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Make plans to attend!

TML District Meetings

Nov. 12	District 5	Springfield	(10 am - 12 noon)
Nov. 13	District 6	Brentwood	(10 am - 12 noon)
Nov. 14	District 4	Crossville	(10 am - 12:30 pm)
Nov. 15	District 3	Collegedale	(10 am - 12 noon)
Dec. 4	District 1	Erwin	(10 am - 12:30 pm)
Dec. 5	District 2	Morristown	(10 am - 12:30 pm)
Dec. 9	District 7	Somerville	(10 am - 12 noon)
Dec 10	District 8	Millington	(10 am - 12 noon)

To RSVP, email Jackie Gupton at jgupton@tml1.org or call 615-255-6416, and specify which meeting you plan to attend.

Due diligence on Situs reports ensures cities receive tax revenues

BY BRAD HARRIS *MTAS Finance Consultant*

Cities and counties across Tennessee depend on sales taxes and business taxes for much needed revenue. When a business opens, it has to apply for a business license and sales tax number. In the application process, the applicant must tell the state where the business is located. If a person opens a business in a particular jurisdiction, the application may only tell the state that they are located No. 1 in a city or county, No. 2 a nearby city or county, or No. 3 wherever their home office or residence is located.

Sometimes businesses get identified with an incorrect SITUS location code. A SITUS code is a unique four-digit code, unique to every city and county in Tennessee. SITUS is defined as "the place to which, for purposes of legal jurisdiction or taxation, a property belongs." If an incorrect code is assigned, the local government that is rightfully due the taxes will most likely not get those funds.

Another factor that could cause a local government not to receive taxes is the fact that the state is also using GIS to determine where businesses are located, and errors have been reported where a business clearly within one jurisdiction was placed in another jurisdiction. Additionally, businesses that are "chains" and have many stores (convenience stores, for example) sometimes will put their home office on their application.

Local governments should obtain a SITUS report from the Tennessee Department of Revenue periodically to review businesses assigned their government's SITUS location code. This can be downloaded as often as a government wishes to review it, but it would be prudent to review your list at least twice per year. A government should download a report for both business tax (if the local government has a business tax) as well as for local sales tax. Local governments can register online to get reports themselves. They need a user name and password, and the link to download reports is here: https://tntap.tn.gov/REP/_/#3.

Local governments should first call the Tennessee Department of Revenue at 615-532-8944 to get set up. Keep in mind that this is confidential information for users. You will only be able to obtain a report for your SITUS code and any ZIP code that touches your city or county limits. With the process for getting a SITUS report being this straightforward, there really is no reason not to access your city's reports on a regular basis.

It is critical to understand that a local government can only go back one year to recoup money it did not receive. Local governments must take the initiative to do this. They need to know when a new business comes to town, and they need to review their own reports to be sure the new business has been assigned the correct code for their city.

If the business is not on the SITUS report, but is located in the city, the city needs to contact the Tennessee Department of Revenue. Cities must be prudent to make sure that all tax revenue due is received.

If you have questions on this topic or any others, contact your MTAS finance or municipal management consultant. MTAS staff contact information is on the MTAS website: http://www.mtas.tennessee.edu/staff



Members of the TML Executive Committee recently met with Gov. Bill Lee to discuss cities' fiscal conditions and to provide an overview of the economic impact municipalities have on the state of Tennessee. Tennessee cities are the economic engines of our state, and serve as hubs for regional economies. Approximately 92% of the state sales tax collection is generated from inside municipal boundaries. Over the last eight years, total state revenues have increased by \$4.2 billion, 60% of that revenue was generated within city limits. Attending the meeting are: Curtis Hayes, Livingston mayor and TML past president; Ken Moore, Franklin mayor and TML 2nd vice president; Gov. Bill Lee; Jill Holland, McKenzie mayor and TML president; Margaret Mahery, TML executive director; and Wade Morrell, Tennessee Municipal Bond Fund president and CEO.

Knoxville to pilot state's first mobile hazardous waste collection program

BY KATE COIL

TML Communications Specialist

The city of Knoxville is launching the state's first-ever mobile hazardous household waste collection program.

To be unveiled later this year, the new program has a two-fold purpose: to make it easier for residents of Knoxville and Knox County to dispose of hazardous household waste (HHW) and promote the city's HHW facility.

Originally built in 1997, Knox-ville's household hazardous waste facility is one of four permanent such facilities in the state. The 4,000-square-foot facility was expanded and redesigned in 2018 to allow for easier processing. The facility is free to use for safely depositing items like motor oil, pesticides, gasoline, rechargeable batteries, fluorescent lightbulbs and anti-freeze.

Patience Melnik, Knoxville solid waste manager, said the state approached Knoxville about piloting a mobile hazardous program.

"We received a grant from TDEC," Melnik said. "Part went from our operations, part went for the expansion of our household hazardous waste facility, and part went for the box truck we are going to use to pick up HHW materials at events," The truck is pretty bare bones, but it will have containers inside to hold the separated materials and some safety features."

Melnik said the city is looking into hosting collection events in parking lots of big box stores, on school campuses, neighborhood association meetings, and other events to see which works the best for the program. The mobile col-



Knoxville Household Hazardous Waste Site Manager Charlie Thomas and his cartoon alter-ego will be promoting the city's new mobile collection program.

lection truck will allow the facility to reach out beyond the borders of Knoxville itself.

'We and the three other big cities have a HHW facility, but most counties in the state do not," Melnik said. "Not only can we use the truck to go to the further reaches of the county to make it more convenient for people in Knox County, but we can also collect from outlying counties that don't have facilities. We can't take the truck outside of the county, but we do encourage residents from surrounding counties to come to our events and leave their materials with us. We all share the same waterways and share the same environment. Helping them keep their environment clean helps us keep our environment clean."

Melnik said presently only 5 percent of city and county residents use the facility with 39 tons of materials disposed of at the facility last year. The new program is hoping to change that, hosting six to 10 dropoff events throughout the year.

"We want to make it easy and increase those numbers," Melnik said. "It isn't illegal to throw some of these materials away in the regular garbage, but it is better for the environment to dispose of them properly. Raising awareness at events about what items we take is another bonus. There are some items that some people never think about being toxic for our environment, like a flea collar. We are more used to cleansers, stains, batteries, and e-waste so we don't think about what it does the environment."

What sort of items are categorized as hazardous waste is also changing, so the program can help educate residents on what is and what no longer falls into that category.

"Batteries, just your regular alkaline batteries, used to have more toxins in them, but the technology has changed. They now can go in the landfill," Melnik said. "We used to accept a lot of mercury thermometers, but over the years the amount of those we receive has dwindled because people aren't using them anymore."

One of the most striking features of the mobile collection truck is its mascot. Household Hazardous Waste Facility Site Manager Charlie Thomas is both the face and name behind the collection campaign with "Take it to Charlie" selected as the campaign's motto.

"The exciting thing about the

"The exciting thing about the truck is the wrap on the outside, which we think of as a roving billboard not just for our events but also for our permanent facility, which we are trying to encourage people to use more frequently," Melnik said. "We just had a running joke in our meetings about him being the mascot. A couple of us in the solid waste office got the idea to really do it and make a caricature of him similar to what you would see on the side of a plumbing truck. We wanted a cheerful face to humanize household hazardous waste and make it more inviting."

The truck is also a way of honoring Thomas for his leadership and dedication to his job.

"Charlie does a fantastic job running the household hazardous waste facility," Melnik said. "He has a great team and the facility gets accolades all the time from the public. We thought it would be fun to highlight him. He was absolutely shocked. We had it completely designed before revealing it to him. I think he finds it pretty funny."

The wrap was designed inhouse by city graphic designer Dan Frye.

"Any kind of project is strengthened if you have more partners involved," Melnik said. "It's been a lot of fun working with our communications team. I think the wrap is going to help us reach out to the public. It's getting a lot of press and is a great story. In addition to that partnership within the city, we are partnering with Knox County as well. They are a funding partner for both our HHW facility and the box truck project. That makes hosting events in the county much easier as well."

Americans may get stuck in lines as Real ID deadline looms October 2020

A study by the U.S. Travel Association showed that almost 75 percent of Americans don't have a Real ID. This means that three-quarters of Americans may be fighting for DMV appointments before the October 2020 deadline.

BY CATHARINE HAMM

Governing Magazine

If you don't know what the Real ID driver's license is, you have plenty of company.

If you still don't know about it by the end of this column, you may be in a world of hurt if you try to get on an airplane starting Oct. 1, 2020.

If you already have your federally compliant driver's license, you get a gold star. Literally. We'll explain that in a bit.

If you don't know whether you have a federally compliant driver's license, you probably don't, because you would remember the pain of going to the Department of Motor Vehicles to get one.

If you don't know why this See **REAL ID** on Page 7



If, on Oct. 1, 2020, you are flying domestically and you expect your regular driver's license to get you through airport security (and you aren't carrying another form of compliant identification, which you can find at bit.ly/alternateairplaneID), you will not be able to board your flight.

NEWS ACROSS TENNESSEE



BRISTOL

The city of Bristol will soon be redeveloping the former site of the Coyne Textile and Bristol Products building into a new facility that will house retail, restaurants, offices, residential spaces, and parking. The city will demolish the former structures by March of next year then create two plats for the property. The first plat will be sold by the city's industrial development board to a developer for \$225,000 while the second will be developed into parking facilities. The property makes up nearly an entire block of Shelby Street and will be redeveloped into a three-floor, mixed use property estimated to be 60,000 square feet at the minimum. In addition to first floor retail tenants and more than 60 loft-style apartments on the second and third floors of the facility, developers said they also plan to include amenities on the property such as a courtyard dog park, fitness center, outdoor fireplaces and kitchen, and others.

CHATTANOOGA

Zeus Industrial Products, Inc., will invest \$11.25 million and create 54 jobs in the next five years in Chattanooga. Zeus has acquired and will renovate a 140,000-squarefoot facility at 3600 Cummings Road in Chattanooga, where it will relocate its area operations. Zeus manufactures precision polymer extrusions and custom tubing used in a wide variety of industries. In 2018, Zeus acquired Chattanooga-based MWC Technologies, a manufacturer of polymer extrusion products used in the medical industry. Zeus operates 11 facilities in the U.S., Europe and Asia, and employs more than 1,700 worldwide.

CLEVELAND

Officials with the city of Cleveland and Bradley County broke ground on a new municipal park that will commemorate both the birthplace of the city and surrounding county. Located off Inman Street in downtown Cleveland, the park is centered around Taylor Spring and a period springhouse will serve as the centerpiece for the park. The land was originally settled by Andrew Taylor and the surrounding area was once known as Taylor's Place for him. Eventually, the land known as Taylor's Place became much of what is now downtown Cleveland. Over the years, artifacts including a historic millstone have been recovered from the area. The original spring was closed in 1940 and disappeared after buildings were built over it. When the buildings were demolished, the spring was uncovered again in 2015.

COLUMBIA

The city of Columbia has been named one of the best small towns for fall by *Southern Living* magazine. The city was one of only 10 across the Southeast that was selected by the magazine for the honor. The publication drew particular attention to Columbia's downtown and its unique businesses, including the local ice cream parlor and Muletown Roasted Coffee shop. The city was previously profiled by the magazine earlier this year.

HALLS

Tennessee will receive a \$2.85 million federal grant to improve broadband internet connectivity for 347 households and one community facility over an area of 435 square miles centered around the town of Halls. U.S. Agriculture Secretary Sonny Perdue said the Forked Deer Electric Cooperative will use the ReConnect Program

TENNESSEE TOWN & CITY

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grant to deploy fiber to the co-op's home broadband network. The fiber is capable of transmission rates of 100 megabits per second or greater. The funds are part of \$600 million provided by congress to expand broadband infrastructure in rural communities across the U.S. More funding will be announced later this year in the form of loans, grants, and a combination of the two.

HENDERSON

Henderson Stamping and Production, Inc., will expand its operations in Henderson, creating 52 new jobs and investing \$13.5 million. The metal stamping manufacturer will be adding a 34,500-square-foot, secondary manufacturing facility in Henderson to grow its footprint in the area. Incorporated in 1981, Henderson Stamping is a leading manufacturer of metal stampings and assemblies for the appliance and automotive industries. After 38 years of growth, Henderson Stamping is an international stamping supplier located in a 100,000-square-foot facility. Top industries rely on Henderson Stamping for medium-to high-volume stampings and powder coat-

LEBANON

The city of Lebanon has created a new Sidewalks, Bike Lanes, and Trails Committee to help oversee accessibility for trails, sidewalks, and bike paths in the city. The committee may also help guide the city in where the biggest needs for sidewalk repairs, replacements, and additions are in the future. The project is headed by city Planning Director Paul Corder and will combine three city commissions that previously all dealt with sidewalk issues separately into one, unified committee. Corder said the committee will help ensure that members of the city's ADA committee, planning commission, and engineering and public service committee are all on the same page when it comes to the area's needs. The new committee will include one member from the ADA committee, one member of the planning commission, one person from the public services committee, and one representative of each of the city's wards.

LOOKOUT MOUNTAIN

The town of Lookout Mountain's Planning Commission has introduced a new zoning district as part of plans for a \$3 million renovation of the town center and surrounding business area. The space will include a new city hall, fire station, and police station close to their current locations as well as developing shops and restaurants. The Town Center District is a new zoning district created by the planning commission to cover the area and is the latest in an 11year process to revitalize the area after a devastating fire destroyed the Mountain Market in front of city hall in 2007. The new zoning district would specify what types of businesses and uses could be permitted on the property, establish regulations for buildings and structures in the new district and other regulations. Grocery stores, restaurants, retail stores, pharmacies, banks, and retail liquor stores are among those businesses that would be considered for operation in the Town Center District.

MEMPHIS

Loews Hotels will purchase the historic Memphis Police Department headquarters and incorporate the property into the 17-story hotel it has located next door. The former Central Police Station is located at 128 Adams Avenue in downtown. Ownership of the property will be transferred by the city of Memphis to the Center City Revenue Finance Corporation, which could then grant Loews a PILOT agreement for a 30-year term. Loews would also receive Tourism Development Zone funding for the project. After the end of the PILOT program, the City Center Revenue Finance Corporation will still retain ownership of the property, though Loews would be given the option to purchase the property at a predetermined cost.

MEMPHIS

DEVCON will expand its operations and locate its headquarters

in Memphis, creating 161 new jobs and investing \$2.4 million. DEVCON chose Memphis as the location for its headquarters because of its passion for entrepreneurship. Memphis was named one of the top five cities for women entrepreneurs, according to magnifymoney.com. DEVCON is a cybersecurity software company providing edge security for corporate enterprise banks, ecommerce and major brands. DEVCON is the first company to offer real-time, security solutions to defend against data breaches, Magecart attacks, malware and exploitation of third-party JavaScript.

MILAN

Global Track Manufacturing USA, Inc., will establish a new plant in Milan, creating 250 jobs. The company will locate its new manufacturing operations into the former Tower Automotive plant. Global Track manufactures rubber tracks and undercarriage for industrial and agricultural equipment. The company currently operates a manufacturing facility in China. The Milan facility will be Global Track's second plant, and the company anticipates production will begin there in the summer of 2020.

SCOTTS HILL

The town of Scotts Hill has recently been approved for several grants that will update infrastructure and emergency response in the area. The city was awarded a Recreational Trails Program grant to extend its current walking trail in the city park to a quarter mile as well as repair and level the trail in areas. The trail will then be resurfaced throughout its entire length. The city also received a FM Global Fire Prevention Grant to purchase a digital camera and laptop to help with investigations into fire incidents as well as training. The town also received a Community Development Block Grant for upgrades to its waterlines along Highway 201 in the Cedar Grove area.

Bolivar earns tourism grant



The Tennessee Department of Tourist Development awarded the city of Bolivar the 2019 Tourism Enhancement Grant for a State Historical Marker associated with the "Trail of Tears," and utility connections for the future development for Sand Beach Lake. The check presentation was held at the Bolivar Municipal Center. Pictured from left to right: Bolivar Mayor Julian McTizic, Deborah Brasfield, Grants Administrator Cathy Mayfield, City Administrator Shelia Delllinger, Parks and Recreation Director Curtis Stack, TN-ECD Community Development Director Jodi Sliger, Ken Griggs, and State Rep. Johnny Shaw.

Johnson City cuts ribbon on new police training facility



City commissioners and administrators, police officers, and former police chiefs joined Johnson City Police Chief Karl Turner to cut the ribbon on the new \$1.4 million Police Training Facility for the Johnson City Police Department. The 5,000-square-foot building, located at the Rick Collins Police Training Complex on Bull Rowland Boulevard, replaces portable classroom buildings, doubling the space previously available. The multi-use facility includes a 60-person classroom, conference room, administrative offices, a file room, a large storage area, and a small kitchen.

Commercial Facade grants awarded to six cities

Gov. Bill Lee and Department of Economic and Community Development Commissioner Bob Rolfe recently approved \$500,000 in Commercial Facade Improvement Grants to be shared among six municipalities.

Commercial Facade Improvement Grants are used to improve commercial buildings in downtown districts that have active revitalization programs in place through the Tennessee Main Street and Tennessee Downtowns programs.

The 2019 Commercial Facade Improvement grantees are:

- Brownsville \$50,000
- Columbia \$100,000Gainesboro \$100,000
- Pulaski \$100,000Selmer \$50,000
- Sevierville \$100,000

Four of the six grantees are accredited Tennessee Main Street communities, and two are Tennessee Downtowns communities. Each property owner is required to provide a 25 percent match for the funds and administer the facade improvement program.

"Downtown districts are what make a community unique," Lee said. "With the assistance of the Commercial Facade Improvement Grants, the six communities that have been awarded these funds will be able to improve their downtown districts, which will promote future growth."

Grants can be used for improvements including new awnings and signs, painting, windows and doors, brick repair, and other upgrades. The program is funded through the Rural Economic Opportunity Act passed by the Gen-

eral Assembly.

"I congratulate the six communities being awarded the Commercial Facade Improvement Grants," Rolfe said. "These grants are designed to help communities update their downtown districts and help improve businesses that are in the heart of our downtowns. I appreciate these communities for taking advantage of this program and look forward to seeing what each community has in store in the future."

This is the seventh annual round of Commercial Facade Improvement Grants. The program has committed more than \$3 million in improvements through 50 grants across the state.

Each application was supported by the community's senator and representatives in the Tennessee General Assembly.

Four cities receive Delta Regional Authority funds

The Delta Regional Authority (DRA) will invest more than \$1.1 million into four municipalities in West Tennessee as part of investments to strengthen basic public infrastructure to grow the region's economy and create jobs.

The DRA will invest a total of \$1,116,467 in Lexington, Milan, Rives, and Scotts Hill, contributing to important infrastructure projects underway in these areas.

Lexington will receive a \$307,000 investment from the DRA as part of a \$1.145 million total project cost for improvements to the Lexington sewer system. The city will use DRA funds to improve the local sewer facilities to increase the system's capacity by eliminating areas of significant infiltration and inflow. This investment is projected to impact 2,850 families who will benefit from improved water and sewer services.

Milan will receive a DRA investment of \$218,039 as part of the Gibson County Rail Spur extension project. The DRA funds will help construct a rail spur to support the expansion of Hargett Materials and other industrial facilities in the area. This investment is projected to create 40 new jobs and retain 30.

Rives will receive an investment of \$221,000 for a flood control project, which will improve the existing flood mitigation measures by installing a new culvert, flap gates, and conveyance improvements. This investment is projected to retain three jobs.

Scotts Hill will receive a DRA investment of \$370,428 for a total project investment of \$400,428 for water system enhancement. The funds will help replace the existing water system controls with modernized equipment to improve the current conditions of the system's telemetry. This investment is projected to impact 1,726 families who will benefit from improved water and sewer services.

The new investments will provide funding for projects supporting water and sewer system improvements, rail spur extensions, and flood mitigation in communities across West Tennessee through DRA and other public and private resources, according to DRA Federal Co-Chairman Chris Caldwell.

"DRA's mission is to support economic development by making investments into the physical infrastructure and human capital of the Delta region," Caldwell said. "Not only will these investments improve water and sewer services for west Tennessee residents, they will also provide more economic opportunities for workers and job seekers and improve quality of life."

Funding for these projects is provided by the States' Economic Development Assistance Program, DRA's flagship grant program that makes strategic investments into projects supporting basic public infrastructure, transportation improvements, workforce training and education, and business development with an emphasis on entrepreneurship. DRA coordinates directly with Tennessee's Department of Economic and Community Development and three local development districts in the state for program funding implementation.

"Infrastructure creates arteries of prosperity that reach across our state and strengthen Tennessee's economy," Gov. Bill Lee said. "The Delta Regional Authority has made a wise investment in West Tennessee's infrastructure which will not only improve the health and safety of our communities but will also spur job growth."



Community and Rural Development Best Practices Series

Downtown Development

Humboldt

Downtown destination branding, unique street art bring visitors to Humboldt

BY DR. BRIDGET JONES jones-bridget consulting group

The city of Humboldt is located just minutes west of Jackson and halfway between Memphis and Nashville in Gibson County. With annual festivals and fine arts, movies and music, shopping and sporting events and everything in between, Humboldt is authentically Tennessee. Community leaders promote the opportunity to live the

small-town life just minutes from

Jackson and several other West

Tennessee towns and cities.

Humboldt is the home of the West Tennessee Strawberry Festival held the first week of May. Established in 1934, it has gained national recognition featuring one of the largest Grand Float Parades in America and possibly the largest non-motorized parade in the world. City residents and visitors enjoy events and activities held during the week-long celebration. Downtown Humboldt is the heart of this community and the historic, traditional business district where it all got started.

With the iconic shops and businesses, the Opera House Event Hall and the Plaza Theatre, it is easy to recognize that Downtown Humboldt is unique. The historic business district, private and civic buildings, the stories and the people of Humboldt all combine to form a place rich with character.

TENNESSEE DOWNTOWNS DESIGNATION

In 2016, Humboldt was selected to participate in the TNECD Tennessee Downtowns program. This coincided with an effort by downtown property owners, the Chamber of Commerce, and the city to improve the downtown district for residents and visitors.

As part of the selection process to become a Tennessee Downtowns community, Humboldt leaders formed a Steering Committee that continues to guide the community's redevelopment efforts in conjunction with cham-

ber of commerce and city leaders. During the 18-month program, leaders participated in training and technical assistance sessions and received a \$15,000 grant for improvements to and promotion of the downtown district.

Tennessee Downtowns Grant Strategies for Streetscape and Storefront Improvements

The steering committee proposed a grant project to build Humboldt's brand, and the activities were designed to have an immediate visual impact and address some of the most noticeable negative aspects of the downtown's appearance. Interrelated improvements highlighted the historical significance of downtown properties and Humboldt's identity as the "Strawberry Capital of Tennessee" through the installation of public art and signage along the gateway through the downtown.

The grant project had three strategies:

Strategy One: Building identity through historical information Element One: Historic property signage

The committee proposed to design and install up to 50 individualized signs to be placed on buildings in the project area to promote their historical significance and to purchase Tennessee Downtowns signs for gateway entries to the downtown district. The historical signs would be constructed of flat aluminum that could easily be mounted to the buildings with a consistent color scheme and fonts and branded with the city's logo. The signs give current and historical information about each building including its uses and ownership through the years. The committee intended the Historic Property Signage project to provide interesting background to keep people engaged as they visited the downtown district.

Strategy Two: Visual improvements and marketing of downtown properties

Element Two: Pull-up banners for vacant storefronts

TNECD TENNESSEE DOWNTOWNS AND FACADE IMPROVEMENT GRANT PROGRAMS

Downtown revitalization is a critical component of successful rural economic and community development. TNECD encourages revitalization and adaptive reuse of commercial buildings in downtown business districts through the Tennessee Downtowns and the Tennessee Main Street programs that provide technical assistance and funding for improvements. For more information visit TNECD Community and Rural Development.

The committee proposed to design and produce 40 individual pull-up banners with historical photos to be used in vacant storefronts. These banners would rouse positive memories of past downtown businesses and block the view of building interiors that were vacant. Each banner would be similar in color and style and would be another tool to engage visitors by providing a more positive visual than empty or decaying building interiors. As vacant buildings are occupied, these banners can be moved to different locations and used at other community func-

Strategy Three: Gateway and streetscape public art installations

Element Three: Install a series of stainless-steel strawberries along the Downtown Streets-

The committee proposed to install eight stainless-steel strawberry statues to reinforce the city's brand identity. This public art would provide a striking visual element and serve as an interesting backdrop for events and photographs. The strawberries would be substantial enough to be outdoors and withstand the elements and would be installed on public rights-of-way so they could be maintained by the city. The strawberries would be 32 inches wide and 42 inches tall and would be designed and produced by a downtown artisan.



COMMUNITY AND ECONOMIC IMPACT

The overarching goal of all of Humboldt's downtown investments is to make the city a vibrant destination that attracts residents and visitors who will spend money at local businesses, events, and entertainment venues. To this end, downtown leaders successfully created destination branding through public art and historical signage that is creating increased awareness and pride.

The project also is catalyzing new businesses, retail and promotion. The local utilities employee who made the strawberries and signs is now looking for a 10,000-square-foot building to house his business. A new retail cluster around the Plaza Theater for "Dinner and a Movie" opportunities is promoting entertainment and dining. A new downtown mini park with benches and solar panel chargers is creating an open-air work-space. A promotional effort by the Gibson County Chambers of Commerce is creating a list of must-visit places for selfies that chamber staff hope leads to posts on various social media platforms.

Additionally, the Humboldt Chamber of Commerce and downtown committee are working together to support five popular event venues within ten minutes of downtown through focused marketing efforts and exploration of the establishment of a community commercial kitchen in downtown to serve these and attract other food and event-related businesses and tourism. Increased customer traffic will provide the greatest benefit to existing local businesses and future investors that are being recruited to the community.

First year results include:

•	Historic plaques installed on downtown properties	5	0
•	Storefront window banners installed	4	0
•	Public art strawberries installed	8	}
•	Downtown events hosted*	2	
	*2017 and 2018 Christmas On Main		
•	Downtown Events Attendees	1	,100
•	Social Media Photo Locations Created	3	}
•	New Downtown Jobs Created	5	1
•	New Downtown Businesses Created/Expanded	I	0
	(new and existing restaurants, coffee shop/restaurant, child	ren's clothing s	tores. I

(new and existing restaurants, coffee shop/restaurant, children's clothing stores, bakery, art studio/classroom, ladies' clothing boutique, radio station, insurance company expansion/merger)

PROJECT FUNDING

TNECD Tennessee Downtowns Grant	\$15,000	
Strawberries Streetscape Public Art	\$9,600	
Historic Banners for Vacant Buildings	\$3,000	
Historic Information Building Plaques	\$2,400	
TOTAL DOWNTOWN DEVELOPMENT FUNDING	\$15,000	

PROJECT LEADERS AND PARTNERS

Humboldt Chamber of Commerce City of Humboldt USDA Rural Development Meales Metals Bancorp South

Humboldt Downtown Business Association Strawberry Festival Historic Museum

Tennessee Department of Economic and Community Development For project information contact the Humboldt Chamber of Commerce



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

per, former attorney general for the state of Tennessee, has been selected as the law director for Metro



Bob Cooper

Nashville government. Cooper was selected by new Nashville Mayor John Cooper to replace current law director Jon Cooper. The three men are unrelated. Bob Cooper served as attorney general from 2006 to 2015 under Gov. Phil Bredesen and served as Bredesen's legal counsel from 2002 to 2006. Cooper presently works with the law firm of Bass, Berry & Sims. Before joining the law firm, he worked as a law clerk for U.S. District Judge Louis F. Oberdorfer in Washington, D.C. Cooper has also taught at Vanderbilt Law School as an adjunct professor of law. A Chattanooga native, Cooper has a bachelor's degree from Princeton University and a law degree from the Yale Law School.

Abby Ford, a detective with the Kingsport Police Department, has been honored for her dedica-



Abby Ford

tion to the victims of domestic violence and work in domestic violence cases. Ford was given the 2019 Mark Vance Memorial Award, named for a police officer who was killed in 2004 while responding to a domestic violence call in Bristol. The award was presented by the Branch House Family Center, a local shelter and resource center, and is given every year to a regional officer who goes above and beyond to assist in the prosecution of domestic abusers.

Brianna Hanson, program director for Athens Park and Recreation, recently received the title of certified



Brianna Hanson

parks and recreation professional. Less than 100 people in the state of Tennessee have received this credential. Hanson has been with the city of Athens since 2016, beginning her work with the city as assistant program coordinator. Before that, she was a children's librarian at E.G. Fisher Public Library in Athens. She has also served

as a line therapist for the Fox Valley Autism Treatment Program and as children's librarian in Wisconsin. She holds a bachelor's degree in business management from Tennessee Wesleyan College.

Athanasia Lewis will be leaving her position as town administrator for the town of Atoka on Nov. 1. Mayor Daryl



Athanasia Lewis

Walker will fill in during the interim until a new town administrator can be found. Prior to working for the town of Atoka, Lewis served as an interim management consultant for the University of Tennessee's Municipal Technical Advisory Service (MTAS), as the assistant town administrator for Collierville, as a management fellow with MTAS, and as the community development specialist for the city of Oak Ridge. Lewis holds a bachelor's degree in history and a master's degree in public administration both from the University of Tennessee - Knoxville.

Penny Medlock has been selected as the new city clerk for the city of Bartlett following the retirement of previous



Penny Medlock

clerk Stefanie McGee. Prior to her appointment, Medlock served as the administrative assistant for the Bartlett chief of police for 20 years. She holds a bachelor's degree in business administration from Crichton College as well as a certified administrative professional designation and project management certification from the International Association of Administrative Professionals.

Ricky Morton has been selected as the new water and wastewater director for the city of McMinnville. Morton



Ricky Morton

is a 17-year veteran of the city, starting out in a part-time role in 2002 before going full-time the following year as the water plant manager. Prior to coming to the city of Mc-Minnville, Morton worked for the Warren County Utility District for 16 years.

Libby Rutledge has been selected as the new human resources director for the city of Mc-Minnville.



Libby Rutledge

Rutledge comes to McMinnville from serving as director of human resources for Bridgestone's GCR Tire and Service division. She spent more than 25 years in human resources at Bridgestone, serving six years at its Warren County facility before taking a position at its corporate headquarters in 2006. During that time, she has served as section manager, portal manager, and director of human resources operations for the company. Rutledge holds both a bachelor's degree in human management and resources and a master's of business administration from Trevecca Nazarene University.

Andy Slagle has been selected as the first ever chief of police for the town of Unicoi. Slagle was sworn in during a



Andy Slagle

special ceremony held as part of the town's 25th anniversary celebrations. Slagle will be working closely with the Unicoi County Sheriff's Office and focus much of his duties on code enforcement and other local issues. Slagle spent eight years in the Army National Guard and has more than 12 years of experience in law enforcement, most of which was spent with the Unicoi County Sheriff's Office. During that time, he was assigned to the town of Unicoi and operated an office out of the town hall.

Frank Southard has been named public works director for the city of Mc-Minnville. Southward



Frank Southard

has been with the city for more than 30 years. He began his career as a part-time groundskeeper with the city's parks and recreation department as well as working as a concessions stands employee at the parks. He eventually moved up to a full-time position in maintenance for the parks and recreation department before transferring to the city's public works department 25 years ago.

Memphis holds city election

Memphis citizens went to the polls to elect a mayor, council members, and vote on a sales tax referendum during a municipal election on Oct. 3.

Jim Strickland was elected to a second term as mayor of Memphis. Strickland received 62 percent of the votes, defeating two challengers: former mayor Willie Herenton and Shelby County Commissioner Tami Sawyer.

Several commission seats were also up for grabs in Memphis. Incumbent Frank Colvett Jr. also retained his District 2 council seat, defeating challengers Marvin White and John Emery. Incumbent Patrice Jordan Robinson defeated challenger Tanya Cooper for the District 3 seat.

Incumbent Jamita Swearengen defeated challenger Britney Thornton for the District 4 seat while incumbent Worth Morgan defeated John Marek for the District 4 seat. Edmund Ford defeated five challengers - Davin Clemons, Perry Bond, Theryn Bond, J. Jacques Hamilton, and Paul Brown - for the District 6 seat.

Challenger J.B. Smiley Jr. defeated five fellow challengers -Gerre Currie, Darrick Dee Harris, M. Latroy Alexandria-Williams, Nicole Cleaborn, and Pearl Walker – for the Super District 8, Position 1 seat while incumbent Cheyenne Johnson retained the Super District 8, Position 2 seat over five challengers, including Craig Little, Brian Saulsberry, Marinda Alexandria-Williams, and Frank William Johnson. Incumbent Martavius Jones defeated challengers R.S. Ford Sr., Pam Lee, Lynette Williams, Gerald Kiner, and Cat Allen for the Super District 8 Position 3 seat.



Jim Strickland Memphis Mayor

Newcomer Chase Carlisle defeated Erika Sugarmon for the Super District 9 Position 1 seat. Incumbent Ford Canale defeated Mauricio Calvo and Deanielle Jones for the Super District 9 Position 2 seat while newcomer Jeff Warren defeated fellow challengers Cody Fletcher, Tyrone Romeo Franklin, and Charley Bunch for the Super District 9, Position 3 seat.

No candidate garnered enough votes to win in two council elections, meaning the top two vote getters will advance to a special run-off election. In Council District 1, incumbent Sherman Greer will face off against challenger Rhonda Logan while incumbent Berlin Boyd will face off against Michalyn Easter-Thomas in a special election for the District 7 council seat.

A sales tax referendum was also approved by voters, raising the city's local option sales tax from 2.25 percent to 2.75 percent. While the referendum does not dictate how the funds will be spent, city officials said they will dedicate the money toward funding the city's police and fire department in accordance with the wishes of taxpayers.

Former State Sen. Tate dies

Former Memphis State Sen. Reginald "Reggie" Tate died from natural causes on Oct. 21, 2019, at the age of 65.

A Democrat from Shelby County, Tate served Senate District 33 from 2006 until 2018. During his tenure, he served as vice chair of the Senate Education Committee and Health Disparity Committee. He also served as treasurer of the Tennessee Legislative Black Caucus.

Tate held a bachelor's degree in architectural engineering from the University of Memphis and also worked as an architect, serving as president and CEO of Accent by

Known for his ability to reach across the aisle, Tate was remembered by members of both parties. State Rep. Antonio Parkinson, D-Memphis, recalled working with Tate on issues affecting both Memphis and Tennesseans statewide.

"We carried meaningful legis-



Reggie Tate

lation together that made a difference in the lives of many across the state of Tennessee," Parkinson said. "He always made us smile when he was around He will be missed "

House Caucus Chairman Jeremy Faison, R-Cosby, recalled his close relationship with Tate.

"My gosh my heart is heavy," Faison said. "I loved Reggie Tate. My whole family loved him. He even came to stay in the mountain with me. We've lost a great man!"

No loan is too large or too small



Martin recently closed a \$1,350,000 capital outlay note with the Tennessee Municipal Bond Fund (TMBF) issued to finance various public works projects. Martin has used TMBF's various loan programs 30 times since 1987 and has borrowed more than \$25 million during that time. Pictured are Kelly Wilson, city clerk; Mayor Randy Brundige; and Tommy Green, TMBF marketing representative.

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



McKenzie recently closed a \$2.7 million fixed-rate loan with the Tennessee Municipal Bond Fund (TMBF) to finance energy saving improvements throughout the city. McKenzie has used TMBF's various loan programs since 1987. Pictured are Jennifer Waldrup, city recorder; Mayor Jill Holland; and Tommy Green, TMBF marketing representative.



STATE BRIEFS

Tennessee's unemployment rate was 3.4 percent in September, down 0.1 percent from the previous month. The September 2019 unemployment rate is the same as the rate for September 2018. Total nonfarm employment increased 3,700 jobs between August and September. The largest increases occurred in the leisure/hospitality sector, followed by the professional/business services, and other services sectors. In the last year, nonfarm employment across Tennessee increased by 48,200 jobs. The leisure/hospitality sector experienced the largest increase, with the professional/business services, and manufacturing sectors seeing the next largest increases in new

The high price of childcare is costing Tennessee taxpayers, families, and businesses a combined \$1.34 billion annually. An overwhelming 98 percent of Tennessee parents of children age 5 or younger said that inadequate child care services hurt their work productivity or limited career opportunities. Specifically: 39 percent turned down a new job offer or promotion, 35 percent had pay or hours reduced or changed employment status to part time, 33 percent turned down education or training, and 32 percent had to quit a job, were fired, or demoted. The survey was conducted by Tennesseans for Quality Early Education and both the full survey and regional analysis of child care issues can be found at http://www. tqee.org/child-care-crisis/.

Tennessee's incarceration rate is 10 percent above the national

average despite a 14 percent decline in incarcerations in the past decade, according to a new report issued by the Tennessee Department of Correction. While the amount of new inmates being incarcerated has dipped by 14 percent in the past decade, the DOC noted that the average sentence has also risen 11 percent in that time – by an average of 58 months. The state now spends \$1.06 billion annually with the bulk of the cost being used to incarcerate inmates who have not been convicted of violent crimes. An estimated 33 percent of the state's prison population have been sentenced for non-violent offenses while 39 percent are those who have violated conditions of probation or parole. The findings are part of a study conducted by the nonprofit Community Resources for Justice on behalf of Gov. Bill Lee.

The value of Tennessee's average salary is in the bottom 10 when compared to other states across the nation. Tennessee ranked 41 out of 50 in the average salary per state in a new survey by financial advisor Business.org. The survey ranked states on how many hours a person would need to work per week to be able to afford the average one-bedroom apartment rent in that state. Tennessee's average salary is \$34,890, meaning a person earning the state's average wage would have to work 71.2 hours per week in order to afford the average one-bedroom apartment for rent. New York and California tied for last place as it would take more than 100 hours per week to afford their average rent while Wyoming ranked first.



REMINDER: The street name where TML offices are located has been changed. The U.S. Postal Service will

no longer deliver mail with the old address. Please make sure your contact information is updated to reflect TML's correct street address: 226 Anne Dallas Dudley Blvd., Suite 710, Nashville, TN, 37219.

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Revenues exceed budgeted estimates for September

Tennessee revenues exceeded budgeted estimates for September, which is the second month of the state's fiscal year. Finance and Administration Commissioner Stuart McWhorter reported that overall September revenues were \$1.6 billion, which is \$138.7 million more than September of last year and \$138.8 million more than the budgeted estimate. The growth rate for September was 9.75%.

On an accrual basis, September is the second month in the 2019-2020 fiscal year.

For September, general fund revenues exceeded the budgeted estimates in the amount of \$131.2 million, and the four other funds that share in state tax revenues were more than the budgeted estimate by \$7.6 million.

Sales tax revenues were \$31

million more than the estimate for September. The September growth rate was positive 4.69%. Year-to-date revenues are 6.5% more than this time last year.

Franchise and excise taxes combined were \$95.8 million more than the September budgeted estimate of \$393.4 million. The September growth rate was 22.12%, and on a year-to-date basis 23.02%.

Gasoline and motor fuel revenues for September increased by 5.01%, but were \$200,000 less than the budgeted estimate of \$109 million.

Motor Vehicle Registration revenues were \$2.8 million more than the September estimate, and on a year-to-date basis exceed estimates by \$2.9 million.

Tobacco tax revenues for the month were \$700,000 more than

the budgeted estimate of \$20.6 million. The growth rate for September was 1.69%.

tember was 1.69%.
Privilege tax revenues were \$5 million more than the budgeted

estimate of \$27.2 million.

Business Tax receipts were \$100,000 more than the budgeted

estimate for September.

Hall income tax revenues for September were \$1.4 million more than the budgeted estimate. For two months revenues are \$1.6 million more than the budgeted estimate.

All other taxes fell short of estimates by a net of \$2.2 million.

Year-to date revenues for two months were \$167.6 million more than the budgeted estimates. The general fund exceeded estimates by \$154.1 million and the four other funds that share in state tax revenues \$13.5 million.

CDBG funds awarded to 48 municipalities

Tennessee Gov. Bill Lee and Department of Economic and Community Development Commissioner Bob Rolfe recently approved more than \$26.7 million in Community Development Block Grants (CDBG), which assist communities with infrastructure improvements, housing rehabilitations and health and safety initiatives.

Of the more than \$26.7 million in funds awarded, a total of \$19,973,145 was awarded to 48 municipalities across the state for various projects.

"The CDBG funds are designed to help rural communities in Tennessee succeed, which aligns directly with our initiative to promote growth in our rural counties across the state," Lee said. "I congratulate the 66 communities on receiving these grants and look forward to seeing what successes are in store for them in the future."

The allocation of CDBG funds is based on priorities set through the public meeting process at the local community level. The CDBG program is funded through HUD and administered in Tennessee by the Department of Economic and Community Development. Funds are available for water and sewer improvements and new extensions, housing rehabilitation and health and safety projects.

"I applaud the communities that were chosen to receive CDBG funds and for taking the necessary steps to prepare for future economic development opportunities," Rolfe said. "I am so pleased that these 66 communities are working hard to create economic growth and a better living environment for the citizens that reside in these communities."

Each application was supported by the community's senator and representatives in the Tennessee General Assembly.

The Community Development Block Grant program is one of the longest-running programs administered by the U.S. Department of Housing and Urban Development (HUD). Established in 1974, the program funds local community development activity and infrastruture development.

For more information on the program, assistance with grant proposals, and to apply for upcoming rounds of CBDG funds available to the state of Tennessee, visit https://www.tn.gov/ecd/community-development-block-grant/cdbg/cdbg-about.html.

Municipality	Project	Amount
Adamsville	Water system improvements	\$525,000
Bolivar	Sewer system improvement	\$498,400
Brighton	Drainage improvements	\$244,873
Byrdstown	Water system improvements	\$525,000
Celina	Water system improvements	\$525,000
Columbia	Transportation shelters	\$150,335
Dandridge	Sewer system improvement	\$370,984
Dover	Sewer system improvements	\$347,988
Ducktown	Water system improvement	\$525,000
Dyer	Sewer system improvement	\$349,600
Englewood	Sewer system improvements	\$348,285
Gallaway	Water system improvements	\$225,000
Gleason	Sewer system improvement	\$276,322
Harriman	Water system improvements	\$525,000
Hartsville (with Trousdale County)	Water system improvements	\$525,000
Humboldt	Sewer system improvement	\$525,000
Huntsville	Sewer system improvement	\$455,837
Jamestown	Sewer system improvement	\$525,000
Lafayette	Sewer system improvement	\$515,203
Linden	Sewer system improvement	\$285,000
Luttrell	Sewer system improvement	\$357,335
Martin	Sewer system improvement	\$524,689
McKenzie	Sewer system improvement	\$525,000
	· · ·	
Michie Middleton	Fire department improvements	\$315,000
	Sewer system improvement	\$238,931
Milan Minor Hill	Sewer system improvement	\$525,000
	Emergency response improvements	\$137,460
Mosheim	Sewer system improvement	\$344,000
New Johnsonville	Fire protection	\$242,080
Oliver Springs	Water system improvements	\$525,000
Palmer	Water system improvements	\$525,000
Pikeville	Sewer system improvement	\$525,000
Red Boiling Springs	Water system improvements	\$525,000
Rockwood	Sewer system improvement	\$525,000
Rocky Top	Fire protection	\$289,918
Scotts Hill	Water system improvements	\$525,000
Selmer	Sewer system improvement	\$525,000
South Pittsburg	Sewer system improvement	\$516,127
Spencer	Housing rehabilitation	\$525,000
Spring City	Sewer system improvement	\$525,000
Stanton	Sewer system improvement	\$471,212
Tellico Plains	Water line extension	\$525,000
Tiptonville	Sewer system improvement	\$525,000
Toone	Water system improvements	\$126,900
Tracy City	South Cumberland Learning and Development Center Phase III	\$315,000
Wartburg	Fire protection	\$266,181
	Water line extension	\$525,000
Waynesboro	vvaler line extension	Φ323.000





CLASSIFIED ADS

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

ACCOUNTANT

SPRING HILL. The city of Spring Hill is seeking a full time, exempt city accountant to serve under the general supervision of the finance director. This employee performs complex administrative, supervisory, and technical work in ensuring the proper recording and maintenance of financial records. He or she will reconcile fund balances to bank statements, balance accounts receivable and accounts payable, assist in accounting work for some risk management activities, as well as assist in audit functions and annual budget preparations, etc. This employee will also occasionally attend meetings of the Board of Mayor and Aldermen, sometimes making presentations of important data. Bachelor's degree in accounting required. Candidates may substitute an associate's degree in accounting and 3-5 years of experience in municipal accounting work. Government accounting experience strongly preferred. CMFO preferred, or ability to obtain within 18 months. Auditing experience a plus. Tyler Technologies accounting software familiarity a plus. Applications/resumes must be submitted online at: www.springhilltn. org/Jobs.aspx Questions to staylor@springhilltn.

ASSOCIATE ENGINEER SPRING HILL. This entry-level employee assists in planning and directing the efficient development and construction of public works projects. He or she also works closely with the planning department staff in the review and approval of private sector construction projects. Performs administrative and technical work and related duties as required. Develops and reviews memorandum and staff reports generally related to site plans, subdivisions, construction plans for the Board of Mayor and Aldermen, Planning Commission, or other departments; Conducts occasional engineering onsite inspections on subdivision and site plans under construction; Assists in reviewing/correcting sewer, storm, street and traffic improvement plans, assessing accuracy of calculations and conformance with city standards and specifications; Provides engineering and technical information to contractors, engineers and the public; Responds to and resolve various issues with residents, other department representatives, and outside agencies in professional manner, Prepares and maintains maps, drawings, engineering records and files; Assists the Storm Water Coordinator in the review of construction drawings, preliminary site plans and subdivisions for compliance with city standards and regulations: Reviews and recommend improvements or approvals for Prepared Storm Water Pollution Prevention Plan (SWPPP), Water Quality Management Plan (WQMP), and other environmental documents and permits; Provides oversight and input into conceptual designs of engineering projects; Prepares detailed cost estimates with appropriate justifications for budget preparation; Understands and interprets blueprints, schematic drawings, and layouts to ensure compliance with specifications and other requirements; Coordinates work activities and program functions with other city departments, other cities, and other agencies. Bachelor's degree in engineering required. E.I and/or 1-3 years of experience strongly preferred. Ability to read site plans, subdivision plans, and other capital improvement projects required. Applications/resumes must be submitted online at: www.springhilltn.org/Jobs.aspx Questions to staylor@springhilltn.org 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

COMPTROLLER

GERMANTOWN. The city of Germantown is seeking a qualified individual to serve as a comptroller. Under general direction of the budget & financial services director, this position is responsible for managing financial compliance. internal controls, internal/external auditing and cash flow processes. Responsibilities also include analyzing a variety of financial operations, accounting systems, policies and procedures with standard preparation of financial statements including statistical sections in the Comprehensive Annual Financial Report (CAFR). This position manages the external, independent, annual financial audit process along with fiscal year reviews. Selected candidate will develop and administer control systems to comply with new accounting procedures, laws, ordinances, regulations, best practices, and generally accepted accounting principles (GAAP). The comptroller has direct supervision of payroll and accounts payable/ receivable. The minimum requirements for this opportunity include: bachelor's degree in accounting, finance, business or public administration and seven years experience managing accounting and cash management operations, including two years professional experience in governmental accounting; or any combination of education, training, and experience providing the knowledge, skills, and abilities necessary to perform essential job functions. All qualified applicants must have local government experience. A master's degree is preferred. Certification as CPA strongly preferred. For more details and applications, visit https:// www.governmentjobs.com/careers/germantown. Open until the filled. EOE.

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, HR DIRECTOR

BELLE MEADE. The city is currently seeking an experienced individual to serve as its full-time finance and HR director. This person is responsible for all governmental fund accounting operations, associated Human Resource activities and related administrative and support services under the general supervision of the city manager. The finance and HR director must manage and carry out all municipal accounting activities which include, but are not limited to: purchasing, accounts payable, accounts receivable, general ledger bookkeeping, auditing, fixed assets, revenue collection services and activities, cash management, internal control. payroll and payroll-related HR tasks. In addition, this person performs a variety of professional level financial management responsibilities including analysis, preparation, and maintenance of the annual budget, financial records, monthly fund statements, investment reports, and other forms of documentation, with significant responsibility and interaction regarding the annual financial audit. This position requires a broad based knowledge of governmental accounting (GAAP, GASB and GAAFR) and methods of financial control and reporting as well as outstanding organizational skills and a focus on timely delivery of reports and projects. This person is responsible for financial compliance and therefore must have a thorough understanding of all TCA and City Code statutes related to financial activities (investing, purchasing, bidding, internal control, revenue collection, etc.), and familiarity with the Tennessee Open Records law. This position also requires knowledge of the activities essential to the effective administration of the personnel and risk management functions. Instructions to the employee are general and the employee must routinely use independent judgment when performing tasks. The employee must possess the ability to analyze situations and consider different courses of action. The uniform accounting code and governmental accounting procedures must be followed in order to complete tasks. May be required at times to supervise the work of other employees. Prefer a candidate with a Bachelor's degree in accounting or at least 3 years experience in accounting (preferably governmental fund accounting), including proficiency in using accounting and payroll processing software. Must possess Tennessee Certified Municipal Finance Officer designation or be able to successfully complete the 2-year CMFO program. More information is posted on the city's website, www.citybellemeade. org, Position open until filled. EOE. For inquiries, contact: Beth Reardon, City Manager, City of Belle Meade, 4705 Harding Road, Nashville, TN 37205, 615-297-6041 breardon@citybellemeade.org

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 chief financial 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: DOO 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

FINANCE, HR DIRECTOR

LAKELAND. The city of Lakeland is seeking qualified applicants for the position of finance and human resources director. This employee is responsible for a broad range of administrative and support services under the general supervision of the city manager. The finance and human resources director is primarily responsible for planning, organizing and directing the fiscal affairs including accounting, operational, capital budgeting, and financial reporting. Duties include: serving as the general accountant and auditor of the city, ensure proper fiscal accounts, records, settlements and reports on all collections and expenditures of money and controlling and auditing the same. Ensure that adequate appropriations exist in budgeted line items, responsible for the reconciliation of bank statements to city cash and revenue and expenditure records, prepares statements and makes a variety of reports showing the financial operations of the city, responsible to manage the investment program, oversee preparation of the annual budget and capital budget for all funds, and assists the city manager and department heads. Successful applicants will possess the proven ability to maintain effective working relationships with the public, city officials, and other employees and the ability to prepare and present accurate reports to the governing body: five to seven years of progressively responsible managerial positions in accounting, finance and human resource management required. Similar experience in the public sector is preferred. Bachelor's degree in accounting, finance, or closely related field is required. CPA and/or Certified Municipal Finance Officer designation is required. Competitive salary and benefits offered. For a complete job description, please visit www.lakelandtn.gov/jobs.

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 TN Commission 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 available at Town Hall, 5854 Airline Rd, Arlington, TN or by visiting www.townofarlington.org. 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. Incumbents 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 Tennessee 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. Amaster'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: IPMA SCP, IPMACP, HRCI SPHR, HRCI PHR, 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

HR DIRECTOR

GALLATIN . The city of Gallatin is seeking qualified applicants for the position of director of human resources. Reporting to the mayor, and responsible to the city council, the director plans, organizes and directs the city's overall human resources program, including benefits administration, payroll and budget administration, recruitment, selection & hiring; classification and compensation, performance management, community outreach and diversity in employment, HRIS administration training and development, personnel policy and procedures administration and compliance. Minimum qualifications include bachelor's degree in human resources, business or closely related field. Minimum of 8 years professional progressively responsible experience in personnel management. Must have a minimum of 5 years supervisory experience. PHR/SPHR preferred. Master's degree preferred. Municipal government experience preferred. Current starting pay: \$76,974 with excellent benefits Must have valid driver's license. To apply, submit an online application, cover letter, resume at the city's website: https:// www.gallatintn.gov. Telephone 615-451-5890 (HR). Deadline is Nov 3. EOE

LIBRARY DIRECTOR

CITIES OF BRISTOL, TN & VA. Salary range \$63K - \$78K, DOQ plus excellent benefits, information about which can be found at https:// www.bristolva.org/140/Employee-Benefits. 35 employees and \$2M budget shared by both cities and other sources. 280K/yr. circulation and 170K/ yr. gate count. Past Director served four years and left to accept a Regional Director position with the TN State Library. Position answers to a 13-member Board. Full service library, plus one branch, serving the twin cities of both states. Must be a proven manager with excellent communication and team-building skills. Demonstrated success in library operations, finance, community interface, leadership and strategic planning. At least five years' experience as Library Director/Assistant or Administrator. ALA accredited Master's degree in Library and Information Science required. Position Profile and Job Description can be viewed at https:// www.bristol-library.org. Send resume by Nov. 7, at 5pm to: bpljobs@bristol-library.org

MUSEUM DIRECTOR

COLLIERVILLE. The Town of Collierville has an immediate opening for a museum director. This position is to perform responsible professional and administrative work for the development, execution, and management of the policies, programs and initiatives of the Morton Museum of Collierville History. Must have a bachelor's degree with major course work in history, art history, museum or American studies, or a closely related field; supplemented by two years responsible experience in a professional museum setting; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. First-aid and C.P.R. certification required within six months of employment. Experience in grant writing, educational program planning, docent training, public speaking, Public relations and marketing, and donor development and fundraising preferred but not required. Incumbent may be required to work late hours, weekends, and holidays, as necessary. Valid Motor Vehicle Operators License is required at time of hire. Salary is \$41,252 - \$49,301 annually (DOQ) annually with excellent benefits package. To apply, you submit an original town of Collierville application. Applications are available at www.collierville.com, or you may obtain one from our Human Resources Office located at 500 Poplar View Parkway, Collierville, TN, 38017, Monday - Friday, 8 a.m. - 5 p.m. Completed applications must be submitted either by mail or in person to the above address. Open until filled. EOE

MAINTENANCE WORKER, SENIOR

COLLIERVILLE. The town of Collierville has an immediate opening for a senior maintenance worker in the streets and drainage department. This position is to perform semi-skilled to skilled work as part of a public works/utilities crew performing maintenance and construction tasks public works/ utilities projects. Must have a high school diploma or GED; supplemented by six months previous experience and/or training involving construction or maintenance work in area of assignment; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Must possess a valid Commercial Driver's License with class A or B endorsement at the time of hire or within six months of hire date. Salary is \$12.36 - \$14.68 hourly, depending on qualifications, with excellent benefits package. To apply, submit an original Town of Collierville application. Applications are available at www.collierville.com, or obtain one from Human Resources located at 500 Poplar View Parkway, Collierville, TN, 38017, Monday - Friday, 8 a.m. - 5 p.m. Applications must be submitted either by mail or in person to the above address. EOE

PARKS & RECREATION DIRECTOR

SAVANNAH. The city of Savannah is currently seeking a qualified and experienced professional for the full-time position of parks & recreation director. This position is responsible for the administration and operations of the parks and recreation department to include: planning, budgeting and purchasing, promoting and organizing city programs, activities and sporting events for all ages in addition to maintaining, enhancing and developing parks, playing fields and recreational facilities. The successful candidate should possess excellent communication skills and work effectively with the public, other recreational programs and employees in a team environment. Previous management experience is desired. Benefits include a competitive salary (DOQ), paid health, dental, vision and life insurance, 401(a) retirement, paid leave and holidays. Applicants must complete and submit an "Application for Employment" utilizing forms furnished by the city available at City Hall Human Resources, 140 Main Street, between the hours of 8 a.m.to 5 p.m., Monday through Friday except Holidays or on the city's website at www. cityofsavannah.org . Applications may be submitted via email to bmatlock@cityofsavmmah.org or returned to city hall. Deadline for submitting an application is Oct. 28 at 5 p.m. EOE.

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 landuse 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 offi-

cer. Applicants must have a high school diploma or GED. 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. Must be a U.S. citizen, at least 21 years 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, you must submit a city of White House application. Applications are available at www. cityofwhitehouse.com or in person at the Human Resources Office at 105 College Street, White House, TN 37188. Open until filled.

PUBLIC SERVICES DIRECTOR

WHITE HOUSE. The city of White House is currently accepting applications for 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 degree in engineering (mechanical, chemical, civil, electrical, management, or geotechnical), urban and regional planning, public administration or related field. Applicants must have five 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, you must submit a city application. Applications and additional details 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. Application deadline: Oct. 31.

STORMWATER MANAGER

WHITE HOUSE. The city of White House is currently accepting applications for stormwater manager. Under general supervision the employee is responsible for developing and managing the city's MS4 stormwater program. An employee in this class performs difficult professional work developing, administering, and implementing federal, state, and local stormwater requirements including developing and administering stormwater management plans, and developing and managing a public education and outreach program. This position requires an employee to perform technical environmental work to maintain compliance with the White House's Stormwater Management Program. This position must plan, manage, supervise and coordinate the activities and operation of the city's stormwater program, including implementation and administration of the city's NPDES Phase II Stormwater Management Program. This position is responsible for administration of design work and inspection of regional, commercial and residential storm facilities, development and implementation of public education programs regarding water quality and pollution prevention, development and management of water quality and drainage enforcement policies and procedures and investigation and resolution of water quality and drainage complaints and inspection of private stormwater systems. Independent judgment is required when making decisions with a significant degree of accountability. Coordination is exercised with other professional, technical and support personnel. Tact and courtesy are required in frequent contact with property owners, consultants, contractors, the general public and other city staff. Applicants must have any combination of education and experience in environmental engineering, environmental science, or closely related field and at least one year experience working with environmental and/ or stormwater regulations. Applicants must have the ability to obtain TDEC Level 1 certification within 1 year of appointment and TDEC Level 2 certification within two years of appointment. Starting salary is \$51,701.00 - \$61,456.25 annually DOF with an excellent benefits package. To apply, you must submit a city application. Applications and additional details are available on the city's websiteatwww.cityofwhitehouse.comorinperson at the Human Resources Office at 105 College Street, White House, TN 37188. Application

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

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Real ID deadline looms October 2020

REAL ID from Page 1

matters, this is a good time to find out, because the clock is ticking. And you don't want to be caught in the mass of people pushing and shoving as time draws nigh.

Here's why I'm nervous about Real ID and you: Almost three-quarters of Americans either don't have Real ID or don't know whether they do, according to a study released this month by the U.S. Travel Association.

If, on Oct. 1, 2020, you are flying domestically and you expect your regular driver's license to get you through airport security (and you aren't carrying another form of compliant identification, which you can find at bit.ly/alternateairplaneID), you will not be able to board your flight.

Getting the federally complaint license requires you to gather your documentation, make an appointment and go to the DMV. You apply, your documentation checks out and you get a new license with a bear and a gold star in the upper right corner — that's how you know you have a Real ID.

The travel association study estimates nearly 80,000 of you could be stopped from catching your flights on the first day this is implemented because you don't have Real ID (or aren't carrying another form of acceptable identification), resulting in \$40.3 million in lost spending for travel businesses. Play that out for a week, and it's more than half a million people representing \$282 million in lost spending.

To bring this home: If you get turned away at the airport and forget to cancel your flight, you can kiss your airline ticket

By now you may be sputtering about why you didn't know about this. It's not totally your fault. After all, it's been 14 years since this mandate was signed into law, and there have been numerous delays and false starts in its implementation.

There's been "an assumption by folks that this would be extended or pushed back, so folks haven't taken it as seriously as they should," said Tori Emerson Barnes, executive vice president of public affairs and policy for the U.S. Travel Association., which is now communicating this information to the public.

How to do that? We spoke with communications experts who suggested that this message to the public requires:

A sense of urgency. You know how you put off calculating your taxes until April 15? That's how people look at getting Real ID. You're not going to jail if you don't have Real ID (unlike evading your taxes), but you aren't going to go anywhere on a domestic flight unless you have it (or another acceptable form of ID, see above).

"The TSA and DHS appear to be relying on FAQs at their websites" to communicate this change, said Ethan Rasiel, chief executive of Lightspeed PR, a New York-based public relations firm that helps clients introduce new technologies. "This isn't going to be sufficient," he said in an email. "To start, they should provide every DMV in the country with clear and concise signage explaining the various types of licenses, and they have to make sure agents are properly aware and trained. Just look to the flu shot awareness campaign for an example — it's almost impossible not to be aware that you need your flu shot."

Use every tool in the communications toolbox. "It's time for a full-court press to get the word out," said Nico Melendez, formerly a media representative for the Transportation Security Administration. It's important to use all media, including social media, to let people know, he said.

Go where travelers are. If you want to let people know about changes, go to travel websites, hotels, travel agents and those who work with business travelers and ask for their help in communicating, said Kevin O'Malley, chairman and chief executive of Travel and Transport, a large corporate travel agency.

Go where travelers aren't. This may be the most difficult group to corral, O'Malley said, especially if they are infrequent travelers. It may require a grass-roots effort through banks, institutions that people frequent, clubs, organizations, personnel departments at large companies and so on.

Reinforcement from voices of authority. Airport TSA officers are telling people who are boarding flights that they need to have a compliant ID, said Jenny Burke, a TSA representative.

Deemphasize the punitive, said Joshua Dorsey, assistant professor of marketing at Cal State Fullerton. Explain "the benefit to you of why you'd want to have Real ID," he said. "People do want to travel and want to go places. I can tether the Real ID to something positive that allows me to continue to have a growth experience, I can continue to grow and see other places."

Sadvertising. Dorsey was half-joking when he suggested sadvertising, a term with which I wasn't familiar. "You know those ASPCA ads?" he asked, the ones in which sad-eyed critters need your financial help to avoid terrible fates. I knew immediately and started getting teary-eyed just thinking about them.

You may encounter many of these types of messaging in the coming months (except maybe the sad-eyed cats and dogs). And there's one more you might consider: word of mouth. Ask your family members. Ask your friends. Because friends and family don't let their friends and family fly unawares.

TENNESSEE

Nov. 1-2: Chattanooga

Chattanooga Balloon Festival Bring the whole family out to see incredible hot air balloons at Tennessee RiverPark. Will feature a Kids Zone with games and rides as well as music, craft and retail vendors, and food stalls. Hot air balloon rides will be available for purchase at the event for \$20 while supplies last and weather dependent. Announcements on rides will be made at the event. For more info, visit https://chattanoo- gaballoonfestival.com/

Nov. 2: Gallatin

Come to the historic Douglass-Clark house to celebrate Gallatin's musical history. It's an afternoon filled with amazing live music, delicious food,

Backyard Bluegrass Bash

vendor shopping, dancing, and some of the best bluegrass music performed by talented locals. Free tours of the Douglass-Clark House will be offered during the festival and make plans to walk along the picturesque Station Camp Greenway before or after the Backyard Bluegrass Bash. For more info, visit https://visitsumnertn.com/ backyard-bluegrass-bash/

Nov. 2: Kingston Kingston Fall Street Fest

Held from 11 a.m. to 5 p.m. at the historic courthouse square in Kingston, this semi-annual event features music, food, vendors, and kids games. For more info, visit http://business.roanechamber. com/events/details/kingston-fallstreet-fest-8625

Nov. 2: Townsend

Grains and Grits Festival

The Townsend Grains and Grits Festival is a festival of southern spirits and gourmet grub. The event provides a unique opportunity to experience crafts, spirits, and gourmet food, while discovering some of the region's legendary distillers and blenders. For more info, visit http://www. grainsandgritsfest.com/

Nov. 6: Gatlinburg

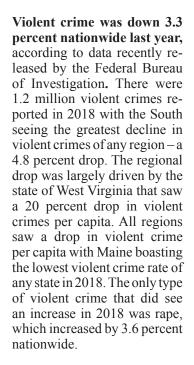
Gatlinburg's Chili Cookoff Chili vendors battle it out for the coveted people's choice, best booth presentation, and other categorical awards. Ticket booth entrance points will be located at 705 Parkway and River Road, and open before the event at 3 p.m. and 4 p.m. Children 5 years of age under enter for free. For more info, visit https://www.gatlinburg. com/chili/

Dec. 6-7: Bell Buckle

A Quilted Christmas

Local historic homes and churches will be displaying holiday quilts as part of this quilt walk in Bell Buckle. The event is sponsored by the Bell Buckle Chamber of Commerce. For more info, visit https://bellbucklechamber.com/

NATIONAL BRIEFS



More Americans are eating plant-based meat products

with younger Americans more likely to choose plant-based alternatives. A recent study from Michigan State University's Food Literacy and Engagement Poll found that Millennials and Gen Zers are more likely to choose plant-based alternatives to meat. An estimated 35 percent of Americans had consumed a plant-based meat alternative in the past year and 90 percent said they would do so again. Of those who had not eaten a plant-based alternative, 42 percent said they would try one if offered. Those under the age of 40 (48 percent) were more likely to have eaten plant-based meat as opposed to those over 40 (27 percent). The average American still eats 214 pounds of meat per person per year though scientists and advocates have cited eating less meat as a way of healthier and more sustainable living.

American's green economy is now worth \$1.3 trillion, according to a new analysis by University College London researchers. The study found that America is the leading contributor to the world's green economy, generating 16.5 percent of the worldwide impact. However, China is closing in on America's contributions. Despite being one of the major contributors to the green economy, only 9 million Americans – roughly 4 percent of the national workforce – participate in the industry. However, that 4 percent generates \$1.31 trillion in annual revenue for the U.S. or roughly 7 percent of the country's annual GDP. Researchers concluded that the U.S. could extend its economic growth by "doubling down on cleaning up the environment and fighting climate change, which are fueling both jobs and revenue."



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