plant, operated at the time by Union Carbide.

Bones loved his family and friends. He was a positive, hardworking and fun-loving person who enjoyed challenges and helping anyone, whether family or friend. He often said "Don't ever wait to hear someone's problems before you help them."

He never met a stranger, and always left a big impression on everyone he met. He will be greatly missed by the staff of TML and the Bond Fund. Our hearts and lives have been forever enriched having him be a part of our lives

He is survived by Bettye Seivers, his wife of 63 years; daughter Debbie Seivers Smith (Ben); son David Seivers (Venessa); two grandchildren; two great grandchildren; his sister-in-law; and several nieces and nephews.

Cities can help meet afterschool care needs

BY KATE COIL

Municipalities can play a vital role in ensuring that childcare needs are met for the many low-income families who struggle to balance work and finding safe spaces for their children.

Many municipalities already partner with the Tennessee Afterschool Network, itself a state partner with the Afterschool Alliance, to help connect parents to childcare opportunities as well as through programs like the National League of Cities and Afterschool Alliance's annual "Lights on Afterschool" program.

Mary Graham, lead staff member with the Tennessee Afterschool Network and president of the United Way of Tennessee, said municipalities can be an invaluable partner in providing and encouraging afterschool and summer programs in their areas

in their areas.

"More than anything, it's getting the right partners at the table to get those programs started," she said. "A lot of parks and recreation departments are on steering committees for nonprofit organizations like the United Way. A lot of our

afterschool programs are already working with their city mayors and city councils, but there is so much more room to sit down and solve these problems and close the gaps. If you sit down and get the right people around the table, you can find the solutions that fit. These solutions are going to vary by city. For some, transportation to the programs may be the big issues while for others it might be finding the right space for these programs. There are a lot of creative things that can happen when people who know the community sit down with this data in hand."

One of the biggest needs throughout the state are summer programs, Graham said.

"It is one thing to pay for a few hours after school during the school year but it's another to coordinate childcare, enrichment, and out-of-school care through the summer when you are working," she said. "We feel that it is an area where a lot of time and energy needs to go. You also have learning loss over the summer. For a lot of kids, school and afterschool programs are also the only place See CARE on Page 3



Officers with the Knoxville Police Department visit students at a local afterschool program. Afterschool programs have been proven to be a deterent to juvenile crime.

TN State Funding Board adopts low growth range for FY2020-21

BY CAROLE GRAVES

TML Communications Director

The State Funding Board met earlier this month to set revenue estimates for the remainder of fiscal year 2020, as well as set projections for the FY2021 budget.

Cautious that the economy could take a downward turn, the State Funding Board set a growth rate for revenue collections to fall between 2.7% and 3.1% for FY2021.

The projected growth rates represent the lowest revenue estimates in five years and below what the state's top economists predicted.

Economists and finance experts from the University of Tennessee, East Tennessee State, the Department of Revenue, the State Fiscal Review Committee, and the Federal Reserve Bank described the economy as volatile but thus far showing no signs of an impending recession. They recommended growth rates of 3.2% to 3.7%.

As a part of the state's budget process, the State Funding Board develops consensus ranges of estimates of state revenue for the current fiscal year and the next succeeding fiscal year to be presented to the Governor and the chairs of the Senate and House Finance, Ways and Means Committees. The Administration uses these projections to develop Gov. Bill Lee's spending plan for the upcoming year.

Based on the numbers adopted by the State Funding Board, the state is expected to generate an additional \$354 million to \$408 million in new general fund revenues.

Last spring, the Tennessee General Assembly approved a \$38.55 billion for FY20, which represented a 1.1% increase (\$424 million) over FY 19. It included the largest one-time deposit (\$224 million) to the state's rainy day fund, bringing the balance to \$1.1 billion, the highest in the state's history.

Year-to-date revenues for the first three months of FY20 are already seeing a surplus of \$217.4 million more than the budgeted estimates, and a growth rate of 7.88%.

Business filings are also up. According the *Tennessee Quarterly Business and Economic Indicators Report*, new business filings increased 8.2% in the third quarter of 2019 compared to the previous year. Statewide, new filings of domestic limited liability corporations (LLCs) saw the strongest growth in the third quarter of 2019, expanding 11.2% over the third quarter of 2018.

"Initial filings grew for the 32nd consecutive quarter, signaling that Tennessee's economic expansion will continue through the next year," said Dr. William Fox, director of the Boyd Center for Business and Economic Research at the University of Tennessee, Knoxville.

As required by state law, the State Funding Board, which is made up of Finance Commissioner Stuart McWhorter, Comptroller Justin Wilson, Secretary of State Tre Hargett, and Treasurer David Lillard, will meet again next spring prior to adoption of the final budget to evaluate the current economic conditions and projected revenue estimates to determine whether the growth range should be revised.

Based on new information about revenue collections, the governor can amend his budget to reflect revised revenue numbers.

Struggle for adequate childcare can create burdens for TN working families, municipalities

While the benefits for quality afterschool and summer care are numerous, many of Tennessee's families struggle to find sources of affordable, flexibile care for their children

BY KATE COIL

TML Communications Specialist

From nutrition to early educational intervention to extracurricular activities to curbing juvenile crime, afterschool programs across the state of Tennessee provide numerous resources for the state's youth, yet many are financially out of reach for working families.

The Tennessee Afterschool Network is a state partner with the Afterschool Alliance, a group who – in conjunction with the National League of Cities (NLC) – hosts a yearly event encouraging afterschool programs. The annual "Lights on Afterschool" program highlights the importance of afterschool programs and the work they do for communities.

Mary Graham, lead staff member with the Tennessee Afterschool Network and president of the United Way of Tennessee, said the inability for some parents to afford quality childcare could be holding their children back in other ways.

"Two out of every five Tennesseans don't earn enough to pay for even home-based childcare," Graham said. "We are looking at how we can fill the gaps and how we create more programs as well as more quality programs. We want programs that support more than just parents while they work. We want programs that do more than just keep kids safe. We want programs that are spending a child's time productively and have things that enrich them and put them on the path to success."

The United Way of Tennessee's recent "Asset Limited, Income Constrained, Employed (ALICE) in Tennessee" study found that the number of households where working parents cannot afford basic necessities such as housing, food, childcare, healthcare, and transportation sits at 39%, roughly a 17% increase between 2007 and 2019.

Childcare is often more expensive than housing costs for the more than 1 million households in the state.

The study found that child care for two children on average costs these families 21% of their household income, making it the greatest expense on the family. Even home-based childcare – the least expensive option with the fewest regulations – can cost an average of \$898 a month.

"So many people are sending



Every \$1 invested in afterschool programs saves \$3 by

Reducing crime and welfare costs

Improving kids' performance at school

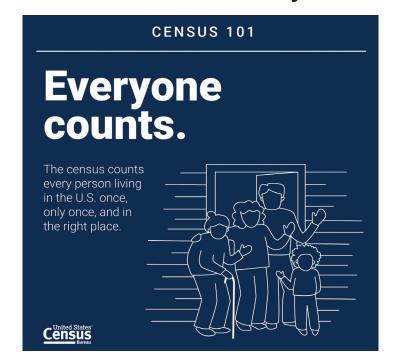
Increasing kids' earning potential

Afterschool programs have been proven to reduce juvenile crime as well as improve both educational and future economic outcomes for both students and communities at large.

their kids to the neighbors because childcare didn't show up," Graham said. "A lot of parents are struggling to even find basic childcare with no enrichment. It's a huge issue for us, the childcare piece is very important. When you have a really good program, the added benefits are tremendous, especially for closing achievement gaps and putting kids on a path to success."

A recent study conducted by Tennesseans for Quality Early Education (TQEE) also found that the state loses some \$1.34 billion annually in earnings and revenue See CHILD on Page 3

Census 2020 is closer than you think!



HOW THE CENSUS BENEFITS YOUR COMMUNITY

Once a decade, America comes together to count every resident in the United States, creating national awareness of the importance of the census and its valuable statistics. Federal funds, grants and support to states, counties and communities are based on population totals and breakdowns by sex, age, race and other factors. Your community benefits the most when the census counts everyone. Find out how you can help at www.census.gov/partners

NEWS ACROSS TENNESSEE



BELL BUCKLE

The town of Bell Buckle has renamed its town hall in honor of late Mayor Eugene F. "Gene" Strobel. Strobel is largely credited with rebuilding the town's business district in the late 1970s and 1980s. Strobel also served as a member of the city's park board and was involved in several town beautification projects. He helped the town obtain Tree City USA status 19 years ago and was instrumental in the creation of the arboretum in the town park. Strobel also worked for the Bell Buckle Volunteer Fire Department. Strobel served as mayor of Bell Buckle from 1979 until 1986. He continued to live in the community until his death in 2016 at the age of 88.

CLIFTON

The city of Clifton is among the first recipients of a new federal drinking water grant awarded by the U.S. Environmental Protection Agency. The Assistance for Small and Disadvantaged Communities Drinking Water Grant from the Water Infrastructure Improvements for the Nation Act (WIIN) assists public water systems in underserved, small and disadvantaged communities meet Safe Drinking Water Act requirements. The city will receive \$707,500 in total grant funds including both federal money and a 45 percent match from the state of Tennessee. Funds for Clifton will go into planning, design, and technical assistance in preparation for construction of a new water treatment plant that will improve the city's ability to comply with the Safe Drinking Water Act (SDWA).

COLUMBIA

Mersen will invest up to \$65 million to establish new operations in Columbia. Mersen, a global leader in electrical power and advanced materials, will create approximately 100 jobs. The company will acquire and renovate part of a former industrial building in Columbia. Mersen anticipates the plant will be operational in the second half of 2020. Headquartered in France, Mersen designs innovative solutions that enable clients to optimize their manufacturing performance. It works with businesses in the energy, electronics, transportation, chemical, pharmaceuticals, and process industries. Mersen has 6,900 employees across 35 counties.

DANDRIDGE

The town of Dandridge has purchased new exercise equipment for its Community Activity Center. The eight exercise machines were purchased with a \$20,000 grant from the Tennessee Department of Health. The town of Dandridge partnered with officials from Jefferson County and the Jefferson County Health Department to apply for the grant. In addition to its exercise room, the Dandridge Activity Center has two full-size gyms, classrooms for exercise and personal training, a walking track, and activity room.

ELIZABETHTON

The city of Elizabethton is working with the Carter County Parks and Recreation Department to nearly triple the length of the Hampton Watershed Biking and Hiking Trail. Current plans call for adding six miles of trails on the property, which will cost about \$200,000. Carter County is funding the study for the design of the new addition while Elizabethton will pay for construction cost. The trail is pres-

TENNESSEE TOWN & CITY Tennessee Town & City (ISSN 00403415)

USPS 539420) is published semi-monthly except in the months of June and December 19 times per year by Tennessee Municipal League, 226 Anne Dallas Dudley Blvd, Suite 710, Nashville TN 37219-1894. Subscription rates: 86 per year to members, \$15 to nonmembers, \$1 a copy. Periodicals Postage Paid at Nashville TN. POSTMASTER: Send address changes to Tennessee Town & City, 226 Anne Dallas Dudley Blvd, Suite 710, Nashville TN 37219-1894.

Official publication of the Tennessee Municipal League. **Publisher**: Margaret Mahery (mmahery@ TML1.org); **Editor**: Carole Graves (cgraves@TML1.org; **Phone**: 615-255-6416. **Advertising**: Publisher reserves the right to reject any advertising deemed unacceptable. Fax classified ads to *TT&C*: Attention Carole Graves at 615-255-4752, or e-mail cgraves@TML1.org. Fax advertising copy to *TT&C*: Attention Debbie Kluth at 615-255-4752, or e-mail to dkluth@ TML1.org. Opinions expressed by non League officials or staff do not necessarily reflect policies of TML.

ently a single track bicycle trail that has areas that range in difficulty. The trail has views of the mountain and rivers around the area and is largely developed around the area's natural terrain.

FRANKLIN

Officials with the city of Franklin have cut the ribbon on the first mountain biking trail system in Cool Springs. The trail is located in the Cool Springs area with the main trail head located on the hillside of Southstar Drive. The trail traverses the hillsides toward Columbia State Community College. Construction began on the 4.72 acres of property in March 2019. The city partnered with Mosby Cool Springs and Columbia State Community College for this project. The trail will eventually connect to Liberty Park and will expand to cover 8 acres and approximately 4 miles of trails in the next three years.

GERMANTOWN

The U.S. Department of Commerce announced the City of Germantown has earned a 2019 Malcolm Baldrige National Quality Award. The city is one of only four municipalities nationwide to have received the award. Germantown earned a net promoter score of 71 in customer engagement in 2018 and has consistently exceeded the industry benchmark of 50, which is considered excellent; over 70 is considered world-class. Baldrige is the nation's only presidential award for performance excellence, recognizing U.S. organizations and businesses that have shown an unceasing drive for innovative solutions to complex challenges, visionary leadership and operational excellence. The Baldrige Award was established by Congress in 1987 and is not given for specific products or services. Since the first group was recognized in 1988, 129 awards have been presented to 121 organizations (including eight repeat winners).

HUMBOLDT

Humboldt's Bailey Park has become the first park in the area to have free Wi-Fi Internet thanks to a new partnership with local internet provider 1Tennessee. The free service is strong enough to stream music and videos as well as use social media. The company said they plan to expand the free Wi-Fi offerings to other parks and sports fields in Humboldt and Medina. The company also plans to offer free Wi-Fi in downtown Humboldt by sometime next spring and will offer the service in downtown Medina sometime next year as well. The company will also be working with Three Way on providing free Wi-Fi in its new municipal complex.

JOHNSON CITY

The city of Johnson City has passed an ordinance restricting the restraint of dogs and establishing an annual registration for animals. The ordinance will take effect on Jan. 1, 2020, and prohibits dogs from being kept on a pulley system in an owner's yard for more than 12 consecutive hours. Animals cannot be tethered to a fixed post unless supervised. The ordinance then bans the chaining of any dog outside without supervision in 2021. After three violations, the dog will be taken to the animal shelter.

KIMBALL

Mueller Water Projects will expand its presence in the state and locate new operations in the town of Kimball, creating up to 324 jobs in the next five years. Mueller plans to establish manufacturing operations in an existing 233,000-square-foot facility in Kimball. The facility will enable Mueller to drive additional efficiencies by insourcing certain activities and further leveraging the company's large casting foundry located in Chattanooga. Mueller Water Products, Inc. (Mueller) is a leading manufacturer and marketer of products and services used in the transmission, distribution and measurement of water in North America. The company's broad product and service portfolio includes engineered valves, fire hydrants, pipe connection and repair products, metering products, leak detection and pipe condition assessment.

KNOXVILLE

The city is turning a 6,033-squarefoot building on McCalla Avenue into a new Maker space for smallscale manufacturing and artists. Dewhirst Properties is purchasing the currently vacant, city-owned building for \$100,000 and then renovating it into 19 studio and co-working spaces. The renovations also call for a gallery, lounge area, kitchen and restrooms. Per the agreement, Dewhirst Properties must continue the use of the property as maker space for 10 years. The city's Office of Redevelopment and Community Development Department partnered together on the project. The transformation of the building will augment the efforts by the city and the Knoxville Entrepreneur Center (KEC) to successfully brand Knoxville as "The Maker City" and build on the revitalization of the Magnolia corridor. For more information on Knoxville's Maker movement, see http://themakercity.org/about.

MORRISTOWN

The city of Morristown was recently presented with a Voice of the People Award for its "Transformation in Built Environment." The Voice of the People Awards are given to jurisdictions that best listen and act to improve their communities. Awards were given based on citizens' responses to the National Citizen Survey, which is sent out each year to a sampling of residents. Survey responses from residents prompt city action. Morristown has improved in its design, construction and management of the human-made spaces in which people live, work and play. This is the third Voice of the People Award that Morristown has received in the eight years it has been a participant in the National Citizen Survey. The city's planning department recently created a "shepherding" program to guide and direct development projects from start to finish. This program has made new development and construction projects an easier process for citizens, creating well-planned and executed developments across town.

OAK RIDGE

The city of Oak Ridge has been recognized by the International City/ County Management Association (ICMA)'s Community Partnership Award for 2019, presented at the ICMA's annual conference in Nashville. The award highlighted the successful intergovernmental partnership that led to the American Museum of Science and Energy opening in a new centrally located space on Main Street Oak Ridge. The museum, operated by the U.S. Department of Energy (DOE), faced an uncertain future in 2016. The museum's building was oversized, energy inefficient, and was located on 18 acres of tax-exempt land in the heart of town. City staff engaged the DOE's federal management team, as well as museum leadership, elected officials, and other stakeholders to find a solution. As part of the collaborative project to save the museum, a private developer remodeled an existing facility and the city offered it rent-free to DOE. In turn, DOE transferred the museum property to the city at no cost. The city then turned the property over for mixed-use redevelopment that would generate tax revenues for city services.

SPENCER The town of Spencer is among the

first recipients of a new federal grant program for water infrastructure improvements awarded by the U.S. Environmental Protection Agency (EPA). The town was awarded funding through the Assistance for Small and Disadvantaged Communities Drinking Water Grant from the Water Infrastructure Improvements for the Nation Act (WIIN). The town of Spencer will receive a total of \$630,681 from both the federal government and a 45% match from the state of Tennessee. The funds will be used for planning, design, and technical assistance in preparation for improvements to the existing water treatment plant and distribution system, as well as addressing long-term water supply to improve the city's ability to comply with the Safe Drinking Water Act (SDWA).

SWTDD receives national association's Impact Award



Southwest Tennessee Development District recently received a 2019 Aliceann Wohlbruck Impact Award from the National Association of Development Organizations (NADO) for the Senior Volunteer Transportation Network (SVTN). The volunteer ride programs are for adults who are 60 years and older, who are ambulatory but may need some "hands-on" assistance. Pictured, from left to right, are SWTDD Vice Chairman and Hardeman County Mayor Jimmy Sain, SWTDD Executive Director Joe Barker, SWTDD Chairman and Hardin County Mayor Kevin Davis, NADO President Scott Koons, and SWTDD Budget Committee Chairman, and Henderson Mayor Bobby King.

Crossville officials take ride on city's new bus service



Crossville Mayor James Mayberry, U.S. Rep. John Rose, and Cumberland County Mayor Allen Foster take an inaugural ride on the new Go Upper Cumberland bus service. The service will operate two routes within the city of Crossville. The new transportation service will offer a deviated fixed public transportation route with scheduled drop off and pick up within Crossville at Walmart, the UCHRA office, Sav-A-Lot, Kroger, Food City, Art Circle Public Library, Cumberland Medical Center, the Cumberland County Health Department, and Garrison Park.

Morristown breaks ground on 52-acre Heritage Park



Officials with the city of Morristown along with alumni and faculty of Morristown College celebrate the grand opening of the city's new Heritage Park, which is located on what was the site of the college. The 52-acre plot of land on North James Street served as a two-year educational institution for African-Americans along with a high school for more than a century before the school closed in the 1990s. The college was built on land that served as a slave market, church, and later hospital during the Civil War. The city has transformed the area into natural park with a few manmade areas, such as the Colonnades that represent the college's history.

Knoxville completes street and sidewalk improvements



The 600 block of Market Street in Knoxville has reopened following completion of an extensive street and sidewalk improvement project that began last May. The \$493,515 upgrade involved rebuilding approximately 300 linear feet of concrete street with new sidewalks, curbs, street lights and tree wells in the 600 block. Additionally, native shade trees will be planted beginning this winter.

Struggle for adequate childcare can create burdens for Tennessee's working families, municipalities

CHILD from Page 1

because of inadequate childcare.

An overwhelming 98 percent of Tennesseans with a child under the age of 5 said they had to make some career sacrifice because of a lack of childcare, whether that was turning down a promotion, having their hours cut, losing a job, or being unable to be as productive as they would have liked.

The two top challenges for these parents were affordability of childcare (63%) and access to childcare that would accommodate their work schedule (65%).

"There has been some improvements on the childcare reimbursement rate in Tennessee last year, but it's not enough," Graham said. "We have so many families who are one flat tire or medical bill away from being financially destitute. You also have to think about the fact that not everyone has regular hours. Trying to arrange for childcare and afterschool programs can be difficult. There are also areas where there aren't any programs, even if people have money."

While afterschool and summer care are often financially out of reach for Tennessee parents, the benefits of these programs can last well into adulthood for children.

Data from the Tennessee Commission on Children and Youth's annual Kids Count survey found that for every one child in Tennessee currently involved in an afterschool program or activity there are two children in Tennessee who said they would enroll if a program were available to them.

Additionally, for every \$1 invested in these programs in Tennessee, the programs return an estimated \$3 back to the state's economy.

Beyond that, after school programs can have a noticeable impact on the trajectory of students.

"Afterschool is really all about supporting working parents, but it also helps students reach their potential," Graham said. "We know kids in good programs are less likely to abuse substances. They are more likely to advance to the next grade level, to graduate, and to earn higher grades and do better on standardized tests. These programs provide kids with healthy, nutritional snacks and physical activity. These pieces are all so important."

The Kids Count survey found that children who attend afterschool programs have higher earning potential than those who don't, are more likely to attend school regularly, have better school performance, and aren't at as high a risk of becoming juvenile offenders. Juvenile crime peaks in the state between 3 p.m. and 6 p.m.

After school and summer programs also provide children with a chance for physical activity and healthy snacks or meals, which they may not receive at home. These physical and nutritional benefits can also improve healthcare outcomes for students.

For older students, afterschool programs can also help develop skills for future employment, connect with local businesses, and explore future careers.

For a closer look at afterschool and summer program needs in individual communities, visit <u>unitedforalice.org/tennessee</u>.



Many Tennessee parents have had to make career sacrifices or lost out on economic opportunities because of an inability to find affordable childcare that meets with their work schedule. Tennessee loses more than \$3 billion annually because of costs related to inadequate childcare.



While many parents struggle to find afterschool and summer placement for their students, research has shown these programs can be of great benefit to communities at large.

Cities can help meet afterschool care needs

CARE from Page 1

they are getting food and nutrition, so they are missing that over the summer."

For municipalities that already have afterschool and summer programs available, Graham said it can be important to find different avenues to reach the families most in need.

"Getting the word out can be difficult," she said. "If you can provide information through the school system, you are going to hit just about every kid save for maybe those in homeschool programs. You have to communicate in multiple ways. Working with the schools and the nonprofit community can connect with to the families who these organizations are already working with in some capacity."

Cities can reap long-term rewards by partnering with these programs.

"Obviously, you are reducing juvenile crime, but you are also building the workforce of the future," Graham said. "You are creating an environment where employers want to come and bring jobs. You are going to have a healthier, more financially stable city.

For more resources on current and establishing new afterschool and summer programs, visit <u>www.</u> tnafterschool.org.

Collierville Fire Department hosts first peer review, benchmarking training program in West Tennessee





The Collierville Fire Department hosted their first peer review at the town's state-of-the-art facility. Training officers and other chief representatives from 12 cities across West Tennessee were in attendance including Memphis, Jackson, Covington, Bartlett, Germantown, Union City, Lexington, and Martin.

BY JENNIFER CASEY Collierville PIO

The Collierville Fire Department recently hosted the Tennessee Commission on Firefighting Educational Incentive Pay Program Peer Review.

The peer review meetings are a positive way to allow neighboring fire departments to benchmark training topics and ideas for their own department. Peer review also serves as a valuable

networking tool for firefighter training professionals across the state.

The peer review held at the Collierville Fire Department Administration building was to approve each participating fire departments' incentive pay training for 2020.

The Educational Incentive is a supplemental bonus paid to firefighters for completing a minimum of 40 hours of annual, commission-approved training. The training program is submitted

to the commission for approval and is conducted by each local fire department.

Training officers and other chief representatives from 12 cities across West Tennessee attended the peer review and were able to utilize the Collierville Fire Department's state-of-the-art facility and resources.

"Everyone was very impressed with our facilities, technology, and our town's hospitality," said Bobby Cannon, Collier-

ville fire training officer.

The Collierville Fire Department teaches training classes on a regular basis, and makes an extra effort to help the town's firefighters receive this incentive pay plus quality training.

"We encourage all Collierville Fire Department personnel to seek training and educational opportunities. Collectively, we annually log thousands of those hours in-house," Collierville Fire Chief Buddy Billings said.



Get **funding** to replace old diesel vehicles with cleaner, more cost-effective ones

Two diesel vehicle replacement funding opportunities will be available in the next six months, including funds from the VW Mitigation Trust. **Need information? We can help.** We've helped fleets in Tennessee secure over \$5 million in grant funding since 2005.

Contact funding@etcleanfuels.org or 865-974-3625 to learn more.







PEOPLE IN THE NEWS

Danny Chapman has announced his retirement as Jacksboro police chief. Chapman has spent more than 30 years in



Danny Champan

law enforcement, including 22 years as police chief in Jacksboro. Chapman has been a driving force behind programs in the community such as Shop With A Cop and has also served on the Campbell County Commission's Emergency 911 Board.

Kim Foster, city manager of Paris, has been one of 30 fellows from seven states selected to participate in the 15th cohort



Kim Foster

of the Delta Leadership Institute by the Delta Regional Authority (DRA). The fellows will participate in an intensive 10-month executive leadership training program focused on developing competencies through site visits, best practice case studies, executive coaching and mentoring, and regional project development. The program consists of six multi-day seminars throughout the Delta region culminating with a graduation in Memphis. Foster has been the city manager of Paris since 2014, and first joined the city in 2011 as its finance director and assistant city manager.

John Fox, public works operations manager with the town of Collierville, was recently awarded the Tennessee



John Fox

Chapter of the American Public Works Association's (TCAPWA) Roger Clark Award at the TCAP-WA and Solid Waste Association of North America (SWANA) Conference in Chattanooga. The award is named in honor of late Kingsport Public Works Director Roger Clark and is presented annually to TCAP-WA's Chapter nominee for APWA's Special Service Award and for dedication and service to the Tennessee Chapter of the APWA. Fox has been employed by the town of Collierville for 13 years and is currently president-elect of TCAPWA. Fox will become president at the 2020 TCAPWA/SWANA Conference in Memphis.

Jessica Harmon has been selected as the new assistant to the city manager for Kingsport. Harmon has



Jessica Harmon

served as a planner for the city of Kingsport since May 2016 and served in roles including senior planner and principal planner. Harmon also previously served in both the Johnson City and Bristol Planning Departments. She holds a bachelor's degree in political science from the University of Tennessee and a master's of public administration from East Tennessee State University. She is also a recent graduate of the Leadership Kingsport program and currently serves as chair for the Youth Leadership Program with the Kingsport Chamber of Commerce.

Jason Hudson has been selected as the new economic development director for the city of Kingsport. A Kingsport



Jason Hudson

native, Hudson spent 23 years in the U.S. Navy and 18 in human resources before returning to the city. He retired as a commander in 2016 and continued his civilian career as regional HR director for an automotive company and as an HR consultant. Hudson holds a bachelor's degree in human and organizational development from Vanderbilt University as well as three master's degrees: industrial and organization psychology from Christopher Newport University, national security and strategic studies from the Naval War College, and a master's of business administration in finance and entrepreneurship/innovation from the University of Tennessee.

Lori Lange has been hired as a new city engineer for the city of Brentwood. Before coming to

the city of



Lori Lange

Brentwood, Lange served as construction director with the Tennessee Department of Transportation. Lange has previously worked with the city of Brentwood on various projects. Lange began her TDOT career in 2013. Before then, she spent 17 years with Gresham, Smith, and Partners. Lange has a civil engineering degree from Michigan Technological University.

Ryan Rhodus, a park operator with the town of Farragut Parks and Recreation Department, has earned



Ryan Rhodus

Certified Parks and Recreation Professional credentials. The CPRP certification is the national standard for all parks and recreation professionals and is administered through the National Recreation and Park Association. Rhodus has been employed by the town of Farragut since 2010. He holds a bachelor's degree in turfgrass science and management from the University of Tennessee.

Brittany Spencer, special event and program coordinator with the town of Farragut Parks and Recreation Department.



Brittany Spencer

has earned Certified Parks and Recreation Professional credentials. The CPRP certification is the national standard for all parks and recreation professionals and is administered through the National Recreation and Park Association. Spencer joined the town of Farragut in 2018. Prior to that, she served as a program coordinator for the city of Clinton. A Michigan native, she came to Tennessee in 2011 to complete a master's degree in recreation and sports management at the University of Tennessee. Spencer also holds a bachelor's degree in health fitness in preventative and rehabilitative programs from Central Michigan University.

Clay Ticer, assistant division manager of the streets and drainage division for the town of Collierville, has been pre-



sented with the TCAPWA Award of Merit at the annual Tennessee Chapter of the American Public Works Association (TCAPWA) and Solid Waste Association of North America (SWANA) Conference in Chattanooga. The award recognizes the dedicated service of the Public Works or related agency

Former TML Executive **Director Joe Sweat dies**

Former Tennessee Municipal League executive director and lobbyist Joe Sweat died Friday, Nov. 15, 2019, at the age of 83.

Born in Weldon, Ark., Joseph Alton Sweat Jr. graduated from high school in Memphis and graduated from Memphis State University – now the University of Memphis - before entering the U.S. Navy. His passion for reporting and photography began in the Navy, where he both wrote and edited the Navy newspaper and taught aerial photography.

After leaving the Navy, he became a writer for the Associated Press' Memphis office in 1960. He moved to Nashville to write for Billboard magazine, where he covered numerous musicians including Chet Atkins, Bill Monroe, Brenda Lee, Roger Miller, and Patsy Cline.

He returned to Memphis to cover the Sanitation Workers' Strike and the assassination of Dr. Martin Luther King Jr. for the AP.

Eventually, he created an AP news bureau at Vanderbilt and edited the Vanderbilt Hustler as well as became the first lay editor of the Catholic Register.

He joined the Tennessee Municipal League in 1971 as the editor of Tennessee Town and City. He then became a lobbyist for TML and eventually named executive director, proudly representing the cities, towns, and officials of Tennessee and served twice on the

personnel at the operations level who perform their responsibilities in an exceptionally efficient and courteous manner. Ticer has been employed by the town for 19 years, beginning as a maintenance worker in the parks department and then later transferring to the public services department. He continued to move up through the ranks in various roles and served as a founding member of the Public Services Safety Committee.

Chris Walker, chief spokesman for Gov. Bill Lee, will step down at the end of the year. Walker served both as the chief



spokesman for the first year of the governor's term as well as the chief spokesman for his gubernatorial campaign. Walker plans to return to political consulting after leaving the administration. Walker has previously served as a communications director for former U.S. Sen. Bill Frist, press secretary for U.S. Sen. Richard Burr, and in special assistant roles for the U.S. Depart-



Joe Sweat

Board of the National League of

During his service at TML, Sweat worked with the TML Board of Directors to create the TML Risk Management Pool (now Public Entity Partners) in 1979 and the Tennessee Municipal Bond Fund in 1985.

In the 1990's The National Democratic Institute twice sent Sweat to Bulgaria and the Ukraine to guide them in constructing a new government. He lectured on local government structure and monitored an election. He was proud of his work there and very happy to help guide them into democracy.

Sweat retired from TML in 1998 and worked as a lobbyist for the ACLU of Tennessee. He eventually became a board member of the ACLU's Tennessee chapter and National Board of the ACLU.

ment of Defense, U.S. Treasury, and late U.S. Sen. Fred Thompson.

C o d y Woods, chief financial officer for the city of Lexington, has been one of 30 fellows from seven



Cody Woods

states selected to participate in the 15th cohort of the Delta Leadership Institute by the Delta Regional Authority (DRA). The fellows will participate in an intensive 10-month executive leadership training program focused on developing competencies through site visits, best practice case studies, executive coaching and mentoring, and regional project development. The program consists of six multiday seminars throughout the Delta region culminating with a graduation in Memphis. Woods joined the city as its chief financial officer in January of this year. Before that he served for four years as an accountant and accounting manager of Lexington Utilities and as an accounting intern with the city of Lexington.

No loan is too large or too small



Paris recently closed a \$1 million fixed-rate drawdown loan with the Tennessee Municipal Bond Fund (TMBF) to finance a portion of a splash pad and related park facilities for the city. Paris has used TMBF loan programs 10 times, beginning in 1988, for a total of \$22,955,000. Seated L to R: Traci Shannon, finance director; Mayor Carlton Gerrell; and Linda Mooningham, TMBF marketing director and legal coordinator. Standing: Tommy Green, TMBF marketing representative, and Kim Foster, city manager.

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



Red Bank recently closed a \$1.9 million loan with the Tennessee Municipal Bond Fund (TMBF) to finance building renovations for a new city hall and street and road improvements. The city has used TMBF programs 16 times since 1997. Seated L to R: Ruth Rohen, city recorder, and Mayor Eddie Pierce. Standing L to R: Arnold Stulce, city attorney; Steve Queener, TMBF marketing representative; Tim Thornbury, city manager; and John Alexander, finance director.



STATE BRIEFS

For the third year in a row, Tennessee has been named the top state in the fight against human trafficking. Shared Hope International's "Protected Innocence Challenge" gave Tennessee the top grade of all states in its legal and legislative efforts to protect juvenile sex trafficking survivors and hold both buyers and traffickers responsible. Tennessee has received the report's highest grade every year since 2017. Tennessee maintained its grade in 2019 for "continuing to extend civil statues of limitations and remove criminal statutes of limitations in the fight - allowing survivors more time to recognize their victimization before seeking justice in the court system." The Tennessee Bureau of Investigation said a child is bought or sold for sex in the U.S. every two minutes, and the crime of human trafficking is the second-fastest growing criminal industry behind drug trafficking.

An all-time high number of students in Tennessee have taken the ACT with 98% of Tennessee's 2019 graduating class taking the test and earning an average composite score of 20. Education Commissioner Penny Schwinn announced that 41.7% of students earned a score of 21 or higher, making them eligible for the HOPE scholarship. The average ACT score for the public school graduating class of 2019 in each subject area was 19.6 in English, 0.1 point decrease from 2018; 19.4 in math, 0.1 point decrease; 20.5 in reading, 0.2 point decrease; and 20.0 in science, 0.3 point decrease.

The Department of Justice has announced a \$95 million grant funding agencies within the state of Tennessee. The grant will support violent crime reduction, opioid/substance abuse reduction efforts, school safety, victim services, transitional housing for domestic violence victims, law enforcement activities, justice mental health, and juvenile justice. The TBI was awarded nearly \$2 million from the COPS Office for investigating illicit activities related to heroin distribution and methamphetamine trafficking. In addition, both Nashville and Memphis were awarded funding through the Law Enforcement Mental Health and Wellness Act program for their respective officer peer support programs.

The state of Tennessee has received a "D" grade from the March of Dimes annual report

card of maternal and infant health. The state reported a preterm birth rate of 11.1% - higher than the national rate of 10.02%. The state also recorded a high preterm birth rates among black women with black women 45% more likely to have a preterm baby than any other group of women. While the state's infant mortality fell to only 38 deaths, Tennessee still has an infant mortality rate above the national average.

The number of uninsured Tennesseans has increased for the third year in a row, according to a new study published by the University of Tennessee's Boyd Center for Business and Economic Research. The state saw an increase of 16,469 residents without insurance in the last year with a total of 468,096 Tennesseans having no insurance. The top reason for not having insurance was afford-ability with 80 percent of respondents across all income categories saying they couldn't afford insurance. The number of uninsured Tennesseans is the highest since 2010, the year when the Affordable Healthcare Act (ACA) was signed into law. Before the ACA went into effect, the state had 618,445 uninsured residents.

The state of Tennessee will receive \$16.2 million as part of \$423 million in transit infrastructure grants awarded nationwide by the Federal Transit Administration (FTA). The funds will go to the Tennessee Department of Transportation's Division of Multimodal Transportation Resources, which will then be awarded to rural and urban transit agencies to purchase new vehicles and specialized vehicles to replace older vehicles that have exceeded their useful life. This action will ensure vehicles are available for accessible transportation services throughout the state. The funding supports efforts to replace, rehabilitate, and purchase buses and related equipment, as well as projects to purchase, rehabilitate, and construct bus-related facilities.

Tennessee is the fourth fattest state in the nation, according to recent data from the Centers for Disease Control and Prevention. The state ranked second overall in terms of food and fitness, fifth overall in its obesity and overweight prevalence rank, and ninth in health consequences rank. Tennessee also had the highest percentage of overweight children of any state.

Positive economic growth continues across Tennessee, business filings up

New business filings increased 8.2% in the third quarter of 2019 compared to the previous year, according to a new report released by Tennessee Secretary of State Tre Hargett.

An increase in new entity filings suggest continued economic growth for Tennessee.

The Tennessee Quarterly Business and Economic Indicators Report showed that 11,585 new entity filings were recorded in the third quarter of 2019 by the Secretary of State's Division of Business Services.

"This continued growth is a testament to the business-friendliness of Tennessee," Hargett said.

According to the report, the state economy continues to see steady gains. The manufacturing sector saw job growth of 1.8% or 6,200 jobs compared to September 2018. The state's unemployment

rate is slightly below its national counterparts. The report shows unemployment fell to 3.4% in September, a 0.1% point drop compared to the already low 3.5 percent rate from the month prior.

Among the four largest Tennessee counties, there were 6,856 new business entity filings recorded during the third quarter of 2019, representing a robust 12.7% increase over the same quarter last year. These four counties accounted for 59.2% of all new entity filings in the state. Davidson County recorded the largest number with 2,683, followed by Shelby with 2,440.

"Initial filings grew for the 32nd consecutive quarter, signaling that Tennessee's economic expansion will continue through the next year," Dr. William Fox said. Fox is the director of the Boyd Center for Business and Economic

Research at the University of Tennessee, Knoxville.

Statewide, new filings of domestic limited liability corporations (LLCs) saw the strongest growth in the third quarter of 2019, expanding 11.2% over the third quarter of 2018.

The state also recorded 19,336 annual report filings by existing businesses in Tennessee in the third quarter of 2019 – an 18.3% decline compared to the same quarter last year.

The Quarterly report is published through a partnership with the Secretary of State's office and the Boyd Center for Business & Economic Research.

Its purpose is to provide a snapshot of the state's economy based on a variety of information, including new business data from the Division of Business Services.

Gov. Lee announces GIVE program funds

Tennessee Gov. Bill Lee announced projects receiving funding through the Governor's Investment in Vocational Education (GIVE) program which prioritizes learning opportunities in rural counties and enhances career and technical education statewide.

Earlier this year, the General Assembly approved \$25 million in the governor's budget to incentivize collaboration at the local level among stakeholders such as higher education institutions, K-12 and economic development partners.

The award process began in June when the Tennessee Higher Education Commission issued a competitive Request for Proposals (RFP). Each proposal was required to show local data that clearly identified both workforce needs and a sustainable plan utilizing equipment, work-based learning experiences, or recognized industry certifications to increase the state's competitiveness and post-secondary attainment goals.

The program prioritized economically distressed and at-risk counties in the RFP process. The 28 funded projects will serve all economically distressed counties and 18 of the 24 at-risk counties.

The Appalachian Regional Commission index of economic status categorizes counties as at-risk or distressed based upon their three-year average unemployment rate, per capita market income, and poverty rates. Distressed counties rank among the 10% most economically distressed in the nation while at-risk counties rank between the bottom 10% and 25% of the nation's counties.

Recipient **Amount TCAT Athens** \$111,002 TCAT Pulaski \$310,146 \$750,000 TCAT Jacksboro Columbia State Community College \$841,320 TCAT Knoxville \$892,745 \$927,580 TCAT Jackson Motlow State Community College \$949,410 Chattanooga State Community College - Southeast \$976,254 Tennessee Development District TCAT Covington \$978,813 TCAT Elizabethton \$1,000,000 TCAT Dickson - Northern Middle TN Workforce \$987,699 Board TCAT Crump - The Ayers Foundation \$997,688 Pellissippi State Community College \$998,416 Northeast State Community College \$998,823 Pellissippi State Community College \$999,874 Roane State Community College \$999,950 TCAT Hartsville - Tennessee Central Economic \$994,995 Authority Cleveland State Community College \$999,956 \$999,978 TCAT Crump TCAT Morristown \$1,000,000 TCAT Oneida \$1,000,000 TCAT Livingston \$1,000,000 Dyersburg State Community College \$1,000,000 TCAT McMinnville - Upper Cumberland \$1,000,000 **Development District** TCAT Whiteville \$1,000,000 TCAT Livingston \$1,000,000 \$1,000,000 TCAT Hohenwald Volunteer State Community College -\$1,000,000

TRPA presents park awards at 68th Annual Conference in Chattanooga

The Tennessee Recreation and Parks Association (TRPA) recently presented its annual awards at the association's 68th Annual Conference in Chattanooga.

The Four Star Innovative Program Award was a tie between Athens Parks and Recreation for Farm Bucks and Knoxville Parks and Recreation Department for KORE Mobile Outreach.

The Four Star Renovated Facility Award (budget \$500,000 or less) went to the Franklin Parks Department for Pinkerton Park improvements while the Renovated Facility Award (budget more than \$500,000) was presented to the Chattanooga Department of Public

Works Parks Maintenance Division for Miller Park renovations.

The Four Star New Facility Award (budget \$500,000 or less) was presented to Kingsport Parks and Recreation for Carousel Park while the Four Star New Facility Award (budget more than \$500,000) was given to Hendersonville Parks and Recreation for Mary's Magical Place Playground.

President's Cup recognizes agencies that have provided exemplary service to TRPA through attendance at state conferences, workshops, membership, staff writing for publications or serving on boards and committees.

Metro Nashville Parks and

Recreation won the President's Cup award for communities with

a population of 100,000 or more. Tullhaoma Parks and Recreation won the award for communities with a population between 10,000 and 19,999. Pigeon Forge Parks and Recreation won the award for communities with a population of between 5,000 and

Founded in 1952, TRPA is the leading nonprofit organization for parks and recreation professionals in Tennessee with more than 1,700 members who are committed to achieving healthy, livable communities.



Greater Nashville Technology Council

Hendersonville's Mary's Magical Place All-Inclusive Playground was voted the Four Star Award for "Best New Facility Over \$500,000." Pictured are (L-R): Hendersonville Parks Director Andy Gilley, Mary's Magical Place Co-Founder Rachel McAuley, Assistant Director Dallas Long, and Special Event Coordinator Andrea Wise.





CLASSIFIED ADS

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

ACCOUNTANT / ASSISTANT FINANCE DIRECTOR

GREENEVILLE. The town of Greeneville is seeking a professional with a CPA, CMFO, or achievement of such certification within two years. Municipal government finance accounting experience preferred. This is a career track to the finance director position. Bachelor's degree required. Salary DOE. Resumes will be accepted by email to pfuller@greenevilletn.gov or mail to Attention: Human Resource Director, 200 N. College Street, Greeneville, TN 37745. An application will be required for full consideration. Click"Forms and Downloads" for the application. Opened until filled. EOE/Drug Free Workplace

CHIEF BUILDING OFFICIAL

JOHNSON CITY. The city of Johnson City is seeking its next chief building official. The CBO is required to have a thorough knowledge of current principles and methods of modern building design and construction, knowledge of $the \, proper \, use \, and \, application \, of the \, International \,$ Construction Codes, the functions and operations of municipal governance, and the principles of budgeting and budget administration. Must be able to manage the certification and training of inspection staff. Must possess a thorough knowledge of customer service, develop and maintain effective relationships with all client groups, and be able to effectively communicate with contractors, homeowners, subordinates, superiors, news media, and elected officials. Position reports to the director of Development Services. Will be heavily involved in plans reviews and ensuring an efficient permitting process from start to finish. Must be customer focused with the ability to find creative solutions to complex issues. Completion of a bachelor's degree from an accredited university with emphasis in engineering or a construction related discipline required. Extensive and verifiable experience working in a municipal setting, along with an ICC Certified Building Official designation is highly preferred. Applications will be received on-line at www.johnsoncitytn.org until the position is filled. Salary DOQ.

CITYADMINISTRATOR

HENDERSONVILLE. The city of Hendersonville is currently accepting applications for a city administrator. This position is responsible for the day to day operations of the city government. The employee is under the general supervision of the board of mayor and alderman (BOMA) and servesat the will and pleasure of BOMA. Instructions to the employee are general and the employee must routinely use independent judgment when completing tasks. The work requires frequent contact with the Mayor and Board of Aldermen, committees, all department heads, employees and the general public. A master's degree from an accredited college or university with major course work in public administration or business administration. Ten (10) years of progressively responsible experience in municipal government including five (5) years of administrative and supervisory responsibility in a local government setting. A member in good standing of ICMA. An ICMA credentialed manager or must receive ICMA credential within two (2) years of employment. Ability to be bonded. Possession of appropriate, valid driver's license. Salary Range: \$130,000 - \$150,000. To apply, go to www. hvilletn.org or come by Henderson ville City Hall at 101 Maple Drive North, Hendersonville, TN 37075. Closing date for acceptance of application materials is Jan. 31, 2020, at 4:00 PM CST. EOE

CITY PLANNER

COLUMBIA. Responsible for the overall direction, coordination, and evaluation of the planning function and supervises staff. Administers the enforcement of the City Zoning Ordinance; interprets and renders decisions in applying various provisions to individual situations. Requirements: bachelor's degree; or four to five years related experience and/or training; or equivalent combination of education and experience. American Institute of Certified Planners is preferred. To apply and more information www. columbiatn.com

COMMUNICATIONS COORDINATOR

COLUMBIA. Responsible for both internal and external communications for the city. Primarily develops, coordinates and distributes all forms of communication including but not limited to print, broadcast and digital media (social, video, web) in accordance with media strategies and communication plans. Demonstrates proficiency in social media marketing and digital communications across multiple platforms, knowledge of website, messaging, and content management utilizing multiple platforms and excellent computer skills including knowledge of social media platforms such as Facebook, Twitter and Instagram as well as other social media management tools like Sprout Social and Co-Schedule. Provides design work using Photoshop and InDesign and creates video productions. Bachelor's degree in marketing, communications, public relations, journalism, English or a related field. Two years recent experience in marketing, communications, or public relations is required. Willingness to work necessary hours and times to accomplish goals, objectives and required tasks. Experience in municipal government is highly desirable. An equivalent combination of experience, education and/or training may substitute for the listed minimum requirements. To apply: www. columbiatn.com

FINANCE DIRECTOR / CITY CLERK

ELIZABETHTON. The city of Elizabethton is accepting applications for a finance director/city clerk. This position manages and supervises the Finance Department and serves as chieffinancial officer/city clerk for the city. The city of Elizabethton is a full-service city, with a general fund budget of \$19,000,000, 250 full-time employees and population of 14,200. Bachelor's degree from a four-year college or university in finance or related field with four to six years related experience or training. CPA and/or master's degree preferred. Salary range: DOQ Benefits include TCRS Retirement, medical, vision, and life insurance. To apply, visit ww.elizabethton. org - Job Openings or to Director of Human Resources, 136 S. Sycamore Street, Elizabethton, TN 37643. Open until filled. EOE

FIREFIGHTER

ARLINGTON. The town of Arlington is seeking a highly motivated individual for a full-time position at the Fire Department. Applicants shall have excellent verbal, written, and listening skills. High school diploma or equivalent required. Must possess a valid driver's license in the state of Tennessee with "F" endorsement. Must possess state of Tennessee Firefighter I, or above certification. Must possess and maintain a valid state of Tennessee Emergency Medical Technician-license. Must successfully complete within one year of employment a Firefighter II certification issued by the state of TN Commission on Fire Fighting. Any equivalent combination of education and relevant experience may be considered. Salary

begins at \$37,796.A detailed job description & application are available at Town Hall, 5854 Airline Rd, Arlington, TN or by visiting www. townofarlington.org. EOE.

FIREFIGHTER PARAMEDIC

Arlington. The town of Arlington is seeking a highly motivated individual for a full-time position at the Fire Department. Applicants shall have excellent verbal, written, and listening skills. High school diploma or equivalent required. Must possess a valid driver's license in the state of Tennessee with "F" endorsement. Must possess state of Tennessee Firefighter I, or above certification. Must possess and maintain a valid state of Tennessee Emergency Medical Technician-Paramedic license. Must successfully complete within one year of employment a Firefighter II certification issued by the state of TNCommission on Fire Fighting. Any equivalent combination of education and relevant experience may be considered. Salary begins at \$48,000. A detailed job description & application are availableat Town Hall, 5854 Airline Rd, Arlington, TN or by visiting www.townofarlington.org. EOE.

GRANT WRITER

LAVERGNE. The city of LaVergne is currently accepting applications for a grant writer. Responsibilities include: researching various sources and seeking external funding for existing and proposed programs and/or services; coordinating and overseeing the grant application and management process including: identification of potential new funding sources, writing grants, development of funding resources, collaborating on grant applications with various city departments and community organizations, and processing, monitoring and coordinating required report evaluations on existing grants. Additionally, the grant writer will provide support to the city administration and assist other departments as needed. Bachelor's degree in Education, public administration, public relations, human services or related; 2 years' experience in grant seeking, grant writing, and grant administration or acceptable combination of relevant education and experience. Annual salary for this position will be \$35,384-\$41,001. Open until filled. To appy visit https://www.lavergnetn.gov/190/Job-Opportunities. EOE

HEALTH & SAFETY COORDINATOR

CLARKSVILLE. The city of Clarksville is seeking applicants for a health and safety coordinator. This is the second of four levels in the $Risk \, Management \, series. \, In cumbents \, coordinate$ and monitor safety and health programs for an assigned department(s) and coordinate and present safety improvement opportunities. Responsibilities may include developing, documenting, and implementing safety training programs; auditing safety and health program; tracking on the job injury reports, incident reports, and near misses; investigating accidents; ensuring safety equipment is available and properly maintained; inspecting job sites; maintaining records of safety information; preparing operational reports; and performing the duties of the lower level. Associate degree in occupational safety and health or a related field and two years' experience in risk management, safety and loss control, or a closely related field; or, an equivalent combination of education and experience sufficient to successfully perform the essential duties of the job such as those listed above. SALARY: \$42,196.00 - \$56,965.00 Annually. Apply at the following link: https://www.governmentjobs.com/jobs/2581446/health-safety-coordinator/ agency/clarksvilletn/apply.

HUMAN RESOURCES CONSULTANT

IPS CONSULTANT II - MTAS. UT Municipal Technical Advisory Service (MTAS) seeks applications for two human resource management consultants (Jackson office and Knoxville or Johnson City office). MTAS is an agency of the University of Tennessee Institute for Public Service and provides professional services to see cities, state government, and municipal government related associations. The human resource management consultant provides professional advice, technical assistance and information on a wide range of human resource management issues to Tennessee municipal officials and their staffs. Examples include: recruitment and selection assistance, personnel policies, consulting on various HR issues; conducting surveys and studies; authoring HR related publications; and developing and instructing technical classes. Requires a bachelor's degree in human resource management, public administration business administration or comparable from an accredited post-secondary institution. A master's degree in human resource management or related field of study is preferred. Requires at least seven years of progressively responsible exempt-level human resource leadership experience. Prefer one of the following certifications: IPMASCP, IPMACP, HRCISPHR, HRCIPHR, SHRM SCP and/or SHRM CP. Strongly prefer 1-2 years' experience organizing, developing, and delivering consultative projects to internal and/ or external customers related to human resource outcomes. Prefer classroom facilitation/teaching experience. Tennessee municipal experience preferred. Applicants are encouraged to review all position requirements prior to applying. Salary is based on a combination of professional experience and qualifications. Applicants must apply electronically at www.https://hr.utk.edu

PARKS AND RECREATION ASSISTANT

DIRECTOR WHITE HOUSE. The city of White House is currently accepting applications for Parks & Recreation assistant director. Applicants must have a bachelor's degree from an accredited college or university in recreation administration or other acceptable field and moderate leisure service experience. Some experience in the management of a Parks and Recreational program/division, ideally in a county, municipal or state setting is highly desired. CPRP is also highly desired. Starting salary is \$51,701.00 - \$61,456.25 annually DOE with an excellent benefits package. To apply for this position, you must submit a City of White House application. Applications and additional details on how to apply are available on the city's website at www.cityofwhitehouse. com or in person at the Human Resources Office at 105 College Street, White House, TN 37188. This position is open until filled.

2020 All-America City Awards Enhancing Health and Well-Being Through Civic Engagement



Since 1949, the National Civic League has designated 10 communities each year as All-America Cities for their outstanding civic accomplishments.

The National Civic League is now accepting applications for the 2020 All-America City Award,

focused on enhancing health and well-being through civic engagement. We are looking for applicants with community-driven projects that reflect the concept that good health for the entire community requires a focus on mental, physical, spiritual, cultural and economic well-being.

Cities, counties, towns and tribes wishing to apply have until February 19, 2020, to submit their application.

> Begin your community's application today to become a 2020 All-America City!

Learn more at www.NationalCivicLeague.org/America-City-Award/



PLANNING ASSISTANT

SPRING HILL. The city of Spring Hill is seeking an employee to provide support to the planning director with planning activities and the development review process. He or she will also be responsible for administrative functions within the department. Will also process and track maintenance and performance bonds and application data. Will accept applications for development, enter data into a computer, and check commercial and residential development plans to determine compliance with land use and zoning requirements. Collects a variety of statistical data and prepares reports and maps on topics such as census information and land use. Evaluates or assists in the evaluation of rezonings, ordinance amendments, site plans, special use permits, variances and other proposals. Conducts field evaluations and assessments, retrieves notice signs, takes pictures of sites. Responds to inquiries from employees, citizens, and others and refers, when necessary, to appropriate persons. Composes, types and edits a variety of correspondence, reports, memoranda, notes, meeting minutes, agenda, and other material requiring judgment as to content, accuracy, and completeness. Processes and tracks maintenance and performance bonds for public improvements required by the Planning Commission. Prepares planning and zoning related resolutions and ordinances for Planning Commission and Board of Mayor and Aldermen. May establish and maintain filing and record-keeping systems, including day-to-day filing of office paperwork. Duplicates and distributes materials, including public notices, meeting agendas, meeting minutes, and agenda packets. Performs other duties as assigned. High School Diploma or GED required. Bachelor's Degree in planning, geography, public administration, or similar field preferred. Experience in land use/municipal planning preferred. Background in site plan preparation or review preferred. Knowledge of GIS or Arc Map 10 preferred. Development plan, planning and zoning maps experience preferred. Applications/resumes must be submitted online at: www.springhilltn.org/ Jobs.aspx. Questions to staylor@springhilltn. org EOE

POLICE OFFICER

COLLIERVILLE. The town of Collierville has multiple openings for police officers. This position involves the performance of responsible, general duty police work in protecting the life. persons, and property of the citizens of the town of Collierville through even-handed enforcement of laws and ordinances. Requires a high school diploma or GED: or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Incumbents must be a citizen of the United States of America. Applicants who are a Veteran must possess an Honorable Discharge and provide a DD214. Must possess upon hire or complete within six months of hire the state of Tennessee Police Officer P.O.S.T certification and maintain appropriate certification throughout employment. Must be in compliance with TCA 38-8-106. Applicants must have the ability to pass a work-related physical proficiency/ agility test, a medical/physical examination, a psychological examination and background investigation. Must possess and maintain a valid driver's license. The work of this job requires sufficient physical strength, stamina, and ability to pass a work-related physical proficiency test and pre-employment examination. The work is physically demanding, may require lifting heavy objects, and may require working in inclement weather. All new hires must successfully complete a 365-day training and assessment period. Starting salary is \$36,000 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 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.

POLICE OFFICER WHITE HOUSE. The City of White House is $currently \, accepting \, applications \, for police \, of ficer. \,$ Applicants must have a high school diploma or GED. They must possess an appropriate driver's license valid in the State of Tennessee. P.O.S.T. Certification must be obtained within six months of employment. Must meet Minimum Standards Law (TCA 38-8-106) requirements. Applicants must be a citizen of the United States, at least 21 vears of age and meet the physical, psychological and criminal records and other standards for the assignment established by the White House Police Department. Starting salary is \$14.86 - \$17.66 hourly (\$35,233.06 - \$41,871.86 annually) DOE with an excellent benefits package. To apply for this position, you must submit a City of White House application. Applications and additional details on how to apply are available on the city's website at www.cityofwhitehouse.com or in person at the Human Resources Office at 105 College Street, White House, TN 37188. This position is open until filled.

PUBLIC WORKS DIRECTOR

MOUNT PLEASANT. The city of Mount Pleasant, TN (estimated pop. 5,093) in Maury County, TN., is seeking a well-rounded individual with proven leadership skills to serve as the city's next public works director. Strong interpersonal, organizational, supervisory, and decision-making skills required; ability to interact and communicate effectively with local, state and local officials and the public is required. Must be a team player who can work well with other city departments, the city manager, the commission, and outside agencies. An associate's degree is preferred or commensurate experience. At least five years in the profession with management and command experience. Send résumé and cover letter to: HR Director Sonva Pinkard, 100 Public Square, P.O. Box 426, Mount Pleasant, TN 38474, until filled. Or e-mail to spinkard@mountpleasanttn. org. The position profile can be found at http:// www.mountpleasanttn.org/. All candidates must successfully complete a thorough background investigation, physical examination and drug screening. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex or national origin. EOE.

PUBLIC SERVICES DIRECTOR

WHITE HOUSE. The city of White House is currently accepting applications for a public services director. Under limited supervision, this position performs professional, supervisory, and administrative work in the direction, coordination, and supervision of the operations of the Public Services Department. This is a department director position responsible for the administration of the following divisions of the city: public works, sanitation, stormwater, wastewater. Each of these divisions within the Public Services Department includes, but not limited to, construction project management, inspections and reporting, streets maintenance, asphalt overlay program; traffic signals, street lights, street sweeping, snow removal, equipment maintenance, city property and facility maintenance, fleet management, sanitation, related capital improvements projects, wastewater treatment plant operation, sewer collection system maintenance, and, departmental budget preparation and administration. Work includes managing, supervising, and motivating a medium size work force directly or through various subordinate supervisors and/or managers. Reporting to the City Administrator, the Departments work is performed with latitude to complete departmental goals within budgetary guidelines. Supervision is received from the city administrator through work accomplishment, routine meetings, and periodic performance reviews. The director of Public Services must work effectively with the employees of the city and the citizens and commercial customers of White House. Applicants must have graduated from a college or university of a recognized standing with a bachelor's degree in engineering (mechanical, chemical, civil, electrical, management, or Geotechnical), urban and regional planning, public administration or related field. Applicants must have five (5) years of experience is required in the management of activities in one or more of these areas: storm water, wastewater, sanitation, and/or public roads. Starting salary is \$65,305.20 - \$79,568.04 annually DOE with an excellent benefits package. To apply for this position, you must submit a City of White House application. Applications and additional details on how to apply are available on the city's website at www. cityofwhitehouse.com or in person at the Human Resources Office at 105 College Street, White House, TN 37188. Open Until Filled

TOWN ADMINISTRATOR

ATOKA. The town of Atoka seeks a progressive, innovative, and professional town administrator to lead its organization of more than 55 full-time employees. The town has grown dramatically in recent years yet maintains the friendly, small-town feel that makes Atoka a great place to call home. Atoka is the largest incorporated municipality in Tipton County. Located just north of Memphis and Shelby County and 190 miles west of Nashville. Atoka's location at the intersection of Highway 51 and State Route 206 gives residents and businesses easy access to the metro Memphis area, Interstate 40, the state capital and the Tennessee River recreational area. Three town administrators since 2005. \$7.2 million annual budget. Bachelor's degree required; Master's degree in public or business administration preferred. Five+ years of significant and progressively responsible experience as an administrator, assistant or department head in a community of comparable size and complexity is preferred. Excellent communication and interpersonal skills, ability to initiate efficient operations, budget/ fiscal management, economic development, team building, employee management skills required. Residency is required within agreed upon time of appointment. Appointed by board of mayor and aldermen. Starting salary \$80,000 - \$95,000, depending on qualifications and experience. Apply by Jan. 17, 2020, to: Debbie Pickard, Town of Atoka, 334 Atoka-Munford Avenue, Atoka TN 38004. Tel: (901) 837-5300; Email: dpickard@ townofatoka.com. EOE / Drug-Free Workplace.

UTILITY WORKER 2

MUNFORD. The city of Munford is currently seeking applications for a utility worker 2: This is an intermediate-level skilled position performing a variety of maintenance, construction, repair and/or location tasks involving: gas supply lines and meters, water supply lines and meters, sewer lines, valves, mains and manholes; and storm water facilities, including culverts. Working knowledge of the methods, tools and equipment. Must have experience operating a backhoe and other equipment. Ability to understand and carry out oral and written instructions. Ability to work during adverse weather conditions. Ability to read field notes and maps. Skills in the use and care of pertinent tools and equipment. Possession of a high school diploma or a equivalent recognized certificate and five years of utility operations, construction, repairs and maintenance experience .Demonstrated ability to work independently and solve infrastructure problems under adverse weather and environmental conditions. Ability to work effectively and cooperatively with co-workers and a provide team leadership. Ability to represent the utility organization during interactions with the general public. Please mail/ email resume to: City of Munford, Attention: Mary Pinner 1397 Munford Ave, Munford, TN 38058, mpinner@munford.com

WAUFORI

J. R. Wauford & Company, Consulting Engineers, Inc.

Tennessee Municipal League 2018-2019 Officers and Directors **PRESIDENT Iill Holland** Mayor, McKenzie

VICE PRESIDENTS Mike Werner Mayor, Gatlinburg Ken Moore Mayor, Franklin **Bobby King** Mayor, Henderson

DIRECTORS Jimmy Alexander Mayor, Nolensville **Andy Berke** Mayor, Chattanooga John Cooper Mayor, Metro Nashville

Tony Cox City Administrator, Morristown (District 2) Vance Coleman Mayor, Medina

Mike French Alderman, Somerville (District 7) J.H. Graham Councilman, Crossville (District 4) **Doris Hensley**

Mayor, Erwin John Hickman City Manager, Waynesboro (District 6)

City Manager, Springfield (District 5) **Avery Johnson** Vice Mayor, Cleveland **Terry Jones**

Mayor, Millington (District 8) Katie Lamb Mayor, Collegedale (District 3) **Christa Martin**

Vice Mayor, Columbia **Keith McDonald** Mayor, Bartlett Wade Morrell

President-CEO, TN Municipal Bond Fund Lonnie Norman Mayor, Manchester Madeline Rogero Mayor, Knoxville

Todd Smith City Manager, Greeneville (District 1) Jim Strickland Mayor, Memphis Mary Ann Tremblay

Vice Mayor, Three Way

PAST PRESIDENTS WallaceCartwright(2018)Mayor,Shelbyville **Bo Perkinson** (2017) Vice Mayor, Athens John Holden (2016) Mayor, Dyersburg Curtis Hayes (2015) Mayor, Livingston Dale Kelley (2013) Mayor, Huntingdon Kay Senter (2011) Morristown Vice Mayor

Tommy Pedigo (2009) Councilman, Morristown AFFILIATE DIRECTORS Eric Stuckey, Franklin (TCMA) TMLAFFILIATED ORGANIZATIONS

Sam Tharpe (2010) Commissioner, Paris

(Ex-Officio Directors) TN Assn. of Air Carrier Airports

TN Building Officials Assn.

TN Assn. of Chiefs of Police

TN Assn. Municipal Clerks & Recorders TN Government Finance Officers Assn.

TN Fire Chiefs Assn.

TN Fire Safety Inspectors TN Assn. of Floodplain Management

TN Assn. Housing & Redevel. Auth. TN Municipal Attorneys Assn.

TN Municipal Judges Conference

TN Chapter, American Public Works

TN Recreation and Parks Assn. TN Chapter, American Planning

TN Personnel Management Assn.

TN Assn. of Public Purchasing TN Section, Institute of Transport

TN Public Transportation Assoc.

Assoc. Independent & Municipal Schools

TN Renewable Energy & Economic Development Council

TN Urban Forestry Council TN Stormwater Assn

TML SPONSORS

5 STAR SPONSOR Voya Financial Advisors

4 STAR SPONSOR

Blue Cross Blue Shield

3 STAR SPONSOR First Horizon Bank

2 STAR SPONSOR AARP

Alexander, Thompson, Arnold, CRA's Alliance Water Resources Bank of America

Bank of New York Mellon, Co. Barge Design, Inc. Entegrity

Master Meter, Inc. Waste Management Inc. of Tennessee 1 STAR SPONSOR

Charter Communications Employee Benefit Specialists, Inc. J.R. Wauford & Co. Consulting Engineers Local Govt. Corporation Mattern & Craig, Inc. NORESCO Pavement Restorations, Inc. Republic Services Smith Seckman Reid Tennessee 811 Trane Commercial Systems & Services TLM Associates, Inc. Waste Connections of Tennessee Inc.

Waste Industries USA, Inc. TML SPONSORED PROGRAMS Public Entity Partners Tennessee Health Works Tennessee Municipal Bond Fund

TML PARTNERED PROGRAMS American Fidelity GovCard GovDeals Omni Partners Peachtree Recovery Services, Inc. Reach Alert TN Drug Card

TML STAFF

Margaret Mahery, Executive Director Chad Jenkins, Deputy Director Mark Barrett, Legislative Research Analyst Kate Coil, Communications Specialist Jackie Gupton, Administrative Assistant Carole Graves, Communications Director

& Editor, Tennessee Town & City Sylvia Harris, Conference Planning Director John Holloway, Government Relations Debbie Kluth, Marketing Director /

Member Services Kevin Krushenski, Legislative Research Analyst Denise Paige, Government Relations

The troubling decline in city revenue growth

BY KATHERINE BARRETT & RICHARD GREENE

Route Fifty

The most startling conclusion of The National League of Cities' new fiscal conditions report was that revenue growth "stalled" last year and that this trend has continued—creating real problems for city budgets.

This came as a particular shock to us because gross domestic product from coast to coast continues to grow. According to the U.S. Bureau of Economic Analysis, "Real gross domestic product (GDP) increased in all 50 states in the first quarter of 2019."

So, the question emerges: While the economy has remained healthy, why are so many cities experiencing revenue growth stagnation or even declines? Columbia, Mo. (population 122,000), for example, saw annual growth in sales tax revenues of 5.8% in 2011, but just 1% growth in 2018. The city's budget report last year

"Sales tax growth has been historically low for the last four years. These revenue challenges appear to be long term problems."

Other cities have actually seen sales tax revenues decrease, according to the most recent available data. Minneapolis, for example, experienced a 9.6% drop in fiscal year 2018, while Overland Park, Kan. received 6% less in sales tax receipts—which provide nearly half of city revenues—between 2018 and 2019.

While property taxes, typically the major source of city revenues, have largely stayed stable, there are plenty of other reasons why revenues are suf-

Michael Pagano, co-author of the NLC report, is also dean of the University of Illinois (Chicago) College of Urban Planning and Public Affairs and executive director of the Government Finance Research Center there. He was particularly surprised by the report's conclusions, expecting that a growing economy should correlate neatly with higher

The flaw he discovered, however, turned out to emanate from a long-discussed phenomenon. City sales taxes, starting as far back as 1955, have suffered because people don't just buy durable goods, but spend money on services. Many services, including doctor and attorney fees, are not subject to sales taxes.

"There is a misalignment between the economy and tax structures," says co-author Christiana McFarland, research director of the National League of Cities.

Another reason that gross domestic product growth hasn't translated into new revenues has been that people are putting ever more money into savings, as opposed to spending it on taxable items. According to the Bureau of Economic Analysis, while people were saving just 3% of income in 2017, the latest data shows that savings are closer to 7% now. This means that money that might have been spent on bigger homes, which generate more property taxes, or on new cars or boats that bring in big sales taxes, is being saved instead.

One of the biggest sources of other revenues for many cities is state aid. However, at a time when some states struggle to keep their own budgets balanced, one of the easiest ways to accomplish this is to cut back on aid to cities and their schools. Last year, Newark, N.J. lost \$7 million in state aid intended to pay for school repairs and charter schools. As of last April, the Jersey City School System, according to Politico, "has filed a lawsuit against the state to stop \$180 million in anticipated funding cuts over the next several years."

Sometimes, the mere threat of a revenue decline can be a problem unto itself. Small town Durham, Conn. is short \$275,000 in state aid, while the state government

wrangles over passing a \$1 billion bond issue. It's expected that the town will eventually get the cash, but the waiting period can wreak havoc on planning. Over the last several years, municipalities in Connecticut have had to approve budgets and set mill rates before the state passed a budget, often using worst case scenarios for projected state revenue projections. This results in deferred projects and maintenance, as well as increases in taxes.

Meanwhile, tariff wars haven't helped. This is particularly true for cities dependent on either manufacturing or agriculture, and as a result has been especially problematic for the Midwest where overall cities' sales taxes dipped about two percent in constant dollars between fiscal year 2018 and 2019, estimates Pagano.

Then there's the aging of the population. As cities see their median ages rise, they are increasingly serving a population less likely to be making purchases that bring in sales taxes. Moreover, for the portion of cities that collect income taxes, men and women on fixed-incomes are simply not big revenue producers.

Even as all these factors help explain the NLC's findings, another factor at play is called "crowding out," and refers to the dramatic increase in the amount cities are now putting into their pension plans, just to keep their funds from disintegrating. For example, Lexington, Ky.'s revenue stream has been growing at a slower rate than in the past. That would be more easily sustainable were it not for a \$3.3 million increase in the amount it now is putting into its pension

All of the factors that contribute to the stagnation or decline in revenues are even more threatening now than they would be at other times in the economic cycle. With these trends unlikely to abate anytime soon, the inevitable arrival of a recession is just going to make things worse.



Nov. 25-Jan. 1: Farragut

Light the Park

Be dazzled by hundreds of lighted displays at Founders Park from dusk until 10 p.m. Carolers can sign up to sing, and children can mail letters to Santa. For more info, visit www.visitfarragut.org/events.

Nov. 26-Jan. 1: Clarksville

Christmas on the Cumberland The city of Clarksville's 20th year of Christmas on the Cumberland is sure to create lasting memories this holiday season as thousands experience the captivating displays of more than 1 million lights. Community organizations will lead seasonal crafts, dances, and activities. Visitors can also celebrate winter and the holidays at the Downtown Commons ice rink. Come join the fun with the outdoor rink, music and festivities. For more info, check out visitclarksvilletn.com.

Dec. 20-21: Springfield

Winter Wonderland Santa, Mrs. Claus, and their friends

will visit Springfield's J. Travis Price Park in the historic cabin. Free admission includes a petting zoo, winter scenes, and deocrations. Visit www.springfield-tn.org for more info.

Dec. 31: Gatlinburg Midnight on Main

Gatlinburg will ring in the new year under the cover of the iconic Gatlinburg Space Needle for the 33rd Annual New Year's Eve Ball Drop and Fireworks Show. Since 1987, this family-friendly celebration has been one of the largest organized New Year's Eve events in the nation, and this year's endof-the-year celebration will be a spectacular start of a new decade. For more info, visit gatlinburgskylift.com/.

Dec. 31: Greeneville New Years' Eve Ball Drop

Ring in 2020 and celebrate the 150th anniversary of President Andrew Johnson's return to the community from Washington in downtown Greeneville. The family-friendly celebration begins at 7 p.m. with a dance party, karaoke, live music, street party, children's activities, carnival games, and food. Event concludes at midnight with a ball drop and fireworks. For more info, visit www.greenevilletn.gov.

Jan. 8-11: Memphis Elvis' Birthday Celebration

Join us in Memphis for this milestone as we celebrate Elvis' 85th birthday. Enjoy four days of birthday festivities, plus special guests Priscilla Presley and Jerry

Schilling. Events this year include our annual Elvis birthday proclamation ceremony, Elvis birthday bash and evening tour, private tours of Graceland with Priscilla Presley, and birthday celebration concert. For more info, www.graceland. com/elvis-birthday.

NATIONAL BRIEFS

The U.S. added 266,000 jobs in November, according to the U.S. Department of Labor. The unemployment rate and labor force participation rate remained steady for November. The October and September jobs numbers were also revised upwards, bringing the average monthly job gain total of the past three months up to 205,000. Strong expansions in the health care, professional, and technical services have buoyed much of this growth while manufacturing continues to lag. Wage growth also edged up 3.1% in annualized gain, though below the rate economists had predicted.

The average life expectancy for Americans is on the decline for the third year in a row with researchers pinpointing suicide, drug overdoses, and a "broad erosion in health"

for middle-aged citizens. The Journal of the American Medical Association found that mortality is increasing for people aged 25 to 64, the period usually considered to be the prime of their lives. America is the only first-world country that is not seeing continued progress in extending longevity. The report found that the life expectancy rate is greatly lowered among whites, but that there is a broad trend for early death among all race, gender, and ethnic lines. While men have a higher all-cause mortality rate, the report found that women are succumbing to diseases once considered more common among men at a faster rate. Researchers said there was no single "smoking gun" to pinpoint the exact cause of the reduction in the nation's life expectancy, but cited issues such as suicide, drug overdoses, and economic stresses as potential factors.

A new report has found that nearly half the population of U.S. adults are considered "low-wage workers," meaning they make \$10 per hour or less. The report from the Brookings Institution studies how much adults between the ages of 18 and 64 are making per hour or per year and found that 44% of Americans earn around \$10 or less – a median earnings of 18,000 – per year. The study also found that the majority of those earning these low wages are not young Americans starting out in their careers but rather adults in their primary working years who are using these salaries to support families. The report found 30% of these low-wage workers are earning 150% below the poverty line and just over a quarter of low-wage earners are the sole breadwinner for their family. Another quarter live in families where all the adult workers are low-wage workers.



For more than 30 years, Voya in partnership with the Tennessee Municipal League has provided retirement plan services to municipal employees all across the great state of Tennessee.

> Competitive Retirement Plan Services for Tennessee's Towns & Cities

Contact Ed Stewart at 615-627-5936 or ed.stewart@voyafa.com

Investment adviser representative and registered representative of, and securities and investment advisory services offered through Voya Financial Advisors, Inc. (member SIPC). 385783777_0321



Ed Stewart, ChFC, CLU, CF **Financial Advisor**

Tennessee municipalities celebrate the season



GREENEVILLE Mayor W.T. Daniels flipped the switch Dec. 2 to light the Christmas tree on the town hall lawn, signaling the beginning of the city's Christmas music in the town hall lobby.



holiday season. The ceremony was attended by KNOXVILLE: Downtown Knoxville's Market Square is transformed a crowd of elected officials and employees of the into an ice rink for the annual Holidays on Ice Presented by Home town of Greeneville who enjoyed finger foods and Federal Bank. The rink is open until Jan. 5, 2020, and several theme nights and lessons will be offered throughout the season.



BOLIVAR: Market Street in Bolivar is decorated in holiday lights for the Bolivar Christmas parade.



FARRAGUT: Residents enjoy the sights of Farragut's Light the Park event. The town's public works department builds each tree of lights and the number grows every year.



KINGSPORT: Residents gather downtown for the city of Kingsport's official tree lighting following the city's Christmas parade (Photo Credit: Payton Hammitt)



GALLATIN: Girl Scouts dressed as polar bears wave from a float during the city of Gallatin's annual Christmas Parade downtown.



ERWIN: The Budweiser Clydesdale's and Beer Wagon made its first of three appearances in the Tri-Cities area in Erwin at the town's Food City complex. The horses, drivers, and accompanying Dalmatian made stops in Erwin, at Holston Distributing Co. in Johnson City, and as part of the Bristol Christmas Parade.



COOKEVILLE: A Christmas ornament frames the city of Cookeville's Christmas tree, which stands along with other light displays at Dogwood Park. The displays are part of the city's annual Christmas in the Park Event.



JOHNSON CITY: Celebrating both the holidays and the city's 150th anniversary, this float in the Johnson City Christmas Parade commemorates the return of President Andrew Johnson to his hometown via train after his term ended 150 years ago.



LA VERGNE: La Vergne Mayor Jason Cole and his family visit with Santa Claus during the lead up to the city's Parade of Lights. The event concluded with a fireworks display at La Vergne City Hall.



SPRING HILL: Holiday decorations are displayed on utility poles lining Main Street in Spring Hill.



COLLIERVILLE: The entire Collierville Town Square is lit up during the town's official tree lighting ceremony. (Photo Credit: Cindy Thymius / Tour Collierville.)



BRENTWOOD: Brentwood residents celebrate the lighting of the city's Christmas tree, which includes special ornaments to mark the city's 50th anniversary this year.