

MUNICIPAL E-NEWS

September 2018 | Issue 89

MTAS Training Classes

See what is coming up!

bit.ly/MTASTrainingCalendar

New Information Resources from MTAS

MTAS Summary of Public Acts and Small Cells: Competitive Wireless Broadband Investment, Deployment, and Safety Act of 2018 | [Request](#)

Effective Data Visualization: The Right Chart for the Right Data (Book) | [Request](#)

Storytelling with Data: A Data Visualization Guide for Business Professionals (Book) | [Request](#)

Public & Private Marriage: For P3s to be Successful, Governments Must Educate Themselves, Dispel Common Misconceptions and Carefully Tailor Their Project's Approach (Article) | [Request](#)

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Knoxville Public Works MMA Level II

2018 Flood Insurance Training Attendance

The MTAS Elected Officials Academy will be offered this fall in Jackson and Knoxville! Open enrollment and registration are available in K@TE. Additional cities may be added in the future as they are scheduled.

For more information contact Doug Brown, (865) 974-9140, or Johanna Owenby, (865) 974-9858.



MTAS offices will be closed on November 22 & 23, 2018 for Thanksgiving

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UT Municipal Technical Advisory Service
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MTAS Assists Clinton in Hiring New HR Manager

By John Grubbs, human resource consultant, MTAS

When the city of Clinton started the process of hiring its first ever human resource manager, they reached out to the Municipal Technical Advisory Service (MTAS) for assistance.

City Manager Roger Houck, and Finance Director Gail Cook asked MTAS Consultants John Grubbs (human resources) and Angie Carrier (municipal management) to assist in developing an assessment center for the selection of the HR manager.

An assessment center is a comprehensive evaluation approach that allows candidates an opportunity to demonstrate their skills in various situations. Using the structured interview model integrated with exercises it allows candidates to demonstrate capabilities, simulating the conditions of a managerial level job. The process has proven very successful over time in assisting cities with making the selection of candidates with not only the right knowledge, skills, and abilities for the position – but the right fit for the city, as well.

Groundwork was laid for the process during June where MTAS consultants led stakeholder interviews to collect information, and to make sure that the process was targeted at serving Clinton's needs. Four candidates interviewed for the position in July. Assessors for the center included subject matter experts from the city management and human resources arenas. At the conclusion of the center, the panel of assessors recommended a list of candidates to the city for further consideration for the HR manager position.



Assessment Center panel pictured left to right: Cindi Gordon – Human Resources/Risk Manager, City of Oak Ridge, TN; Amber Scott – City Administrator, Lenoir City, TN; and Matthew Marshall – City Manager, Norris, TN.

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TREEDC Celebrates 10th Year Anniversary

TREEDC held its 10 year anniversary celebration at the annual Tennessee Municipal League Conference in Knoxville in June.

TREEDC Board Members Livingston Mayor Curtis Hayes and TREEDC President/Dunlap Mayor Dwain Land welcomed over 50 local officials and business executives who enjoyed the festivities. Land recognized former TREEDC President James Talley and TREEDC Founder University of Tennessee President Emeritus Dr. Joe Johnson for their roles in helping build TREEDC's mission of connecting renewable energy with economic development for communities worldwide. Special thanks to our sponsors EnerG3 and TREEDC Chairman/University of Tennessee Martin Chancellor Dr. Keith Carver for supporting the celebration.



From left to right: President/Dunlap Mayor Dwain Land, TREEDC Board Member/Livingston Mayor Curtis Hayes, Founding TREEDC Board Member/Crossville Vice Mayor JH Graham III, TREEDC Board Member /Memphis Councilman Dr. Edmund Ford, Jr. and MTAS Consultant / TREEDC Director Warren Nevad

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TREEDC Member Cities Recognized at Tennessee Municipal League Conference 2018

During the 2018 TML Conference, many of the Tennessee Renewable Energy & Economic Development Council (TREEDC) member cities were recognized for overall excellence, improvement, programs or departmental accomplishments.

In particular, the city of Dunlap received the Annual Excellence in Green Leadership Award. During the past few years, Dunlap has been committed to sustainability and promoting energy efficiency in both the private and public sector. Incoming TML President/TREEDC Mayor Wallace Cartwright of Shelbyville praised Dunlap for being a role model across the nation in merging municipal operational savings with rural energy efficiency while creating local jobs.



From left to right: Ben Farmer, Farmer Morgan, Land and TML President Bo Perkinson

To promote both energy and cost savings, the town of Dunlap partnered with energy services company NORESKO to upgrade 130 city streetlights to LED bulbs, install high-efficiency LED interior and exterior lights at all city buildings, upgrade water meters, and install solar arrays on the roofs of nine municipal buildings including city hall, the fire department, police department, a city park, town maintenance facility, water treatment plant, and wastewater treatment plant. In total, the projects cost the city around \$2.76 million. Dunlap Mayor Dwain Land, who also serves as president of TREEDC, said the upgrades will eventually pay for themselves over several years with energy savings being used to pay back loans used to finance construction.



Businesses around Dunlap have also followed the city's lead and begun installing solar panels of their own to promote energy efficiency and savings across the community.

Other TREEDC member cities recognized by TML include: Gatlinburg for Excellence in Police Services, Jonesborough for Excellence in Community Planning and Development, Kingsport for Excellence in Governance, Knoxville for Excellence in Public Works, Martin for Excellence in Technology and Economic Development, and Unicoi for Excellence in Entrepreneurial Leadership.

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The University of Tennessee Institute for Public Service and TREEDC Conduct Philippines Mission Trip on Renewable Energy and Collegiate Opportunities

Representatives MTAS and TREEDC attended the 24th annual Philippine Commission on Higher Education (CHED) Conference on Global Trends in Community Colleges.

TREEDC International Affairs Director/Pasig City University President Dr. Amihan April M. Alcazar was the emcee for the conference. Presentations were given by Philippine Congressman Karlo Alexei B. Nograles of Davao City and Matt Keener, Cultural Affairs Officer for the United States Embassy in Manila. TREEDC President/Dunlap Mayor Dwain Land expressed his support for the Philippines' advancement for more affordable and free educational opportunities for students.

Land compared the new Philippine educational initiatives to the Tennessee Promise Program and the Drive to 55 Alliance, which have resulted in more Tennesseans embarking in higher education and completing their college degrees. Land pledged TREEDC's outreach resources and sister city and college connections to assist with this free tuition program in the Philippines.

Land concluded his remarks by stressing that renewable energy in Tennessee can also create economic and educational benefits to Tennesseans and Filipinos. Attendees also heard presentations from educational professionals from Australia, England and Canada. There were nearly 800 students in attendance.



MTAS Consultant Nevad with students representing Pasig City University at the CHED Conference.

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Customer-Driven Strategic Planning-Guide to Future Excellence

By Steve Cross, MTAS Fire Services Consultant

Fire service leaders must purposefully plan their department's future to adequately meet the needs and expectations of both internal and external customers. How do we know for sure we are meeting their needs? We have to ask them. "What are your expectations of your fire department?" and "How well are we meeting your expectations?"

Fire department strategic planning is essential to a department's success. Recognizing this need, the University of Tennessee Municipal Technical Advisory Service (UT MTAS) developed a customer-driven strategic planning process that provides a framework for UT MTAS consultants to lead fire departments through planning of their ideal future. Utilizing UTMTAS's customer-driven strategic planning model will save municipalities across the state tens of thousands of public dollars by not having to hire outside consultants to lead their initial strategic planning process and/or subsequently, lead their strategic plan revision sessions. Murfreesboro Fire Rescue was the first department in Tennessee to request this service. The strategic plan identifies and formalizes the purpose and direction.

Celebrate your successes! Pull together to accomplish Excellence!

"Efforts and Courage are not enough without Purpose and Direction" John F. Kennedy, 35th President of the United States



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2018 MAP Fall Classes Scheduled Coming Soon

September - Leading by Learning PT 2:

Everyone Matters

Learning how to grow your leadership model while keeping humanity in mind. Every single person matters- just like in a family. This course will discuss the Everybody Matters philosophy, and how you can apply it in your cities. 4 CPE / CMFO (Other) (LM)

September/October - Leading by Learning: Somewhere to Begin; Writing your Leadership Story

Leading by Learning: Somewhere to Begin is designed to assist participants in developing effective leadership skills. Highlights include the building blocks of leadership and determining your leadership style.

4 CPE / CMFO (Other) (LM)

October - Utility Board Training - Module C

The Municipal Technical Advisory Service (MTAS) is proud to announce that the Office of the Tennessee Comptroller of the Treasury has approved the MTAS Utility Board Member Training pursuant to state law (Public Chapter No. 118) which was passed during this past legislative session and requires municipal utility board members to receive training.

MTAS will offer 12 hours of education over three sessions, with each session lasting four hours. In Module A, participants will learn about Board Governance and Policy Making. Module B revolves around Financial Oversight. Finally, Module C provides training on Water and Wastewater Regulations & Challenges and Ethics &

Open Meetings. Modules may be taken in any order and in different locations. Each four-hour session is \$85. 4 CPE / CMFO (Other) (PA)

November - Toolkit for Developing and Evaluating Municipal Programs

Demands on city services are constantly changing. To meet the increasing demands on services, cities have to continually ask: how are we doing, how can we improve and should we be doing something else? Those seem like simple questions, but where do you start? This course is designed to provide cities with a systematic method for collecting, analyzing, and using data to evaluate the effectiveness and efficiency of municipal services. A successful evaluation will help elected officials and staff to better understand service operations, identify areas of success and opportunity, produce objective data to verify results, examine your impact on the community and tell your story. 4 CPE (LM) CMFO (Financial)

December - Leading by Learning PT. 3: Humbled Leadership: Leading by Example

This highly interactive course will engage participants to better understand themselves and their leadership styles. Participants will identify best practices in successful leaders who have utilized the humility in leadership approach and discover ways to implement such practices in their own respective agencies. Case studies, video excerpts, and table top exercises are all methods by which the training will be executed. Leaders of all levels will benefit from this course. 4 CPE / CMFO (Other)(LM)

These courses all offer CPEs and the credit hours can be applied toward the Tennessee Municipal Administration Certificate and the Certified Municipal Finance Officer (CMFO) program.

If you need continuing education hours toward your certification or certificate program, there is still time to register.

Register for these courses and other municipal training courses online at <http://kate.tennessee.edu>

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Knoxville Public Works Department Employees Receive Municipal Management Academy Level Two Certificates

Twenty three Individuals from the Knoxville Public Works department received their Municipal Management Academy (MMA) level 2 certificates in July.

These individuals worked diligently, attending two classes a week for four weeks. The eight classes of level two of the academy consists of four mandatory courses and four elective MMA courses chosen by the city. The content of each class assists participants in their leadership and management skills and also provides keen insight on how and why their fellow employees work in the manner they do.



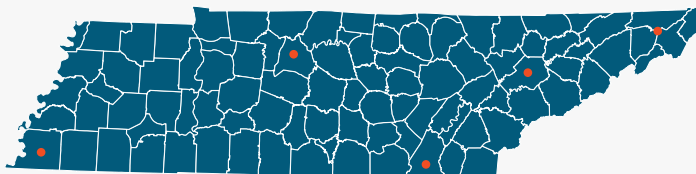
Knoxville MMA Graduation, July 2018

All of the classes are conducted by UT MTAS staff.

2018 National Flood Insurance Training Attendance

Every Tennessee community has flood risk. During a flood event, whole communities can lose everything they have worked for. The National Flood Insurance Program educates Tennesseans on the dangers of flood events and equips them with vital information for services that help restore a community after an emergency. This year, MTAS in partnership with the Tennessee Department of Environment and Conservation, conducted five training courses across the state. The program was able to reach 139 participants in 2018 and we hope for an even greater turn out in 2019.

Training Locations and Attendance Numbers



Johnson City	26	Collegedale	11	Memphis	26
Knoxville	29	Nashville	44	Total	139

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UPCOMING CONFERENCES



TAMCAR

Franklin | September 19-21, 2018

TGFOA Fall Conference 2018

Murfreesboro | October 10-12, 2018

TCMA Fall Conference 2018

Chattanooga | October 31-November 2, 2018



ICMA Fall Conference 2018

Baltimore, MD | September 23-26, 2018

TN Stormwater Association Annual Conference

Montgomery Bell State Park | October 15-17, 2018

TNPRIMA Annual Conference

Franklin | November 7-9, 2018

Who is K@TE? (Hint: Replacement for Solution Point)

MTAS, along with all of the agencies of the UT Institute for Public Service, has launched K@TE (Knowledge and Training Excellence) a new learning management system. K@TE replaces Solution Point, MTAS' previous learning management system.

If you are new to MTAS training, and have never taken a class, you can explore some of our offerings before registering for an account on this website: Kate.tennessee.edu/mtas

If you have not logged in since our transition, you can login at Kate.tennessee.edu/mtas.

We appreciate your patience during this transition while we grow to better serve our customers in Tennessee. If you have any questions about registering for courses during this time, please call us at 865-974-0411.



Weclome to K@TE! kate.tennessee.edu/mtas

For more questions regarding the MTAS Municipal E-News, contact Frances Adams-O'Brien at frances.adams-obrien@tennessee.edu or 865-974-9842.