



Municipal Technical Advisory Service  
INSTITUTE for PUBLIC SERVICE

# MUNICIPAL E-NEWS

JUNE 2025 | QUARTER 2 | ISSUE 116

## New Materials in MRLn

["Barry Brady Act": a report with recommendations on Tennessee Code Annotated 7-51-201 for Tennessee municipalities, revised 2025](#)

[MTAS Electronic Signature Policy Form](#)

[Changes to T.C.A. § 8-44-110 Advance Public Availability of Meeting Agendas](#)

[Sample Affidavit and Administrative Inspection Warrant Affidavit](#)

**MTAS Offices Closed Friday, July 4 for Independence Day**

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## Public Service is Essential

Public service is essential. This phrase was printed on the front of a T shirt I saw a few weeks ago. During a crisis or emergency, the phrase “essential employee” is often heard. During the pandemic, front-line employees such as cashiers at grocery stores and emergency room nurses were considered essential.

What about every day essential services? Too often we take our conveniences for granted such as having clean, safe drinking water; reliable electrical service; roads that are paved, marked and easily drivable; that someone will quickly answer and respond to our 9-1-1 calls; and that our taxes are properly managed resulting in efficient and effective use of resources both human and monetary. We notice when the essential services are interrupted, more than we notice when they are working well.

The first week of May each year is designated as Public Service Recognition Week. While this date has already passed, it is not too late to stop and think about and appreciate all the people who dedicate themselves every day to making our lives better, safer, and livable with a higher quality of life. Thank you to the ladies and gentlemen who maintain the rights of way, the playgrounds, the facilities; and those who put themselves in harm’s way to help others in need; and to the librarians who open our minds; and to the elected officials who do a lot of work to get elected and then to represent us. To all municipal employees and officials, I thank you! Public service is essential.



**Margaret Norris**  
MTAS Executive Director



*MTAS Advisory Board*



*MTAS Municipal Leadership Program*



## Why I Do What I Do for MTAS and Tennessee Cities

### **DEL SABLE** **MTAS TRAINING CONSULTANT**

In my role as an MTAS training consultant, I assist customers in Middle Tennessee with diverse training programs. I am passionate about training and educating cities on essential topics such as customer service, time management and conflict resolution. Helping our customers brings me joy and a sense of fulfillment, knowing I am contributing to their growth through education. Having grown up on a water treatment plant in Pinellas County, Fla. I witnessed firsthand the dedication required to ensure citizens receive fresh water daily. I bring the same level of dedication to ensuring our customers receive the best training possible.



*Del Sable training*

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### **PETE AUGER** **MTAS MUNICIPAL MANAGEMENT CONSULTANT**

I was asked why I stay in the game after a 40-year career in public service. To me it's that feeling of still being able to add value. It's much like the adrenaline rush I received when younger and playing sports, helping the team by doing my part well. I don't have to be the star and get all the praise, recognition or awards, but just knowing what I did was know my role, play it to the best of my ability and then enjoy the results. When we offer our experiences, those we gained through maybe not so nice experience and someone else does not have to learn that lesson the hard way; that gives me that great feeling when they appreciate that knowledge without the pain of living it. To use another sports analogy, it's that one birdie putt you make that brings you back to golf another round (at least that's what I'm told by people who have made a birdie putt).

To sum it up, in the sunset of my career in public service, like most of us I think, my goal is to finish strong and add value somewhere to someone so they can become a better version of themselves.



*Pete Auger at Elected Officials Academy*

## Why I Do What I Do for MTAS and Tennessee Cities (cont.)

### BRAD HARRIS, MTAS FINANCE AND ACCOUNTING CONSULTANT

I have often been asked, “Why did you choose to work for MTAS?” The answer is really quite simple: to make a real and measurable difference in the lives of those I serve every day.

“*I have always felt that if serving is beneath you, then leading is beyond you.*”

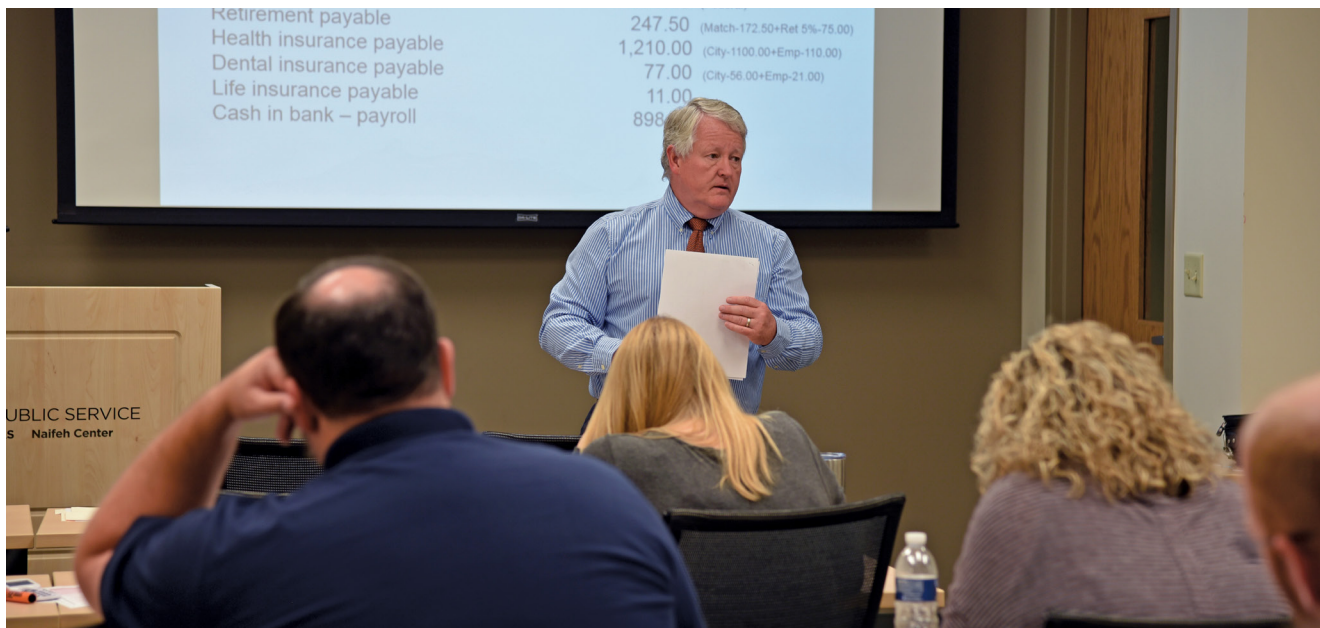
I get the privilege each day to serve cities, while at the same time leading, teaching and mentoring others.

As a new graduate in the mid 1980's, a CPA in Middle Tennessee hired an unexperienced accounting student, took a keen interest in training me and teaching me not only how you do accounting, but why you do it a certain way. I doubt that I made him any profit, but I will always be grateful that he took that interest in me.

My passion at this stage of my career is to do the same for others.

As MTAS consultants, we see a different and challenging situation every day. It may be a new employee, a struggling city recorder, or someone who just needs a helping hand and a reassuring smile to help get them over the finish line. I am just doing what was done for me, and I have never forgotten how others gave to me when they didn't have to.

When you think about making a difference and helping another person be their best remember those along your journey who lent a helping hand. The desire to be a helper, the passion to serve, give hope and encouragement, and the drive to see others succeed are what drive me as an MTAS employee. For me, that is what public service is all about.



Brad Harris training

## Welcome NEW MTAS Employees!

Please help us welcome our newest team members, *Matt Hensley and Joe Jones*.

### MATT HENSLEY, MTAS TRAINING CONSULTANT

Matthew “Matt” Hensley joins the MTAS training team as a training and development consultant in East Tennessee. He comes from ETSU from the department of curriculum and instruction. Matt is a three-time graduate of UT Knoxville. His Ph.D. is in education with a concentration on social sciences. Fun fact – he also serves as a councilman for the town of Greeneville.



### What’s surprised you the most since joining MTAS?

Honestly, how much MTAS really shows up for cities. I knew we had great resources, but seeing how hands-on and practical the support is for our customers has been a great surprise. It’s not just theory—we help folks solve real problems every day.

### What would you like our customers to know about you?

I genuinely love helping people find simple, practical solutions. I’m here to help you cut through the noise and get to the good stuff—training that’s practical, creative and useful. If I don’t know the answer, I’ll help you find someone who does. My focus is on finding smart solutions that fit your city’s unique needs and help your team thrive. At the end of the day, it’s about

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### JOE JONES, MTAS IT ADMINISTRATOR

MTAS is thrilled to welcome Joe Jones to our research and support team! Joe joins us as the new IT administrator, based out of our Knoxville office. He brings a wealth of knowledge and experience in IT and will provide vital support and expertise to our team and partners across the state.

Joe comes to us from the UT Knoxville’s College of Engineering, where he served as the assistant manager of IT. His background also includes distinguished service in the United States Air Force, further enhancing his strong foundation in technology and leadership. Joe has a bachelor’s degree in IT management from American Military University.

We’re excited to have Joe as part of the MTAS family, and we look forward to the impact his professionalism and expertise will have on our mission.





## Voss Receives 2024 Richard L. Stokes Personnel Achievement Award

MTAS Human Resources Consultant Peter Voss, was recently recognized by the Tennessee Personnel Management Association (TPMA) with the 2024 Richard L. Stokes Personnel Achievement Award and we could not be prouder of our colleague!



The purpose of this award is to recognize and encourage innovation and high standards in human resources management (HRM). The program provides an opportunity for individuals and organizations to receive deserved recognition and support from their peers. In addition, it provides a means to share with others the best HRM ideas. Both the ideas and the recognition should serve to enhance the image of human resource practitioners as competent and forward-looking professionals.

Peter was nominated for the award based on his willing and competent record of leadership in professional organizations that enhance and support personnel/human resource professionals

by broadening their knowledge and improving practical performance skills needed for success. He is also recognized for the personal initiative and leadership he demonstrated in recent work for the cities of Bartlett and Hendersonville to address personnel cost issues without adversely affecting important employee benefits and at the same time improving the general work environment for employees.

*"My nomination of Peter Voss for this high recognition is not based on successful completion of a project or program, although there have been many that were vital to his cities. Nor is my recommendation based on a long and iconic career although Peter has been in the profession for over 30 years. (I hope his career will extend for years to come.) I intend to acknowledge and commend his willingness to lead when so many others are reluctant to do so. I recommend him for this award since I believe there can be no greater contribution than to give yourself, your time and efforts to a work you consider important... especially important to others."*

***Congratulations on this well-deserved recognition Peter!***



*Peter Voss, MTAS human resources consultant and Richard L. Stokes, TPMA executive director and retired MTAS human resources consultant*

## Tennessee Public Acts Affecting Tennessee Municipalities 2025

It is time again for the annual legislative update. 2025 was the first year of the new 114th General Assembly. This year's update will cover bills that were passed in both the 2025 special and regular sessions. Keeping up with these changes in state law will be critical to making sure your city is staying in compliance with, and utilizing, all the authorities available under Tennessee state law.

During this year's regular session over 1,500 bills were filed and more than 500 were passed and many of those will directly affect Tennessee municipalities. This year's MTAS legislative update will highlight the public chapters passed that will have an impact, either directly or indirectly, on cities and towns. Examples of the subjects that will be covered are open meetings, hotel/motel taxes, alcohol, zoning, law enforcement, general government and utilities.



John Waddell  
MTAS Legal Consultant

The legislative updates class will be offered online ***June 17 and 18.***

You can sign up for one or both sessions by visiting the MTAS Training Calendar.



**VIEW OUR CURRENT  
TRAINING CALENDAR**





## Tennessee Expands First Responder Protections with Updates to Barry Brady and James ‘Dustin’ Samples Acts

During the 2025 legislative season, Tennessee has taken significant steps to enhance protections for its first responders by expanding two key pieces of legislation: the Barry Brady Act and the James ‘Dustin’ Samples Act. These changes provide broader support and recognition for the health risks firefighters, law enforcement officers, and emergency medical service (EMS) personnel face while serving our residents and visitors.



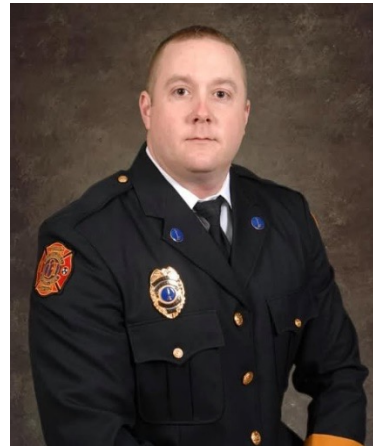
Steven Cross  
MTAS Fire Management  
Consultant



*Captain Barry Brady*

The **Barry Brady Act**, named for Sparta Fire Captain Barry Brady, who lost his battle with colon cancer, initially passed in 2019 to support eligible firefighters who acquire a covered occupational cancer. The act was amended in

2025 to include **three additional types of cancer: breast cancer, pancreatic cancer and prostate cancer**. This brings the total covered cancers to nine, including: non-Hodgkin’s lymphoma, colon cancer, skin cancer, multiple myeloma, leukemia, testicular cancer, breast cancer, pancreatic cancer, and prostate cancer. These additions reflect growing evidence linking these illnesses to the carcinogenic substances firefighters are exposed to in the line of duty. Under the law, these cancers are now presumed to be job-related, allowing affected firefighters to access benefits more easily, including medical treatment and workers’ compensation. More information can be found in this publication: [“Barry Brady Act” : A Report with Recommendations \(2025\)](#).



*Captain James ‘Dustin’ Samples*

In addition, the **James ‘Dustin’ Samples Act** has been expanded to include coverage for eligible law enforcement officers and EMS personnel. These additions reflect the acknowledgement of Tennessee’s

legislators in recognizing that Tennessee first responders have an increased risk of acquiring post-traumatic stress disorder (PTSD) from their exposure to traumatic events in the line of duty. Named for Cleveland Fire Captain James ‘Dustin’ Samples, who lost his battle with PTSD, the act initially focused on firefighters. This update ensures that law enforcement officers and EMS personnel who suffer from duty-related PTSD receive the same presumptive protections and support as the firefighters in the original act. More information can be found in this publication: [James “Dustin” Samples Act : Public Chapter 465, Report with Recommendations for Tennessee Municipalities](#) (revised 2025).



## Tennessee Expands First Responder Protections with Updates to Barry Brady and James ‘Dustin’ Samples Acts (cont.)

These legislative enhancements mark a vital step in Tennessee’s ongoing commitment to first responder health and wellness. By officially recognizing both the physical and mental tolls associated with emergency response work, the state is better equipped to care for those who dedicate their lives to protecting others.

Public safety advocates and first responder organizations across the state have praised the updates, recognizing the sacrifices these professionals and families make every day.

For additional information or assistance, please contact:

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## Police Department Use of Automated License Plate Readers: Is This Technology Right for Your Police Department?

Recently, the University of Tennessee Baker School of Public Policy, with the assistance of the Municipal Technical Advisory Service surveyed Tennessee police departments about the use and adoption of automated license plate readers (ALPR’s). The report may be accessed here in the [MTAS Research Library Online](#).

How are ALPR’s being used by Tennessee Police Departments?

ALPR’s are being used in a wide variety of applications. The most common are:

1. Investigation of vehicles stolen
2. Investigation of crimes against property
3. Investigation of crimes against property
4. Investigation of gang activity

Are Tennessee police departments satisfied with the use of ALPR technology?



Dana Deem  
MTAS Municipal  
Management Consultant

Police departments who were surveyed reported that they were satisfied with the use of ALPR technology with 82 percent of respondents being very satisfied. Many departments planned to expand their use of ALPR technology in the future.

Are ALPR’s right for your police department? Only you can answer that question. Explore the additional information in the complete survey and contact your [MTAS consultant](#) for additional information.

## Police Property and Evidence

If you ask a police officer in your city. “Why did you want to become a police officer?”, you’ll probably hear something like “I want to give back to my community”, or “I want to help people in times of need”, or maybe even, “I like the excitement!”. What you’re not likely to hear is “I really like dealing with mounds of property that my coworkers leave in my possession, sometimes finding items from years ago with no documentation or paperwork. Oh yeah, I also love all the abandoned property that I find in the locker when I get into work each morning!”. Alas, that’s often the life of a police property and evidence technician.

Police property and evidence management is a job that very few yearn to do, but it’s one that is incredibly critical. I tell police chiefs across the state that this is not a position that you put someone into that is just waiting to retire or is in some sort of disciplinary trouble. This is a position and function that requires someone with intelligence, organizational skill, and attention to detail. In other words, your property and evidence custodian should be one of your superstars.

As the name implies, property and evidence management require just that: constant attention to detail and active management of the items left in their trust. Failing to fulfill this mission often leaves agencies with rooms full of items that have been there way too long, shouldn’t be there



**Jeff Stiles**  
MTAS Police  
Management Consultant

at all, or worst of all, unknown to the agency. In fact, did you know that there are state laws that require certain types of property to be removed after a certain period of time, or not kept at all? Additionally, did you know that there are specific laws that regulate how you get rid of certain types of property? True story.

The good news is that your police management consultants at MTAS can help. In fact, we’re having a series of training sessions around the state this year covering this very topic. The name of the class is “Managing the Drug Fund and Sensitive Property and Evidence.” You can view available dates and cities by visiting the MTAS website and viewing the training calendar at <https://www.mtas.tennessee.edu/training/training-calendar>. If you can’t make it to one of the training sessions, give us a call anytime. We’re glad to discuss any concerns you may have or come out to take a look at your specific situation.

In the meantime, make sure you thank your property and evidence manager, or even buy them lunch!



## Keeping Employee Rules and Regulations Up to Date: It Matters!

In the ever-changing world of human resources, rules and regulations are the backbone of a well-functioning workplace. They provide structure, protect employees, and ensure compliance with ever-changing federal and state laws. Employee rules, regulations, and policies are not meant to be set in stone. Keeping them updated is crucial to maintaining a fair, legal and efficient work environment.

### WHY REGULAR UPDATES MATTER

#### Compliance with Federal, State and Local Standards

Employment laws change frequently, and failing to update HR policies accordingly can result in costly legal issues. Whether it is labor laws, workplace safety regulations, or anti-discrimination policies, staying compliant ensures that the city operates within legal boundaries.

#### Adapting to Workplace Trends

The way people work is constantly evolving. Remote work, flexible scheduling, compressed workweeks, and job sharing are reshaping the modern workplace. Updating rules to reflect these trends ensures policies remain relevant and effective.

#### Enhancing Employee Satisfaction

Outdated policies can create frustration among employees, leading to dissatisfaction and even high turnover. Updating regulations to align with employee needs – such as fair leave policies, benefits adjustments, and performance evaluation methods – help foster a positive work culture.



**Peter Voss**  
MTAS Human Resource  
Consultant

### Improving Operational Efficiency

Inefficient policies can slow down processes and create unnecessary roadblocks. By continuously reviewing and refining HR rules, organizations can streamline operations, reduce misunderstandings, and improve overall productivity.

### Best Practices for Updating HR Policies

- **Conduct Regular Reviews:** Set a schedule to review policies annually or biannually to ensure relevance.
- **Engage Employees:** Seek feedback from employees to understand their concerns and needs.
- **Consult Legal Experts:** Partner with legal professionals to ensure compliance with all regulations. MTAS can help you with this.
- **Communicate Changes Clearly:** Make sure updates are clearly conveyed to all employees through training sessions and official announcements.

Keeping HR rules and regulations updated is not just about compliance, it is about building a workplace that thrives in a changing world. By staying proactive, organizations can ensure a legally sound, employee-friendly, and efficiently managed environment for all.



## Behavioral Interviewing: Past Behavior Indicator of Current Performance

Cities often use standard question sets to interview candidates. However, the old form of interviewing – the traditional model – which focuses on general experiences and qualifications has been shown to be less effective at predicting job success than past-behavior interviews .

Past-behavior interviewing – an approach that evaluates candidates based on their past actions – could reduce costs in city budgets by improving hiring accuracy. It accomplishes this by focusing on how candidates have handled real-world situations in past roles that are high in fidelity to the future role. This technique offers a clearer understanding of candidate capabilities and role fit, minimizing hiring mistakes.

Research has also shown that poor hiring decisions can be expensive. According to the Harvard Business Review, turnover costs can range from 50% to 200% of an employee's salary, depending on the position. However, when employees are a strong behavioral match for the roles (assuming they have the required knowledge, skill, and ability) they are typically more productive and require less oversight. This is simply faster, better, cheaper, and less risky for cities.

So, you may be thinking....what next? How do we implement these? MTAS HR consultants are here to help you understand how to identify the most frequently demonstrated and most important behaviors that should drive your interview process. Just reach out! We're happy to help! After all, when interviewing we all want to understand and predict performance on the job and what it – and associated gaps – might look like.



**John Grubbs**  
MTAS Human Resource  
Consultant

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#### Sources:

<sup>i</sup> McDaniel MA, Whetzel D, Schmidt FL, Maurer SD. The validity of employment interviews: a comprehensive review and meta-analysis. *Journal of Applied Psychology*. 1994;79(4):599–616.

<sup>ii</sup> Jelsma, Judith G.M et al. "How to Measure Motivational Interviewing Fidelity in Randomized Controlled Trials: Practical Recommendations." *Contemporary clinical trials* 43 (2015): 93–99. Web.

## Tennessee Water and Wastewater Operator Certification (License)

Quite a few municipalities struggle with having a certified water/wastewater operator for their utility. There are four different components of a water/wastewater utility (water treatment, water distribution, wastewater collection and wastewater treatment) and each component must have at least one Tennessee Department of Environment and Conservation (TDEC) certified operator in charge of that component. [TDEC Rule 0400-49-0, Rules Governing Water and Wastewater Operator Certification](#), lists the requirements for certifications, fees, testing and the criteria for grading each component so that the appropriate certificate is required to operate that component.

Water treatment has four levels of systems for municipal plants and another certificate for very small non-municipal systems. Below is a table listing the licenses from the highest level to the lowest level.

- Grade IV
- Grade III
- Grade II
- Grade 1
- Grade SWS (small water systems)

The water distribution system has two certificates:

- Grade II (more than 5,000 service connections)
- Grade I (more than 50 services connections up to 5,000 service connections)

The wastewater collection system has two certificates:

- Grade II (more than 5,000 service connections)
- Grade I (more than 50 services connections up to 5,000 service connections)

The wastewater treatment system has five levels of treatment seen in municipalities:

- Grade IV
- Grade III
- Grade II
- Grade 1
- Biological/Natural (Lagoon)

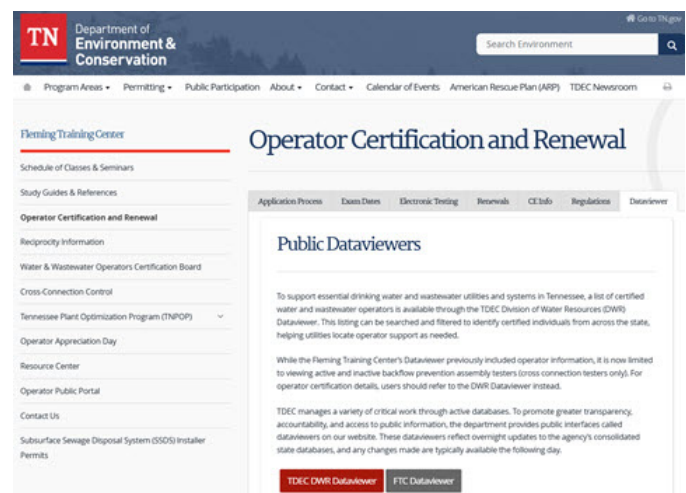


**Steve Wyatt**  
MTAS Utilities  
Operations Consultant

Another certificate from TDEC is Cross Connection. This certifies an individual to check cross connection devices.

TDEC Rule 0400-49-0 also lists the work and education requirements for each certificate. Testing is done twice a year.

[TDEC's Fleming Training Center's](#) website has information regarding operator certification. On this site, elected officials may find a listing of all active certificates in Tennessee. (Go to the Operator Certification and Renewal tab, then click on the Dataviewer tab, then the FTC Dataviewer tab)



As of the publishing of this article, there were 5,239 certificates listed on this site. That does not mean there are 5,239 certified operators in Tennessee as many individuals maintain more than one certificate. For instance, this author currently maintains three different certifications. If you have any questions about operator certification, please contact me at [steve.wyatt@tennessee.edu](mailto:steve.wyatt@tennessee.edu).

## TPWI Maintenance Technologies Class

Twenty-eight students recently attended the 2025 Maintenance Technologies in Public Works Class of the Tennessee Public Works Institute (TPWI) at the Tennessee Association of Utility Districts Training Station in Murfreesboro. The students represented 13 local government entities from Bartlett to Kingsport.

Class modules included: Right of Way Maintenance, Qualities of Leadership, Liabilities and Risks as a Supervisor (taught by MTAS Municipal Court Specialist John Eskew), Basic Heavy Equipment Operations & Safety, Basic Public Works Math Concepts (taught by MTAS Public Works Consultant John Chlarson), Blueprint Reading, Pavement Maintenance, Concrete Maintenance, Surveying, New Tools and Technologies, Work Zone Safety, Safe Trenching and Excavation, and Confined Space Entry.

Exercises included testing the participants to determine their mastery of the math skills commonly used in public works. After classroom and field instruction, participants were given various field exercises to reinforce their instruction in using common surveying and layout equipment, techniques, and calculations. Methods and equipment included the use of measuring tapes, levels and leveling rods, electronic total station instruments, and the latest in GPS equipment and methodology.

New Tools and Technologies, a new topic added to the curriculum in 2024, was repeated for this TPWI. During this class, the students and facilitators shared their knowledge of the topic in an open forum.

Class instructors included Scott Jenkins, city of Knoxville; Chipper Wyatt, city of Alcoa; Shane



**John Chlarson,**  
MTAS Public  
Works Consultant



**John Eskew,**  
MTAS Municipal  
Court Specialist

Snodderly, city of Alcoa; Bo Mills, (retired) city of Germantown; Doug Tarwater, city of Sevierville; Paul Brown, city of Morristown; Eskew; and Chlarson, who is also co-chair of the TPWI committee. Tennessee Public Works Magazine publisher Klair Kimmey assisted Chlarson with the onsite administration of the class. Chlarson and Paul Brown provided the course review to prepare the participants for the final exam.

The next TPWI class, Construction Inspection, will take place July 8-11, and the class still has some seats available at this time. Register on the [TN Public Works Institute website](#).





## Join a Statewide Effort to Strengthen Local Government Performance

In 2025, the Tennessee Center for Performance Excellence (TNCPE) is partnering with CTAS, MTAS, and the city of Germantown to help Tennessee city and county governments begin their journey with the Baldrige Excellence Framework. This initiative offers a unique opportunity to collaborate with a cohort of peers committed to organizational improvement.



Have you ever wanted to make things better but didn't know where to start? Participants will benefit from structured project management support from TNCPE, as well as early access to Germantown's award-winning application as a model. If you're ready to enhance your organization's key results and increase resident satisfaction, contact TNCPE at [contact@tncpe.org](mailto:contact@tncpe.org) to get started this summer.

## Mark Your Calendars for the TREEDC Annual Conference



The Tennessee Renewable Energy and Economic Development Council will hold its annual conference

and awards reception on November 13, 2025, at the Cookeville-Putnam County Chamber of Commerce building in Cookeville.

We are excited to be partnering again on this conference with the Tennessee Tech University Center for Rural Innovation and School of Professional Studies along with the UT Municipal Technical Advisory Service.

The conference will include presentations from municipal sustainability professionals, energy services providers, rural economic development officials, PACE clean energy initiatives and



Warren Nevad  
MTAS Municipal  
Management Consultant

updates from TDEC Office of Energy Programs and USDA Rural Development funding opportunities.

The awards reception will be held at 37 Cedar Restaurant (across the street from the chamber building) and will begin at 5 p.m. More information and registration details will be provided in early September.

For sponsorship and presentation opportunities, please call TREEDC President Dwain Land at 423-718-3436 or email at [mayorland@gmail.com](mailto:mayorland@gmail.com).

## **NEW** MTAS Online Training (psst, it's free)

### **Cybersecurity Awareness Series**

This online series provides a solid understanding of cybersecurity, what it entails, and what you should do to prepare for a cyberattack. It consists of various topics related to computer and internet safety, malware, phishing, and how to develop an incident report plan for cyberattacks. Learn how to use your work computer safely as well as your mobile device.

Includes 21 cybersecurity-related courses with topics including: Cybersecurity While Traveling, Passwords, Ransomware, Email Phishing and Identity Theft. Classes range from 5 minutes to 18 minutes long.

### **Training for Administrative Professionals**

The Essentials for Administrative Excellence includes 30 microlearning modules you can complete in just under four hours.

- Enhanced Communication Skills
- Time Management and Organization
- Advanced Office Technology
- Problem Solving and Decision Making
- Leadership and Team Collaboration
- Professional Etiquette

Online training is free and accessible through K@TE. Login to K@TE to get started. View our FAQ on 'How do I find and access online training in K@TE?'

“Develop a passion for learning. If you do, you will never cease to grow.

—Anthony J. D'Angelo



**Cyndy Edmonds**  
MTAS Online  
Training Specialist

Are you only interested in training to get utility training hours or CMFO CPE hours? If so, training and professional development can feel like an obligation. However, if you think beyond the requirements and make learning a lifelong pursuit you will grow personally and professionally and learn tools to help you navigate an ever-changing world.

### **DID YOU KNOW?**

Often used interchangeably, online and virtual have distinct meanings!

#### **Online**

Asynchronous, self-paced learning. Think e-learning courses such as LinkedIn Learning, OpenSesame Skillsoft, Coursera, etc.

#### **VS**

#### **Virtual**

Live, instructor-led learning. Hosted on Zoom, Webex, Teams, etc.

# MTAS Summer Training Lineup

## (June–August 2025)

### Elected Officials Special Topics Series

June 12, 2025 | Nashville and Zoom

On June 12, Southwest TN Development District Director and former elected official, Joe W. Barker will share his formula for building a strong foundation of proactive leadership for elected officials. The session will be in person in Nashville and on Zoom. TBOUR approved for 1.5 utility training hours.

### 2025 MTAS Legislative Update

June 17–18, 2025 | Zoom

Every year TN laws change, and you need to know how they impact you. [Register for the 2025 Legislative Update](#) coming up on June 17 and 18. MTAS Legal Consultant, John Waddell will give an in-depth summary of key changes you need to know. The three-hour session will be on Zoom. TBOUR approved utility training hours pending.

### Narrow the Gap on Burnout

July 1, 2025 | Zoom

Grab your lunch and join us on July 1 on Zoom to get a better understanding of the source of burnout and how you can [narrow the gap on burnout](#). TDEC Talent Development Consultant, Keifer Heile, will facilitate this interactive session.

### Effective Records Management

July 8, 2025 | Knoxville

September 9, 2025 | Nashville

November 6, 2025 | Jackson

Poor records management practices cost time and money, leading to frustration and compliance risks. Get tips and best practices from MTAS Legal Consultant Hal Boyd. *\*Meets the criteria for qualified CMFO CPE topics and categories.*

### **Elected Officials Academy at the Annual TML Conference**

August 1–2, 2025 | Chattanooga Convention Center

Headed to the Tennessee Municipal League's (TML) Annual Conference in Chattanooga? Make plans to attend the Elected Officials Academy! The Municipal Foundations and Municipal Operations programs will be August 1 and August 2. Registration for each program is \$185 per person. Each program is TBOUR approved for 7.5 utility training hours.

### Municipal Foundations

August 1, 2025 | 9 a.m. - 5:30 p.m. ET |

Chattanooga Convention Center

### Municipal Operations

August 2, 2025 | 9 a.m. - 5:30 p.m. ET |

Chattanooga Convention Center

## Other Conferences and Learning Opportunities

### (June–October 2025)

### TML 85th Annual Conference and Expo

August 2–5, 2025 | Chattanooga

### TAMCAR 2025 Fall Conference

September 17–19, 2025 | Pigeon Forge

### TCMA 2025 Fall Conference

September 24–26, 2025 | Kingsport

### TGFOA 2025 Fall Conference

October 1–3, 2025 | Murfreesboro



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