

# MUNICIPAL E-NEWS

June 2018 | Issue 88

## MTAS Training Classes

See what is coming up!

<http://bit.ly/MTAStrainingcalendar>

## New Information Resources from MTAS

Managing Urban America (book)

[Request this item](#)

A History of the Tennessee  
Comptroller of the Treasury  
(book) | [Request this item](#)

Mayor: Best Job in Politics (book)

[Request this item](#)

Creative Onboarding Programs:  
Tools for Energizing Your  
Orientation Program (book)

[Request this item](#)

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## IN THIS ISSUE:

Note from MTAS Executive Director

Meet the New MTAS Staff

MTAS Consultant on the AIR! Government Ethics

More MTAS Staff Named MPPA Fellows

Harris Brings Small City's Perspective to National  
Committee Work

Civil Asset Forfeiture

How Do You Gauge Your City's Success?

Workforce of the Future Workshop Announcement

TREEDC Goes Global and Local

Do You Follow MTAS on Social Media?

June is National Safety Month. Could your city take advantage of these free resources to promote a safer environment? Fill out this form to quickly have access to a wealth of helpful materials that provide a theme for each week of the month of June.

<http://safety.nsc.org/national-safety-month-2018-post-launch>



MTAS offices will be closed July 4<sup>th</sup> for Independence Day.

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## A Letter from the Executive Director



Greetings Municipal Officials,

Welcome to summer. The calendar indicates that summer does not arrive until June 21 this year, but because Knoxville has already had several 90° days, it surely no longer feels like spring.

The Tennessee Municipal League's annual conference is right around the corner (June 9-12) in Knoxville. MTAS is pleased to be presenting several seminars during the conference. Other upcoming MTAS training sessions include:

Municipal Legislative Update in July - 10 in Kingsport, 11 in Knoxville, 12 in East Ridge, 13 in Jackson, and 17 in Franklin

2018 National Flood Insurance program in August - 1 in Johnson City, 2 in Knoxville, 3 in Collegedale, 8 in Cookeville, 9 and 10 in Nashville, and 14 in Memphis.

I hope to see you at a training session soon. In the words of Benjamin Franklin, "An investment in knowledge pays the best interest."



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## Welcome New MTAS Staff

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**Angie Carrier** has joined MTAS in the Knoxville office and her territory includes cities in East Tennessee. Angie fills the position previously held by Margaret Norris who was promoted to MTAS executive director.

Before joining MTAS, Angie most recently served as development services director for the city of Johnson City since 2012. Other positions include serving as the city administrator for White House from 2005-2012, and town administrator (2002-2005) and assistant town administrator/city recorder (2000-2002) in Dandridge. Angie holds a bachelor's degree in political science from the University of Tennessee and her master's degree in city management from East Tennessee State University.

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**Sarah Curtis** joined MTAS as a training coordinator in the Nashville office in March 2018. Prior to joining MTAS, Sarah was a training and development coordinator for the state of Tennessee. She also worked with Columbia State Community College. Sarah holds a bachelor's degree in psychology, a master's degree in sociology, and a master's in business administration.

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Please help us welcome **Wes Fernandez** as the newest member of the MTAS family! Wes will serve as the business manager for MTAS in the Knoxville office. He joins us from the Citizens Bank of Blount County where he worked with loan preparation and financial analysis. Wes received his bachelor's degree in accounting from Bluefield (W. Va.) State College.

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## MTAS Consultant on the Air!

### Today in the Upper Cumberland: Government Ethics

MTAS Municipal Management Consultant Warren Nevad appeared on News Talk 94.1 (1600 AM) program “Today in the Upper Cumberland” to talk about local government ethics. Tune in to hear an interesting conversation with Warren on a very relevant topic in today’s world.

<https://newstalk941.com/today-upper-cumberland-government-ethics/>



## MTAS Staff Members Named UT MPPA Fellows in Professional Practice



Please join us in congratulating four MTAS staffers who were awarded the UT MPPA Fellows in Professional Practice at the graduate hooding and awards ceremony at the UT Knoxville Howard Baker Center. They were recognized for the numerous hours they dedicated to serving as guest lecturers for the Master of Public Policy and Administration program. Dr. David Folz said that he wished there was room on the stage for them to sit with the faculty – that’s how he sees these fine folks. Congratulations Sharon Rollins, Rex Barton, Dennis Wolfe and John Grubbs!

*MTAS consultants Sharon Rollins, Rex Barton, Dennis Wolf, and John Grubbs at graduate hooding ceremony at UT Knoxville.*





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## Harris Brings Small City's Perspective to National Committee Work

The past five years have been a very rewarding experience for MTAS Finance/Accounting Consultant Brad Harris. As a member of the Government Finance Officer's (GFOA) Committee on Governmental Budgeting and Fiscal Policy, he has helped to write and review best practices for state and local governments throughout the United States and Canada. Brad and four other professionals have served as advisors, he brought what he calls the 'small-town' perspective to the committee. Brad notes that when he first joined MTAS and was invited to be a part of the committee, he was encouraged to do so by both Kay Stegall and Jim Thomas.

"They were encouraging us to be a part of national organizations, to serve in leadership roles, and to make a difference beyond our own state," he said. "When I started on the committee I walked into a big room with finance professionals from places like Atlanta, Portland (Ore.) Houston, Baltimore and about 25 other cities and counties. It was really intimidating".

But Harris quickly learned that while there are some similarities between all local governments, smaller ones face unique situations and circumstances.

"I feel that I brought a voice for those smaller governments, much like the ones I serve daily in Tennessee. The committee was constantly telling me how they appreciated my contributions since it is so easy to focus only on big city problems." The GFOA

best practices are, according to its membership the most valuable tool that GFOA offers. There are seven standing committees and over 150 best practices in print on a wide variety of governmental finance topics.

"I feel that I learned far more than I gave, but it was a great honor and privilege to be a part of such an elite group of individuals," he said. "I have made friendships that will last a lifetime. My county and city government experience, the work I have contributed to the MTAS Benchmarking Project, the daily interaction with cities across Tennessee... all of this played a huge role in helping me to hopefully make a difference for others around the country. Anytime we can help others, we should strive to do so. It may be a good deed, a spoken word, a lending hand... or it could simply be a written document - it often matters more than we realize."



**The GFOA best practices can be viewed at <http://www.gfoa.org/best-practices>.**

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Municipal Technical Advisory Service  
INSTITUTE FOR PUBLIC SERVICE

## Legislature Approves Changes to the Civil Asset Forfeiture Laws

*Rex Barton, MTAS Police Consultant*

*Article originally appeared in the TML Tennessee Town and City newspaper; reprinted with permission.*



With no dissenting votes, both chambers of the legislature approved a significant change to the civil asset forfeiture laws. The bill, SB1987/ HB2021 is currently awaiting the governor’s signature. Changing civil asset forfeiture laws has been a controversial issue in the legislature for the past several

years. Some legislators have tried to completely eliminate civil asset forfeiture, while law enforcement officials see the process as a way to recover the ill-gotten gains of criminals.

Those seeking to eliminate or reel in the existing process have lamented over the innocent owner losing a vehicle used by a child to commit a crime, or funds being seized with no direct nexus to drug crimes, other than carrying the scent of drugs. The prolonged wait for an administrative hearing often resulted in the owner being without a vehicle for months, sometimes having to buy a new car to drive to work and not being able to keep up the payments on the seized vehicle.

SB1987/HB2021 provides an opportunity for the owner of any seized property, usually a vehicle, who was

not present at the time of the seizure to contest the seizure during a forfeiture warrant hearing before an administrative law judge. Under the current law, if an arrest is made, the owner has no right to be present at the forfeiture warrant hearing. Assuming SB1987/HB2021 becomes law, the seizing officer will be required, within five business days of the date of seizure, to mail to the owner, by “return receipt requested” mail, at the owners last known address, a notice entitled “Notice of Forfeiture Warrant Hearing.” The legislation requires the owner to be given reasonable notice of the forfeiture warrant hearing, but also provides that the hearing must take place within 45 days of the seizure.

The legislation also provides that if an alleged controlled substance is the basis for a seizure, and a crime lab analysis shows the substance was not actually a controlled substance, the seizing agency is required to send a copy of the lab report to the Tennessee Department of Safety and Homeland Security (hereinafter “Department”) within five business days of receiving the report. If the alleged control substance was the sole basis for the seizure, the department must submit an order of dismissal to the administrative law judge set to hear the case, within five days of receiving the lab report from the seizing agency. The seizing agency has to return the property to the owner within five days of receiving the signed dismissal order. All of this is to prevent an owner from being deprived of his property for an extended period of time after it is determined there is no longer a basis for the forfeiture of the property.

*(Continued on Page 6)*



# MUNICIPAL E-NEWS

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*(Continued from Page 5)* The legislation also creates a “rebuttable presumption” that currency, when someone claims ownership, is not subject to forfeiture unless there is evidence to the contrary. Seizing officers will have to provide evidence that the cash has a direct connection to illegal activity. An “alert” by a drug dog, when the cash could have been in proximity to other cash tainted by drugs in an ATM machine, will likely not provide enough evidence for forfeiture without other supporting evidence.

Finally, the legislation requires attorneys’ fees to be awarded to the owner of property that was seized but ordered to be returned by an administrative law judge. Attorney’s fees are capped at the lesser of: 25 percent of the value of the property or cash, or \$3,000. The maximum attorney’s fee is \$3,000. However, per the legislation, if the administrative judge forfeits the property to the seizing agency, and the owner prevails on an appeal, the judge hearing the appeal is required to award attorney’s fees incurred during the administrative proceeding and, “any reasonable attorney’s fees incurred during the appeal.” The section on attorney’s fees for appeals will not become effective until January 1, 2019. All other sections will take effect October 1, 2018.

SB1987/HB2021 as passed by the legislature can be seen as a compromise between those who want to abolish civil asset forfeiture and those who see it as a positive tool for law enforcement. These changes should help eliminate the excesses that have caused the process to come under such scrutiny in the first place.

## How Do You Gauge Your City’s Success? Benchmarking Can Be Your City’s Dashboard!

Check out our new video on the value of benchmarking to both government and business. Hear from Steve Barbarick, president of Tractor Supply, Mary Maich of Nissan Group of North America, Jill Burgin, mayor of Brentwood and Eric Stuckey, city administrator of Franklin.



This video was produced for the Tennessee Municipal Benchmarking Project by the very talented communication staff of the cities of Brentwood and Franklin. Special thanks to Deanna Lambert, Brentwood director of community relations department and Stefan Juran, Franklin TV operations supervisor.

**Watch video here!** <https://www.youtube.com/watch?v=lefVoqXEJyl&feature=youtu.be>



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## Workforce of the Future: Attracting, Retaining, and Preparing the 21st Century Workforce

Join us for this interactive workshop, co-hosted by the Alliance for Innovation and UT MTAS, and presented by Patrick Ibarra of the Mejorando Group, to learn the 8-step approach to becoming a talent-centric organization and translating the headwinds of change into a tailwind.



What should leaders of local government who want to build their 21st-century workforce do? Old models must be discarded in favor of proven approaches to create the Workplace of Tomorrow including realizing it's not the sole responsibility of the human resources department, but instead the entire organization.

This workshop will include progressive and practical strategies and tools to attract, retain, and optimize talent. Attendees will walk away with a plan for next steps to move their organization forward!

**July 24, 2018**

**Patterson Park Community Center | Murfreesboro  
9:30 a.m. - 2:30 p.m. central (lunch will be provided)**

### Agenda

- The evolving role of local government and its impact on the ability to attract, retain & develop workforce
- Workforce Demographics: What the Numbers Tell Us
- Examine the Eight-Step Approach which includes:
  1. Developing a Talent Strategy
  2. Strengthening your brand and making Government an Employer of Choice
  3. Modernizing Human Resources and the Workplace
  4. Reviewing proven ways to Engage Employees
  5. Succession Planning and Replacement Planning
  6. Training is over, it's time for Learning
  7. Leadership Development designed to build a more qualified bench of potential successors
  8. Curating a Culture that Values People
- Wrap Up and Next Steps

### Cost of the Workshop

Alliance Members:

\$99 per person (all Tennessee cities pay the Alliance member rate under the MTAS statewide membership)

Non-Members:

\$139 person

Teams: Team attendance is highly encouraged.

A discount of \$24 per person applies to teams of 3 or more.

Register here: <https://www.regonline.com/registration/Checkin.aspx?EventID=2274697>



# MUNICIPAL E-NEWS

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## TREEDC Goes Local and Global in April

### WestStar Leadership Energy/Technology Program

The Tennessee Renewable Energy and Economic Development Council (TREEDC) members participated in the WestStar Leadership program for energy/technology. This leadership session for West Tennessee governmental and business leaders gives attendees an overall glimpse of how energy is produced and transported and the importance of alternative energies.

TREEDC Vice President Pat Riley organized a tour of the Gibson County Energy Complex which features compressed natural gas stations that are in part fueled by a solar array. MTAS Management Consultant/TREEDC Director Warren Nevad discussed recent energy developments in West Tennessee and gave a historical perspective of the growth in renewable energy in Tennessee since 2008.

*(Continued on Page 9)*



*(Above) Warren Nevad, MTAS management consultant, addresses the West Star Leadership Program event.*

*(Below) European Union Delegation with MTAS and TREEDC members*

*(Page 9) From left right: Nevad, Bolivar Mayor Julian McTizic, and TREEDC Vice President Pat Riley*





# MUNICIPAL E-NEWS

**UT** Municipal Technical Advisory Service  
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(Continued from Page 8) TREEDC members participating in the WestStar Leadership presentation included TREEDC Chairman Dr. Keith Carver, Medina Mayor Vance Coleman and Milan Mayor DW Beasley. TREEDC Member UT Martin administers the WestStar leadership program.

More about the UT Martin WestStar program can be found here: <http://www.utm.edu/departments/weststar/leadershipprogram.php>



### European Union Delegation Energy Tour

Chattanooga area TREEDC members met with a dozen representatives of a European Union (EU) delegation visiting Tennessee in April. The delegation focused on clean energy during a visit at the Chattanooga Chamber of Commerce. This meeting was part of a three-day fact finding trip to Tennessee.

TREEDC members and the delegation discussed various energy and environment issues from a local government perspective, reviewed recent clean energy initiatives, and exchanged ideas and information from a global point of view.

## The MTAS Social Media Awareness Campaign

Librarian Frances Adams-O'Brien and Library Associate Dawn McMillen made it a goal in 2018 to raise awareness of MTAS's presence on social media.

Working with the IPS Communications team, new graphics are beginning to show up on the MTAS Facebook and Twitter pages. In May, the graphics honored National Police Week (May 13-19) and National Public Works Week (May 20-26). June is National Safety month, look for news and information on that topic across both of our social media platforms.

We also post new job listings from cities across the state, MTAS training courses being offered and new materials added to the library collection. The staff of the Research and Information Center also posts news of interest to Tennessee cities on a daily basis.

If you or the employees of your city are on social media, you can find us using the following information:

**Have you liked MTAS on Facebook and Twitter?**

**@UTMTAS** (Facebook)

**@UT\_MTAS** (Twitter)

**Connect with us today!**

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## MTAS Salary and Benefits Survey Data Ready for Use

The MTAS Salary and Benefit Survey 2018 results are now available for use. The data has been reviewed for consistency and is available to begin generating reports.

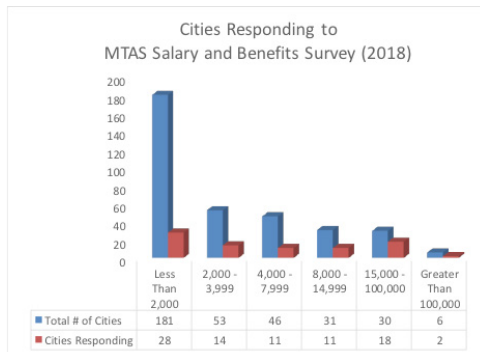
To generate a report, cities must use their survey password provided to them to access the database. Once logged onto the site, there is an option to run reports. When the link is clicked, cities will have the ability to generate a copy of the total document including all salary data, all salaries by cities and the salary summary. Cities may also generate reports by indicating specific positions, position type, grand division, county, population group, population ranges, and by specific cities. Salary data can also be generated by annual budget, annual payroll, number of employees, salary ranges, merit increases and cost of living adjustments.

New this year, a link to the login page for the survey is also now available on the MTAS website under the "Research" link on the main navigation bar of the site.

**For more information or assistance, please contact:**

**Richard Stokes, MTAS Human Resources Consultant**  
richard.stokes@tennessee.edu or 615-532-4956

**John Grubbs, MTAS Human Resources Consultant**  
John.grubbs@tennessee.edu or 615-532-2588



## UPCOMING CONFERENCES

### Tennessee Municipal League Annual Conference 2018

Knoxville Convention Center | June 9-12, 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