



Municipal Technical Advisory Service  
INSTITUTE *for* PUBLIC SERVICE

# MUNICIPAL E-NEWS

SEPTEMBER 2024 | QUARTER 3 | ISSUE 113



## MTAS Diamond Jubilee Anniversary 2024

Please join us as we celebrate 75 years of service to the cities and towns of Tennessee.

[Read here for details.](#)



VIEW OUR CURRENT TRAINING CALENDAR

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## I Bet You Didn't Know

The state law that created MTAS in 1949 states that the organization will perform training, consulting and research in areas like police, finance and public works; and then it concludes the listing of duties by saying “any and all matters related to municipal government.”

What does this mean for you and your community?

We will conduct a survey of neighboring and similarly sized communities to learn how they regulate chickens. It means that we will help you recruit and select your next police chief. We will attend your municipal court and offer suggestions for process improvement, and it means that we will review your code of ordinances for local laws that conflict with state laws.

It can also mean that we teach your new city recorder when they are statutorily required to post notice of a public meeting, help you evaluate



**Margaret Norris**  
MTAS Executive Director

a drainage problem in a neighborhood by walking the property with you after a rainstorm, and we will hold your hand through the process of amending your private act charter to give you the authority to have non-resident property owner voting rights.

If you have ever wondered, “Hmm, can MTAS do that?” give us a call. The chances are pretty good that the answer will be yes, if your issue pertains to any matter related to municipal government. When in doubt, give us a shout.

We are MTAS, and we've been here for 75 years with the goal of helping you.



## Monitoring the Tennessee Legislative Process

The legislative cycle is one that never ends. Even though the General Assembly is not currently in session, it does not mean there is no activity.

So far in 2024, the General Assembly has conducted the second session of the 113th General Assembly and held primaries for those offices with elections for the 114th General Assembly to be held in November. After the November 2024 elections, the legislature will elect speakers and leadership, constitutional officers and appoint committee chairs. Each of these events can influence municipalities' legal authority. This is also the time of year when legislative initiatives are drafted for the 2025 session.

Before the new General Assembly is formed, and new legislation is filed, it is important to look back at what happened in 2024. During the 2024 session, the legislature took up many issues that affect municipalities resulting in over 100 public chapters enacted that have a direct effect on how municipalities operate. Some of the topics that saw law changes were eminent domain, hotel/motel taxes, codes inspections, vehicle booting, open meetings, impact fees and general government.



John Waddell,  
MTAS Legal Consultant

It is important to know the effects of these law changes on your city. Each of these laws either creates a new requirement or grants new authority to each city. Without knowledge of these changes, it will be impossible to properly understand what changes will be made in the next legislative session.

If you have not already, please review the MTAS summary of 2024 legislative acts that will have an impact on the municipalities in Tennessee at the link below.

If you have questions regarding any of this information, please [contact your MTAS consultant](#).

**MTAS SUMMARY OF 2024 PUBLIC ACTS**

## New GASB Requirements for Financial Reporting

The Government Accounting Standards Board (GASB) is continuously issuing new standards requiring local governments to follow certain procedures for accounting and reporting. GASB has issued two new standards that are currently effective for FY 2025. The information must include data reflecting the period of July 1, 2024-June 30, 2025. The following standards may require additional calculations for accrued leave liabilities and new footnote disclosures related to concentrations and constraints.



Kay Stegall  
MTAS Finance &  
Accounting Consultant

### **GASB 101 – Compensated Absences**

The standard requires a uniform and consistent method of calculating the liability for compensated absences. The liability in the fund financial statements will not likely change, however, the government-wide statement accrual may. GASB 101's goal is to more accurately report the compensated absence liability that a government will pay or settle in which the government has already incurred the obligation. The most common types of compensated absences that will be affected by GASB 101 are annual leave and sick leave.

### **GASB 102 – Certain Risk Disclosures**

This standard requires the government to disclose concentrations or constraints that may limit its ability to acquire resources or control spending. A concentration is an impact on significant inflows and outflows for resources created by a lack of diversity, i.e., major employers, industries, suppliers of materials, labor and services. This may be dependence on a shopping mall or a manufacturing plant located in its jurisdiction. A constraint is a limitation imposed by a government's authority or by an external party, i.e., limits on raising revenues, spending, incurring debt or mandated spending.

Please reach out to your [MTAS finance and accounting consultant](#) if you have any questions.

## Municipalities Must Begin Reporting Hotel/Motel Occupancy Tax

During the most recent legislative session, the Tennessee General Assembly enacted legislation affecting municipalities that receive revenue from a hotel/motel occupancy tax levied pursuant to TCA §§ 67-4-1401, et seq.

This legislation requires each municipality to report the amount of occupancy tax received and to detail how those funds were spent during the fiscal year, specifically how those expenditures were used for tourism and tourism development.

The report is due not less than 30 days after the fiscal year-end and must be provided to the Comptroller of the Treasury, the Commissioner of the Department of Tourist Development, the Chair of the State and Local Government Committee of the Senate, and the Chair of the Local Government Committee of the House of Representatives.

MTAS has created a [sample annual report template](#) to assist with the new reporting requirements.

Please feel free to contact your [MTAS finance and accounting consultant](#) if you have questions or if we can be of assistance.



**Eric Spencer**  
MTAS Finance & Accounting  
Program Manager



## The new EPA Rule on Per-and Polyfluoroalkyl Substances (PFAS)

As your water system staff completes the lead service line inventory due October 16, 2024, the Environmental Protection Agency (EPA) announced a new Drinking Water Standard on April 10, 2024. The new standard is for Per-and Polyfluoroalkyl Substances (PFAS).



**Steve Wyatt**  
MTAS Utility Operations  
Consultant

PFAS are often called “forever chemicals” due to their long life as chemical compounds. They have been used in various processes since the 1940s.

They can be found in multiple products such as:

- Firefighting foams
- Waterproof clothing
- Food wrappers and containers
- Paints and sealants
- Makeup
- Non-stick cookware

According to the EPA the reduction of PFAS will save lives and prevent serious illnesses for thousands of people. The illnesses could include

certain cancers, damage to the liver and heart for adults and immune and development issues in infants and children.

Currently, the technology available to water utilities to remove PFAS from their source water are:

- Granular activated carbon
- Anion exchange
- Nanofiltration
- Reverse Osmosis

Initial monitoring must be completed by April 2027. The compliance deadline is April 2029.

### Maximum Contaminant Levels for the listed chemicals

PFAS	MCL (ng/L or ppt*)	Significant Figure Requirement	Rounding for Reporting Example
PFOA	4.0	2	Running annual average value (RAA) of 4.04 ng/L = round to 4.0 ng/L = <b>Compliance</b> RAA of 4.05 ng/L = round to 4.1 ng/L = <b>Exceedance</b>
PFOS	4.0		
PFNA	1.0	1	RAA of 14.9 ng/L = round to 10 ng/L = <b>Compliance</b> RAA of 15 ng/L = round to 20 ng/L = <b>Exceedance</b>
PFHxS	1.0		
GenX	1.0		
PFNA, PFHxS, GenX and PFBS (Mixture)	HI Value of 1 (Unitless)	1	RAA of 1.49 ng/L = round to 1 = <b>Compliance</b> RAA of 1.50 ng/L = round to 2 = <b>Exceedance</b>

*Maximum contaminant level (nanograms per liter or parts per trillion)*

Sources:

[PFAS National Primary Drinking Water Regulation](#). EPA Fact Sheet, 5/10/2024.

[EPA's Final Regulations](#): What Do You Need to Know? CDM Smith.

## MTAS 75th Anniversary: Celebrating in Middle Tennessee

As we continue to recognize and celebrate our 75 years of service throughout 2024, we held our Middle Tennessee reception in June and had a blast with city folks, retirees and other partners and stakeholders. Here are a just few pictures from the event held at the IPS Training Center in Nashville.



Richard Stokes, retired MTAS HR consultant; Joe Muscatello, former MTAS management consultant; Wade Morrell, TML Bond Fund executive director; Randy Williams, former MTAS management consultant and Angie Carrier, MTAS management consultant program manager.



Margaret Norris, MTAS executive director; Kirk Bednar, Brentwood city manager; Sean Pfalzer, MTAS Fellow.

### MTAS 75th Anniversary, continued



Dr. Herb Byrd, III, UT vice president for public service and Anthony Haynes, Tennessee Municipal League executive director.



Julie High, Goodlettsville assistant city manager.



Dr. Herb Byrd, III, UT Institute for Public Service vice president; Jim Thomas, retired MTAS executive director; John Grubbs, MTAS human resources consultant.



## Protecting our Protectors: Inside the Tennessee Public Safety Behavioral Health Act

In Tennessee, we are programmed from an early age to call 911 when we need help. What has been neglected is who our first responders should call when they need help; what is their 911?

The evolution of fire services provided by firefighters 50 years ago to today's services provided by all-hazards fire and EMS departments has added many physical and emotional challenges for our public safety employees. Daily, these employees are called upon to do the unthinkable so that the rest of us can enjoy the quality of life to which we are accustomed.

Effective July 1, 2018, the Tennessee Public Safety Behavioral Health Act<sup>1</sup> was passed and codified as a new section of the Tennessee Code Annotated,



**Steven Cross**  
MTAS Fire Management  
Consultant

Title 8, Chapter 50, Part 1. This groundbreaking legislation addresses a pressing national and Tennessee crisis: the mental health epidemic among public safety employees. Read the [complete article here](#).

For further assistance in meeting the act's requirements in your municipality, contact MTAS Fire Management Consultant Steve Cross at [steven.cross@tennessee.edu](mailto:steven.cross@tennessee.edu).



Photo Credit: Steven Cross. Firefighters preparing for primary search assignment.

<sup>1</sup>[Tenn. Code Ann. § 8-50-119](#)

## Municipal Leaders Across The State Complete New Leadership Training

The Municipal Leadership Program (MLP) is a new course that allows municipal leaders to hone their leadership skills.

MTAS training consultants Yolanda Dillard, Johanna Owenby and I recently led four cohorts of the program. Nearly 80 leaders participated, representing more than 25 municipalities.

MLP is an interactive leadership development program focused on communicating for results, managing performance and influencing people. The training is for leaders of all experience and position levels, including first-time managers, experienced leaders and those who aspire to leadership roles.

The program prepares leaders to manage current and future workforce needs and positively influence organizational success. MLP is offered regionally for open enrollment and includes four



**Del Sable**  
MTAS Training and Development Consultant

training sessions, a management style profile and opportunities to meet and network with other municipal leaders.

MLP is scheduled this fall in Kingsport (September) and Tullahoma (October). More offerings will roll out in spring. Be on the lookout for updates in early 2025, or [add your name to the interest list](#) to be notified when we offer a program in your area.

**LEARN MORE ABOUT MLP**

### 2024 MLP Participants

- |                |                 |
|----------------|-----------------|
| Alcoa          | Lenoir City     |
| Atoka          | Manchester      |
| Brentwood      | Maryville       |
| Chattanooga    | Memphis         |
| Clarksville    | Millersville    |
| Cleveland      | Morristown      |
| Collierville   | Moscow          |
| Dayton         | Mount Pleasant  |
| East Ridge     | Oakland         |
| Franklin       | Piperton        |
| Gallatin       | Red Bank        |
| Goodlettsville | Sevierville     |
| Greenbrier     | Signal Mountain |
| Knoxville      | Somerville      |
| Lebanon        |                 |



West Tennessee/Somerville, TN cohort of the MTAS Municipal Leadership Program 2024.

## MTAS Training By the Numbers

### FY2024

- 12,665 K@TE logins
- 283 # of cities participating in MTAS Training
- 4191 total participants

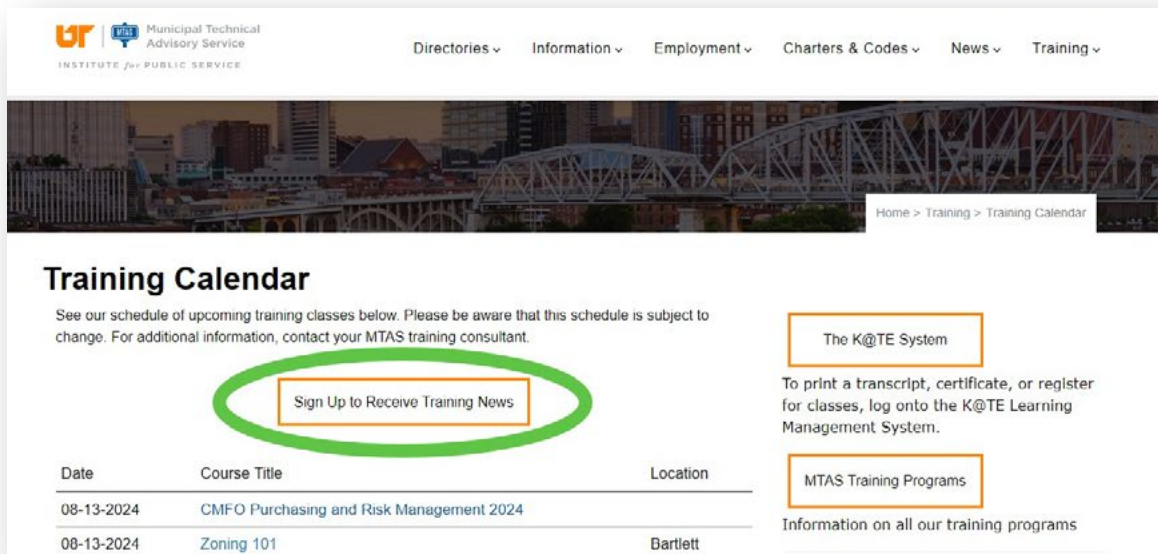
### By city size

- 100,000 or more -> Memphis
- 25,000-100,000 -> Kingsport
- Less than 25,000 -> Red Bank
- Most popular online course:  
5 Ways to Control Your Time
- Top Sessions
- Legislative Update 2024
- MCC Foundations and Updates Seminar
- Business Tax 2023
- Drug Fund Administration and Sensitive Property and Evidence
- IMPACT Series

**Training for U.S. Presidents?**  
 The upcoming presidential election got us thinking about what type of training takes place for the incoming administration. We went down the proverbial rabbit hole and found an extensive onboarding process established by the Presidential Transition Act of 1963. Learn more about the transition process, training and resources for incoming political appointees and much more by visiting The Partnership for Public Service's [Center for Presidential Transition](#).

Want to stay up to date on upcoming MTAS training news? [Sign up](#) to receive our weekly email newsletter. You can also sign up via our [training calendar webpage](#).

Don't forget to check your class start times! There are instances where K@TE may default to Eastern Time. It's easy to overlook but be sure to double check the class start time for your time zone.



## MTAS Salary Survey: Tennessee Municipal Salary Data at Your Fingertips!

The MTAS Salary Survey is ready for your FY2025 salary information.

Would salary information be helpful when looking at increases or when creating a new position? The MTAS Salary Survey can help. The Salary Survey Reporting Dashboard is available to any city that participates in the survey. The survey includes 160 possible positions from animal control to water/wastewater lab technician. Data points cover many full-time employees, minimum starting annual salary and actual annual salary.

If you participated in the FY2024 Salary Survey, just log in and start a new survey. Use the same login information you created for the FY2024 survey. You will be able to import your data from last year. If any of the salary information has changed since FY2024, you can update it after you import it.

If this will be your first time participating, register as a new user, and we will help you take it from there.

Our MTAS HR consultants are available to assist:

- East Tennessee: Betsy Cunningham | [betsy.cunningham@tennessee.edu](mailto:betsy.cunningham@tennessee.edu)
- Middle Tennessee: John Grubbs | [john.grubbs@tennessee.edu](mailto:john.grubbs@tennessee.edu)
- West Tennessee: Peter Voss | [peter.voss@tennessee.edu](mailto:peter.voss@tennessee.edu)

You may also email [salaryinfo@tennessee.edu](mailto:salaryinfo@tennessee.edu) with any questions.

### MTAS SALARY SURVEY



## Meet MRLn

MTAS has launched the latest version of [MRLn, the MTAS Research Library Online](#). This innovative platform enhances the accessibility and management of both print and electronic municipal resources for city officials and staff in Tennessee.

Here's what MRLn offers:

- **Content:** MRLn provides access to MTAS-authored resources (including reports, legal opinions, surveys, job descriptions, forms, sample resolutions and ordinances) as well as print books, e-books, magazine, and journal articles on a variety of local government topics.
- **Save and Repeat Searches:** With a guest user account, you can save searches and results, allowing you to easily repeat searches to find the latest materials in your areas of interest.
- **Access and Use Materials:** Depending on format, you can easily request an item be mailed to you, scanned and emailed to you, or you can simply view/download the content yourself.

### Introductory Webinars in October 2024

To provide the basics of using MRLn, staff of the MTAS Research and Information Center (RIC) will host a series of one-hour webinars in early October.

Details will be available on MTAS social media accounts and on the [MTAS RIC page](#).



[ACCESS MRLn](#)

## TREEDC Member Cities Awarded Over \$47 Million from U.S. DOT Neighborhood Access and Equity Grant Program

The U.S. Department of Transportation (DOT) [recently announced](#) awards under the [Neighborhood Access and Equity Grant Program](#), part of the [Reconnecting Communities and Neighborhoods \(RCN\)](#) Program that three Tennessee Renewable Energy and Economic Development member entities were selected for funding, to total over \$47 million.



**Knoxville's** Community Development Corporation was awarded over \$42.6 million in funding for the project Reconnecting Knoxville. Reconnecting Knoxville is a civic infrastructure plan to restore connections to emerging economic growth centers among formerly displaced populations.

Once implemented, residents will gain nearly 10 miles of urban greenspace and transportation pathways, having the freedom to move safely within the community to reach jobs, schools, businesses and parks.

**Memphis and Shelby County** Community Redevelopment Agency (CRA) was awarded over \$2.6 million for the project Over and Under I-40. The project proposes a community-driven planning effort to mitigate the barrier and impacts of Interstate 40 for seven historically disadvantaged neighborhoods in North Memphis.

The goal of the planning project is to engage the affected communities in a design process, with the assistance of a team of professionals, to develop innovative strategies to reconnect these neighborhoods through the enhancement of 12 crossing points.

**Chattanooga** was awarded \$2 million for its Community-Led Reconnection of the Westside Neighborhood project. The project will complete feasibility and design studies to implement the transportation recommendations in the recently adopted Westside Evolves Plan.

View additional information on [all awarded projects](#).



## Meet Our Newest Employee!

We are so happy to welcome James Lewellen to MTAS as a municipal management consultant based in our Memphis office. Many of you may know James Lewellen from his most recent position as the administrator for the town of Collierville. Prior to serving in Collierville, James held positions of city planner and assistant city manager for the city of Germantown.

James holds a Master of Public Policy and Public Administration and a Bachelor of Science in education from Mississippi State University.

Welcome, James!



## Join Our Team at MTAS!

MTAS is seeking dedicated professionals to fill various consulting roles across the state.

### Current Openings:

- [MTAS Public Works Consultant](#), Nashville
- [MTAS Training & Development Consultant](#), Nashville, Chattanooga
- [MTAS Utility Management Consultant](#), Knoxville

### Why Work with Us?

- Impactful Work: Make a difference in Tennessee's municipalities.
- Professional Growth: Opportunities for advancement and professional development.
- Supportive Community: Join a team committed to excellence and service.

**Apply Now:** To view detailed job descriptions and apply, [visit our employment page](#).

**Contact Us:** For questions regarding the application process or specific vacancies, please reach out to [Wes Fernandez](#), MTAS hiring and business manager.

We encourage all interested candidates to explore the opportunities and become a part of our mission to enhance the governance of Tennessee's municipalities. We look forward to your application!

## CONFERENCES AND MEETINGS FOR MUNICIPAL STAFF AND OFFICIALS

### UPCOMING MTAS TRAINING OPPORTUNITIES

#### Designing and Rating Structured Interviews

- September 10, 2024 (Jackson)
- September 12, 2024 (Cookeville)
- September 17, 2024 (Knoxville)

#### Making the Shift to Leadership

- September 11, 2024 (Nashville)

#### Compassion Fatigue

- September 12, 2024 (Online)

[VIEW ALL CLASSES  
AND REGISTER](#)

### CONFERENCES

#### [International City/County Managers Association Annual Conference](#)

September 21-25, 2024 | Pittsburgh, Penn.

#### [Tennessee Association of Municipal Clerks and Recordors 2024 Fall Conference](#)

September 24-September 27, 2024 | Fall Creek Falls State Park

#### [Tennessee Government Finance Officers Association Fall Conference](#)

October 2-October 4, 2024 | Murfreesboro

#### [Tennessee Fire Chiefs Association Fall Conference](#)

October 23-25, 2024 | Kingsport

#### [Tennessee City Management Association Fall Conference](#)

October 23-25, 2024 | Chattanooga

#### [Tennessee Recreation and Parks Association Annual Conference](#)

November 4-7, 2024 | Murfreesboro

#### [Tennessee Renewable Energy and Economic Development Council \(TREEDC\) Annual Conference](#)

November 14, 2024 | Cookeville

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