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CIS will Play Role in Manufacturing Initiative Announced by Obama



IN AN EFFORT TO ACCELERATE advanced manufacturing, President Barack Obama announced the Institute for Advanced Composites Manufacturing Innovation (IACMI) – a $259 million public-private partnership – during his stop in East Tennessee in January. The initiative is led by The University of Tennessee, Knoxville and Oak Ridge National Laboratory (ORNL). In its role as the Tennessee Manufacturing Extension Partnership, the UT Center for Industrial Services will be involved with the project.

"When the proposal was being developed, ORNL asked us if we would convene the other MEPs from various participating states and discuss our potential roles," said CIS Executive Director Paul Jennings. "We will be providing outreach for the institute and likely connecting small and medium manufacturers to institute services. Advanced composites are very important in the auto industry, so this institute is great news for Tennessee. We are also pleased because this ties very nicely with the DRIVE Investing in Manufacturing Communities (IMCP) initiative that seeks to grow the automotive industry in our region."

Supported by the Department of Energy's Advanced Manufacturing Office in the Office of Energy Efficiency and Renewable

(continued on Page 3)

CTAS Aids Van Buren County in Aftermath of Fire



IN THE LATE EVENING HOURS on January 7, a fire broke out in the Van Buren county administrative building in Spencer. UT County Technical Assistance Service (CTAS) employees Ben Rodgers and Kevin Lauer responded quickly in assisting Van Buren County officials that were affected by the fire.

Rodgers, a county government consultant, was on the scene early the following morning to assist county officials in contacting their insurance provider Local Government Insurance Pool, software provider Local Government Corp and necessary state agencies to begin the process of getting the government back to work for its citizens.

Lauer, a fire and emergency services management consultant, was remotely coordinating various fire departments from the surrounding area including trucks and firefighters from Sparta, McMinnville, Putnam County, Cumberland County, Crossville, and Soddy Daisy.

CTAS Executive Director Robin Roberts said "customer service doesn't always happen between 8 and 5." He also commended Rodgers and Lauer for going above and beyond to assist Van Buren County during this trying time. x

Finance Leaders Learning from Each Other

MTAS FINANCE AND ACCOUNTING Consultant Brad Harris and Municipal Management Consultant Jeff Broughton recently led a roundtable meeting in Winchester for cities in the lower middle Tennessee region. Representatives from Winchester, Huntland, Shelbyville, Tracy City, Eagleville, Decherd, Petersburg and Tullahoma attended the roundtable. The purpose of the meeting was to provide finance directors and city recorders the opportunity to discuss a variety of finance-related topics among themselves and with MTAS representatives in an informal and informative setting. Some of the topics discussed included handling of credit cards and online payments, pension reporting, automated cash receipting for airports, the affordable care act and labor law posters.

"When I first started working in the government finance world, I was looking for anyone who could help me understand the many complex issues that I faced daily," Harris said. "A group of school finance directors had a quarterly meeting in East Tennessee to do just that – run ideas by each other, ask questions to peers, and learn from each other. I soon learned that sitting around the table discussing ideas with my peers was a great way to learn, and it helped me develop a network of colleagues that I could call on with questions. To this day I still utilize that network of peers."



As an MTAS consultant Harris decided to build on that concept for the cities that are in his territory. Harris has led roundtable meetings in Sevierville, Athens, Chattanooga, Winchester and Graysville. A city will host the event and nearby cities are invited to attend. Harris considers the events a success if participants leave the discussions feeling that their knowledge has been increased and that they have added to their network of peers to can call on when they have a question. Harris plans to host more of these roundtable discussions in the New Year. x

(*Manufacturing continued*)

Energy, IACMI joins four other institutes backed by the Obama administration in a recent push to accelerate advanced manufacturing.

The selected team, a 122-member consortium, connects the world's leading manufacturers across the supply chain with universities and national laboratories pioneering advanced composites technology development and research.

IACMI includes founding partners in Tennessee (University of Tennessee and Oak Ridge National Laboratory), Colorado (National Renewable Energy Laboratory), Indiana (Purdue University), Michigan (Michigan State University), Ohio (University of Dayton Research Institute), and Kentucky (University of Kentucky).

The institute will focus on advanced fiber-reinforced polymer composites that combine strong fibers with tough plastics to yield materials that are lighter and stronger than steel.

The institute has received commitments from large charter corporate contributors such as those with critical connection to the automotive composites supply chain like Ford, Volkswagen, Dow Chemical Company, and DowAksa; premium members with national manufacturing impact like Boeing and Lockheed Martin; and small and medium enterprises like Strongwell Corporation, the world's leading pultrusion company, and Local Motors, the world's leading 3D-printed car company, which are both innovation drivers and local to East Tennessee. More than ninety companies across the supply chain support the project. *x*

MTAS Holds Elected Officials Academy Training Across the State

WITH MANY CITIES holding elections in late 2014 there are a large number of newly elected officials across the state. MTAS is ready to help newly elected officials learn the ropes and understand their new role. The Elected Officials Academy (EOA) is an information-packed, intense training program designed to help newly elected officials. Even if you have been in office for a while, you can learn more about how a municipality operates and meet new officials. The academy is also an excellent way to meet other elected officials.

There are two levels in the EOA. The first level includes five two-hour classes Topics include Foundation and Structure of Municipal Government, Council at Work, Codes, Charters and Open Records, Municipal Finance, and Ethics. Each academy is held beginning on Friday and continues into Saturday to accommodate the schedules of busy officials. The second level of the EOA includes five more two-hour classes on more specific topics such as Fire Review, Human Resource Review, Public Works, Water and Wastewater, Risk Management, and Police Review. MTAS will hold an EOA level 2 EOA at the Tennessee Municipal League conference in June this year.

Currently, MTAS is offering EOA level 1 in the following cities:

Algood	**February 6-7**	**Algood City Hall**
Germantown	**February 13-14**	**Germantown City Hall**
Centerville	**February 20-21**	**Centerville City Hall**
Henderson	**February 27-28**	**Henderson City Hall**
McKenzie	**March 20-21**	**McKenzie City Hall**

Click here to access the MTAS website for registration information and to get your place reserved!

For additional information please call Doug Brown or Dr. P.J. Snodgrass at (865) 974-0411. *x*



MTAS consultant Melissa Ashburn leads an EOA in Unicoi.



Moore County Adopts Debt Policy with Assistance from CTAS

OVER FOUR YEARS AGO, Don Johnson and Doug Bodary from the UT County Technical Assistance Service (CTAS) and Steve Walker with the Tennessee Municipal Bond Fund (TMBF) Loan Pool Program assisted Moore County with a comprehensive debt study and helped the county put together a debt policy. This policy was the first local government debt policy in the entire state to be filed with the State Comptroller. Through the debt analysis, a multi-year capital improvement plan was created and adopted by the county commission. Part of this plan entailed taking the annual interest savings from the county's two variable rate pool loans and making an extra annual, end of fiscal year, principal payment. This extra payment would use the interest savings from the loan pool program loans to pay off existing debt, starting with the highest interest rate first.

The commission stayed the course with this plan, despite a need for a property tax increase for the schools two years ago. In July 2014, the county mayor paid off the last of 10 capital outlay notes that the county was holding four years ago when this project started. At this time, the county has only the original two pool loans remaining. The county now has the debt capacity to do a state-mandated jail expansion without a property tax increase. Moore County also started a permanent capital project fund with some of the new capacity from a shift of some of the tax levy out of the debt service fund. Ambulances and police vehicles can now be purchased with cash instead of short term loans, saving the county future unnecessary interest payments and loan origination costs.

This is an example of a small county thinking big and long term. County Executive Sloan Steward said once the project started, and the commissioners had the debt study, debt management policy and results of the county credit rating report, they began discussing a long-term strategy. Commissioners also discussed long-term planning, capital improvements and budgets, and debt management.

This would not have been possible if the county had been on an entire fixed rate debt. The county now enjoys a debt service fund balance of just over 100 percent of its annual debt expenditures, an A2 bond rating. Moore County now has multiple lending institutions interested in doing business. The county also has a long-term capital improvement plan to provide an infrastructure to sustain a good quality of life while keeping the tax burden low. x

TWO MTAS EMPLOYEES HONORED BY UNIVERSITY FOR 30 YEARS OF SERVICE

TWO UT MUNICIPAL Technical Advisory Service (MTAS) employees were recently honored for having 30 years of service to the University of Tennessee. MTAS Technical Consultant Program Manager Sharon Rollins and MTAS Training Consultant, Dr. PJ Snodgrass both received their awards for years of service at the University's Service Awards Luncheon. The ceremony took place at the Wolf-Kaplan Room of the Neyland Stadium where IPS Interim Vice President Dr. Herb Byrd and UT President Dr. Joe DiPietro both bestowed recognition to Rollins and Snodgrass for their dedicated service.



Rollins

Rollins began her service at the university in 1984, when she was hired at MTAS to serve as a utility management consultant. Since that time she has also worked as a senior public works consultant, wastewater program manager and a regional manager. Rollins currently serves as the consulting program manager for MTAS field consultants across the state.

MTAS Training Manager Ely Earns the CPLP® Credential from the ATD Certification Institute



Ely

MTAS TRAINING MANAGER DR. MACEL ELY has earned the Certified Professional in Learning and Performance® credential from the Association for Talent Development Certification Institute (ATD CI). Earning the CPLP certification means Ely possesses the knowledge and skills to be a top performer in the training and talent development field.

Becoming a CPLP provides credibility by recognizing that an individual has an overall understanding of the 10 Areas of Expertise for talent development as defined by the ATD Competency Model™, and can apply this knowledge in the workplace. In general, credentials benefit individuals by providing a roadmap for professional development, enhancing performance, and broadening career opportunities.

To earn the CPLP certification, Ely acquired industry-related experience, successfully passed a comprehensive knowledge examination, and submitted an exhaustive work product judged by international experts in the field to ensure his work satisfied the highest of industry standards.

"The CPLP certification process is rigorous and challenging. It produces candidates with a breadth and depth of knowledge that brings significant benefit to their employers, colleagues, and clients," said Jennifer Naughton, ATD CI's senior director of competencies and credentialing. "Employing CPLP credential holders brings respect to an organization's talent development function and helps to ensure successful learning programs and organizational impact."

"As the association dedicated to the talent management profession, ATD is at the forefront providing information on the critical skills and abilities that practitioners must have to succeed in the field," said Tony Bingham, president of ATD CI. "The CPLP credential was built to provide talent development professionals with a means by which to increase their knowledge, competence, and confidence while proving their worth to employers."

More information about the CPLP program may be found at td.org/cplp. Additional questions should be directed to: **certification@td.org**. x



Snodgrass

"Over the last 30 years, Sharon has advised and assisted countless city officials and co-workers," said MTAS Assistant Director Rick Whitehead. "Through her hard work, she has acquired a well-deserved reputation for prompt and professional service with our customers and of great integrity among her co-workers at MTAS. I have personally benefited from Sharon's time at MTAS by having received sound, straightforward, and supportive advice from her on a number of occasions."

Snodgrass began her career at the university's office of administrative computing where she served as a programmer analyst. From there she worked with the UT Center for Business and Economic Research (CBER) as a research associate. Later, she began working as a system analyst for financial systems and then as a technology trainer for IT. Before coming to work with MTAS Training she was the assistant director for human resources within the university's IT business office.

"PJ deserves to be honored for 30 years of service to the University of Tennessee," said Dr. Macel Ely, MTAS training manager. "We are blessed to have her in the MTAS Training department. Her dedication and passion for adult learning is evident when you see her at a training event. Our municipal officials always provide the greatest of feedback to the services and training she provides them. I am very happy to get the chance to work alongside her." x

Four CIS Consultants Retire

THE UT CENTER FOR INDUSTRIAL SERVICES (CIS) will say so long to four long-time consultants after their retirements in early 2015.

Joe Flynn, who came to work for the agency in 2004, retired in January after serving as the program manager for CIS' Procurement Technical Advisory Center (PTAC). During his 10-year tenure, PTAC helped Tennessee companies secure several billion dollars in government contracts, contributing to the state's economy and adding significant numbers of jobs.

Jim Slizewski, who is retiring at the end of February, came to work for CIS in 1995 after a successful career with ALCOA. He served as a solution consultant for the East Tennessee region, was consistently the leading revenue producer on the solution consultant team, and developed strong working relationships with both university faculty and the region's manufacturers.

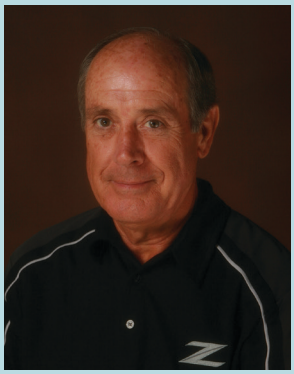
Harding Aslinger is retiring in February after eleven years with CIS. Aslinger came to CIS after a successful career in the automotive industry and was instrumental in developing key relationships with Chattanooga area manufacturers. He was active in the Chattanooga Regional Manufacturers Association and used his network to secure needed services for the region's manufacturers.

Bill Wiley has served as a CIS consultant since 1990 and will retire in February. He has served as a project manager for multiple federal and privately sponsored projects and is well-respected across the state for his knowledge of federal, state and university research and development programs and resources. Most recently, Wiley served as the point person for CIS' Small Business Innovation Research assistance program.

"I greatly appreciate the service and dedication that each person brought to CIS and our customers," said CIS Executive Director Paul Jennings. "We have some big shoes to fill, as they are all knowledgeable in their fields, well-respected by our partners, and have excellent customer relationships. I wish each of them the best in their retirement." x



Flynn



Slizewski



Aslinger



Wiley

kudos

To: Jim Thomas, MTAS Executive Director

I wanted to take the opportunity to contact you regarding the Nutrient Removal presentation that Brett Ward gave in Monteagle. Please allow me to extend my thanks to MTAS for allowing Brett to come and make the presentation. The day was filled with current, relevant, and very valuable information for wastewater treatment operators to have in their knowledge base in order to make us better and more competent operators. I would like to encourage MTAS to continue offering similar workshops. I've been an operator for over 12 years and was the TAUD WWTP operator of the year in 2009 and I can unequivocally state that MTAS, and specifically, Brett, are giving the best workshops, presentations, and continuing educational opportunities for wastewater treatment and collection systems in the state of Tennessee, in my humble opinion. This is not merely from a content perspective but also from a presentational perspective. Brett's delivery is clear, concise and engaging.

Brett has been, without equivocation, the single most valuable outside resource we have. I simply cannot say enough positive and good things about Brett and it is my sincere hope that MTAS is aware of the valuable asset they possess in him.

Jason Allman, WWTP Area Manager, Winchester Utilities

To: Jim Thomas, MTAS Executive Director

The intention of this note is to tell you of two MTAS employees who have helped the city of Adamsville finish a very strong November. Those MTAS employees are Ronnie Neill and Dennis Wolf.

In November the city was notified that its ISO fire rating had improved from a 7 to a 4 and the citizens approved the increase of their local share option tax of one half penny. The city couldn't have negotiated these two opportunities without the guidance of both Ronnie and Dennis.

Ronnie gave us guidance as to what the city could and couldn't do while educating the citizenry on options to vote for or against the sales tax increase. As you can imagine it wasn't just a one call, one email kind of communication process. He was always available for the next clarification that we threw at him, and there were many.

Dennis went the extra mile in guiding us through the city's first ISO audit since 1987 with our new Fire Chief Mark Hardy. Not only did Dennis provide us with much-needed knowledge, data and wisdom he also came to Adamsville for our audit and stayed with us through the entire audit. That is the definition of customer service.

I know the university and MTAS are proud and fortunate to have these two individuals on your team. The city has benefited greatly from their wisdom and professional guidance. If appropriate, I'd request that you pass this note on to those that make the MTAS program available to the cities and towns of Tennessee.

Jim, our thanks to you, your team and all that make the state of Tennessee a better place to live.

Steve Simon, City Administrator
City of Adamsville

To: Jessie Stooksbury
IPS Administrative Office

I know we don't often receive praise for the work we do but I wanted to thank you for the exceptional work you did on the NFA Symposium program. I could not have done this without your design work and help! I look forward to many more projects with you.

Dan Anselment, LEIC

To: Liz Gossett, CTAS

I wanted to let you know how grateful I am for the County E-News. I enjoy reading it and love that it reminds me I need to take care of certain things, like filing my ethics form.

Daphne Fagan, Clerk
Marshall County

calendar

CIS

Feb. 3	8-Hour Site Worker Refresher (HAZWOPER), Knoxville
Feb. 4	8-Hour DOT Refresher, Knoxville
Feb. 5	6-Hour DOT, Knoxville
Feb. 12	Spill Prevention Control & Countermeasures/ Stormwater Workshop, Chattanooga
Feb. 17	8-Hour Site Worker Refresher (HAZWOPER), Nashville
Feb. 18	16-Hour DOT, Nashville
Feb. 20	8-Hour DOT Refresher, Nashville

CTAS

Feb. 10	Audit Issues, Johnson City
Feb. 11	Audit Issues, Knoxville
Feb. 12	Audit Issues, Cookeville
Feb. 17	Audit Issues, Jackson
Feb. 18	Audit Issues, Murfreesboro

LEIC

Feb. 2-5	2015 Command Level Leadership Training, Nashville
Feb. 17-18	First Line Leadership and Supervision, Clarksville
Feb. 23-27	Shooting Scene Reconstruction, Brevard County, Fla.

MTAS

Feb. 3-4	Human Resource Overview, Collierville
Feb. 4	Planning and Organizing, Chattanooga
Feb. 6	Ethics and Open Meetings, Algood
Feb. 6	Foundations and Structures of Tennessee Municipal Government, Algood
Feb. 7	Finance for Elected Officials, Algood
Feb. 7	Charter, Codes and Open Records, Algood
Feb. 7	Council at Work, Algood
Feb. 10	Purchasing Updates, Johnson City
Feb. 11	Performance Management and Positive Discipline, Chattanooga
Feb. 11	Purchasing Updates, Knoxville
Feb. 12	Workplace Harassment and Workplace Violence, Greeneville
Feb. 12	Purchasing Updates, Collegedale
Feb. 13	Foundations and Structures of Tennessee Municipal Government, Germantown
Feb. 13	Charter, Codes and Open Records, Germantown
Feb. 14	Council at Work, Germantown
Feb. 14	Finance for Elected Officials, Germantown
Feb. 14	Ethics and Open Meetings, Germantown
Feb. 16	Municipal Budgeting, Collegedale
Feb. 16	Municipal Budgeting, Collierville
Feb. 17	Purchasing Updates, Bartlett
Feb. 18	Human Resource Overview, Chattanooga
Feb. 18	Purchasing Updates, Jackson
Feb. 19	Purchasing Updates, Franklin
Feb. 20	Foundations and Structures of Tennessee Municipal Government, Centerville
Feb. 20	Ethics and Open Meetings, Centerville
Feb. 21	Charter, Codes and Open Records, Centerville
Feb. 21	Finance for Elected Officials, Centerville
Feb. 21	Council at Work, Centerville
Feb. 25	Workplace Harassment and Workplace Violence, Chattanooga
Feb. 25	Municipal Budgeting, Nashville
Feb. 27	Foundations and Structures of Tennessee Municipal Government, Henderson
Feb. 27	Council at Work, Henderson
Feb. 28	Charter, Codes and Open Records
Feb. 28	Finance for Elected Officials, Henderson
Feb. 28	Ethics and Open Meetings, Henderson

announcements

RECRUITMENTS

CIS	IPS Consultant, Solutions – Chattanooga/Southeast
CIS	IPS Consultant, PTAC – Nashville

NEW HIRES

MTAS	John Grubbs, IPS Consultant, HR – Nashville

RETIREMENTS

CIS	Joe Flynn

IPS SERVICE LONGEVITY

Margaret Norris	14 yrs
Kevin Lauer	12 yrs
Rick Whitehead	11 yrs
Bryan Lane	9 yrs
Kristy Godsey Brown	8 yrs
Andre Temple	7 yrs
Melynda Wibking	2 yrs

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