AGENDA

GREENE COUNTY LEGISLATIVE BODY

Monday, October 21, 2019 6:00 P.M.

The Greene County Commission will meet at the Greene County Courthouse on Monday, October 21, 2019 beginning at 6:00 p.m. in the Criminal Courtroom (Top Floor) in the Courthouse.

Call to Order

- *Invocation Commissioner Joshua Arrowood
- *Pledge to Flag Commissioner Kathy Crawford
- *Roll Call

Public Hearing

- Joel Hausser
- Constable Freddie Sams
- Tammy Kinser, Greene County Partnership
- Steve Tipton, Energy Specialist for Greene County Schools

Proclamations

- Alpha Delta Kappa Day
- High Tops to High Heels A Celebration of Women in Sports and Tourism
- National Breast Cancer Awareness Month

Approval of Prior Minutes

Reports

- Financial Report from Board of Education
- Reports from Solid Waste Dept.
- Committee minutes

Election of Notaries

Old Business

• Employee of the Month

Resolutions

- A. A resolution to dedicate the administrative building at the Greene County Range and Firearms Sports Complex as a memorial to Alan D. Broyles
- B. A resolution of the Greene County Legislative Body to budget \$22,845 in funds received from various sources to the Sheriff's Department for the Fiscal Year ending June 30, 2020
- C. A resolution of the Greene County Legislative Body to appropriate \$307,440 to the Greene County Highway Fund #131 for additional State Aid Projects for FYE June 30, 2020
- D. A resolution of the Greene County Legislative Body to appropriate \$14,000 to the Greene County Solid Waste Fund #116 to install fencing for the administrative office and the Horse Creek Convenience Center for FYE June 30, 2020
- E. A resolution of the Greene County Legislative Body to appropriate \$17,000 to the Greene County Human Resource Department in the General Fund #101 to conduct a countywide salary study for FYE June 30, 2020
- F. A resolution of the Greene County Legislative Body requesting that the County Mayor remove Clifford "Doc" Bryant, a County Commissioner, from all Greene County committee assignments following his censorship by the Greene County Legislative Body

Other Business

• Fiscal Strength and Efficient Government Fiscal Confirmation Letter, ThreeStar Program requirement

Adjournment

Closing Prayer - Commissioner Bill Dabbs

- ** Deadline for submission of resolutions for the next Commission meeting will be November 7th at 12:00 noon **
 - **THE NEXT COUNTY COMMISSION MEETING WILL BE MONDAY, NOVEMBER 18, 2019**

REGULAR COUNTY COMMITTEE MEETINGS

THURSDAY, NOV 28 FRIDAY, NOV 29 SATURDAY, NOV 30	WEDNESDAY, NOV 27	TUESDAY, NOV 26	MONDAY, NOV 18	THURSDAY, NOV 14	TUESDAY, NOV 12 TUESDAY, NOV 12 TEUSDAY, NOV 12	SATURDAY, NOV 9 MONDAY, NOV 11	THURSDAY, NOV 7	WEDNESDAY, NOV 6 WEDNESDAY, NOV 6	TUESDAY, NOV 5	NOVEMBER2019 MONDAY, NOV 4	WEDNESDAY, OCT 23	TUESDAY, OCT 22 TUESDAY, OCT 22	MONDAY, OCT 21	THURSDAY, OCT 17	WEDNESDAY, OCT 16	TUESDAY, OCT 8 TUESDAY, OCT 8	OCTOBER2019 WEDNESDAY, OCT 2
HOLIDAY HOLIDAY	8:30 A.M.	8:30 A.M.	6:00 P.M.	3:30 P.M.	9 – 11:00 A.M. 9:00 A.M. 1:00 P.M.	HOLIDAY HOLIDAY	3:30 P.M.	1:00 P.M. 3:30 P.M.	3:30 P.M.	3:30 P.M.	8:30 A.M.	8:30 A.M. 9:00 A.M.	6:00 P.M.	3:00 P.M.	3:00 P.M.	9 – 11:00 A.M. 1:00 P.M.	1:00 P.M.
ALL OFFICES CLOSED ALL OFFICES CLOSED CLERK'S OFFICE CLOSED	INSURANCE COMMITTEE	ZONING APPEALS (IF NEEDED)	COUNTY COMMISSION	CABLE FRANCHISE COMMITTEE	CONGRESSMAN ROE'S FIELD REPRESENTATIVE 911 BOARD PLANNING	CLERK'S OFFICE CLOSED ALL OFFICES CLOSED	PERSONNEL POLICIES COMMITTEE	BUDGET & FINANCE DEBRIS ORDINANCE (HEALTH & SAFETY)	PROPERTY SALES COMMITTEE	EDUCATION COMMITTEE	INSURANCE	ZONING APPEALS (IF NEEDED) 911 BOARD	COUNTY COMMISSION	EMS BOARD	ANIMAL CONTROL	CONGRESSMAN ROE'S FIELD REPRESENTATIVE PLANNING	BUDGET & FINANCE
COURTHOUSE & ANNEX COURTHOUSE & ANNEX ANNEX	ANNEX	ANNEX	COURTHOUSE	ANNEX	ANNEX RESCUE SQUAD ANNEX	ANNEX COURTHOUSE & ANNEX	ANNEX	ANNEX	ANNEX	CENTRAL SCHOOL OFFICE	ANNEX	ANNEX RESCUE SQUAD	COURTHOUSE	ANNEX	ANNEX	ANNEX ANNEX	ANNEX

PROCLAMATION FOR ALPHA DELTA KAPPA DAY

WHEREAS, We ardently believe that a well-educated society is the essential foundation of a thriving, free, and prosperous America; and,

WHEREAS, We recognize the profession of teaching as a special, personal calling that requires an extraordinary individual with a unique level of dedication and caring; It is therefore of the utmost importance that we honor, acknowledge, and support our past and present educators for their exceptional legacy of success; and,

WHEREAS, Educators have been the first to recognize the critical need for encouraging and nurturing the current and future groups of professional teachers with support and development programs; And, also the absolute need for promoting the profession of teaching as an honorable vocation to future generations; The Alpha Delta Kappa honorary sorority of women educators was formed and incorporated in August 1947 by a visionary group of women educators; and,

WHEREAS, It is the mission of Alpha Delta Kappa to promote educational excellence, altruism, and world understanding; Alpha Delta Kappa gives recognition to outstanding women educators, builds fraternal fellowship among women in the field of education, promotes high standards for education, hosts charitable projects, awards scholarships, and works to promote other educational endeavors in our local communities; and,

WHEREAS, Alpha Delta Kappa with its headquarters in Kansas City, MO, has 1200 chapters in nearly every town in the US and around the world in Australia, Canada, Jamaica, Mexico, and Puerto Rico; Alpha Delta Kappa has provided 45,000 women educators opportunities, recognition, and personal and professional growth for the good of their schools and the profession of teaching; and,

WHEREAS, A pioneering group of local women educators which included: Jennie Coffman, Patsy Crum, Ina Hardin, Margaret Kerbaugh, Joeanne Lintz, Mary Masters, Charlotte Peters, Ida Bell Smelcer, Elizabeth Tallent, Lucie Tilson, and Betty Yates were committed to the betterment and advancement of education, founded the TAU Chapter of Alpha Delta Kappa in Greeneville, TN on April 7, 1961; and,

WHEREAS, The TAU Chapter of Alpha Delta Kappa boasts nearly 40 local members, and meets on the 4th Tuesday of every month at the Greeneville Cumberland Presbyterian Church to carry on the rich and storied tradition of fulfilling the mission of promoting education, educational excellence, and fraternal fellowship among women educators; We congratulate and honor the commitment of these women to Greene County.

Now, therefore, I, Kevin Morrison, Mayor of Greene County, and the 21 members of the County Commission do hereby proclaim, Saturday, October 12th, 2019 as Alpha Delta Kappa Day in Greene County. We further acknowledge and appreciate the continued work by Alpha Delta Kappa to promote educational excellence and the profession of teaching in Greene County.

Kevin Morrison, County Mayor

PROCLAMATION FOR HIGH TOPS TO HIGH HEELS A CELEBRATION OF WOMEN IN SPORTS AND TOURISM

Whereas sports and tourism are two key economic drivers in our community; and

Whereas the Andrew Johnson Bank Ladies' Classic brings in \$250,000 in economic impact, and the National Junior College Athletic Association's Division III World Series brings in \$2.4 million in economic impact; and

Whereas tourism brings in \$94.1 million in tourism expenditures, generating 635 jobs, producing \$17.2 million in payroll, and creating \$2.5 million in tax revenue and \$5.8 million in state tax revenue; and

Whereas sports and tourism contribute second only to healthcare in the overall quality of life and economy to the citizens of Greene County; and

Now, therefore, I, Kevin Morrison, Mayor of Greene County, Tennessee, do hereby proclaim October 29, 2019 as A Celebration of Women in Sports and Tourism Day in Greene County, Tennessee and urge the citizens of Greene County to join us in expressing lasting appreciation to them.

Kevin Morrison, County Mayor



PROCLAMATION FOR NATIONAL BREAST CANCER AWARENESS MONTH

WHEREAS, While considerable progress has been made in the fight against breast cancer, it remains the most frequently diagnosed type of non skin cancer and the second leading cause of cancer deaths among women in our county; and

WHEREAS, Unfortunately, many of us know someone or have family members who have or have had cancer; and

WHEREAS, Thanks to earlier detection and better treatments, mortality rates for breast cancer have steadily decreased in the last decade; and

WHEREAS, Knowing what may contribute to breast cancer, symptoms, diagnosis and treatment are important parts of its prevention; and

WHEREAS, Having affordable access to screenings and early detection for all women is an essential component in the fight against breast cancer; and

WHEREAS, During National Breast Cancer Awareness Month, we stand with our mothers, daughters, sisters and friends and we recognize all who have joined their loved ones in fighting their battle as well as the advocates, researchers, and health care providers whose care and hard work gives hope to those living with breast cancer; and

WHEREAS, By educating ourselves and supporting innovative research, we will improve the quality of life for all Americans affected by breast cancer and, one day, defeat this terrible disease.

NOW THEREFORE, I, Kevin Morrison, Greene County Mayor, do hereby proclaim the month of October, 2019 as Breast Cancer Awareness Month in Greene County and urge our fellow citizens to become aware of the impact that breast cancer has on our community and to support the fight against breast cancer so that we may some day defeat this terrible disease.

21 October 2019



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1492.03	TONS		128.8		48.23	59.67	53.16	49.57	136.2		49.72	69.1	54.37	51.93	112.44		57.85	51.93	52.68	56.09	124.07		62.18	61.87	42.58	48.09	121.5		TONS	
536	#		34		20	14	43	18	26		22	15	38	26	29		16	17	36	20	29		26	15	36	30	26		LOADS	
396	#		25		14	12	26	15	21		14	15	24	23	21		13	15	20	17	22		18	14	23	24	20		BUS.	
91.99	TONS		4.48		5.7	1	0	13.14	5.23		2.35	1.41	1.07	9.16	4.01		6.04	1.42	0	10.29	3.95		6.19	1.19	0.58	000	6.78		DEMO	
467	LBS																		467									BRASS	COPPER/	
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27 57	TONS	4.79	4.76				5.26		2.26						5				4.19		2.23		3.97		2.11			WGT	TIRE	141
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	LBS																												RADIATOR	(
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1200	IBS	1200																											F	2

GREENE COUNTY SOLID WASTE GAS/ MILEAGE REPORT FISCAL YEAR '20 SEPTEMBER

	20239	9558.64	2795.179	352.234	v				TOTALS
		186.14	56.561	22.17					Shop Fuel
	1057	110.91		49.692	41357	40300	HHR		
MAINTENANCE	1218	308.83	111.03		235222	234004	F-350	2003	25
FRONT LOADER	1590	790.56	286.757		417603	416013	MACK	2001	23
DEMO/Metal	1551	374.91	136.612		261693	260142	F-350	2001	22
FRONT LOADER	0	470.71	143.148		200000	200000	MACK	2007	21
VAN INMATES	553	45.38		21.417	112695	112142	CHEVY VAN	2001	20
SERVICE	-448	55		22.928	206197	206645	F-250 4 X 4	2007	19
ROLL OFF	1531	871.33	308.205		86506	84975	MACK	2014	17
ROLL OFF	500	248.91	91.463		50495	49995	MACK	2014	16
ROLL OFF	0	0			140008	140008	MACK	2014	15
ROLL OFF	2014	1024.51	36.292		79568	77554	MACK	2014	14
SERVICE	567	124.38		52.46	78067	77500	C-10	1984	13
CENTER TRUCK	1223	267.64		120.722	140722	139499	F-250 4 X 4	2008	12
ROLL OFF	1267	822.04	291.096		80206	78939	MACK	2006	9
FL/ RECYCLE	1319	664.74	241.375		34070	32751	MACK	2018	œ
FRONT LOADER	51	22.03	7.598		297800	297749	MACK	2000	7
SPARE	0	0			264950	264950	F-350	1997	o
CENTER TRUCK	932	144.04		62.845	161124	160192	F-150	2001	5
ROCK TRUCK	0	0			269533	269533	IH DUMP	1985	4
DEMO/METAL	1908	448.64	160.123		117729	115821	F-250	2013	ω
FRONT LOADER	1588	1006.27	355.128		270172	268584	MACK	2004	2
FRONT LOADER	1818	1571.67	569.791		29119	27301	MACK	2019	_
USE	Miles Traveled	Fuel Cost	Fuel/diesel	Fuel/gas	Ending Mileage	Beginning Mileage	MAKE	YEAR	TRUCK #

6.84	242.16	39.19	43.9	29.05	34.42	88.76	GRAND TOTAL
	0						WEST GREENE HS
	0						MOSHEIM
	0						CHUCKEY-DOAK
	7.83			7.83			WEST PINES
6.84	48.35	1.14	19.45			20.92	WEST GREENE
	14.07			4.32		9.75	WALKERTOWN
	17.35	8.81			8.54		SUNNYSIDE
	10.45	4.17			6.28		ST. JAMES
	12.1			3.48		8.62	ROMEO
	4.42			4.42			OREBANK
	10.01		3.15			6.86	McDONALD
	16.21		6.28			9.93	HORSE CREEK
	25.91		12.29		6.76	6.86	HAL HENARD
	5.27				5.27		GREYSTONE
	12.79	5.22			7.57		DEBUSK
	9		i	9			CROSS ANCHOR
	0						CLEAR SPRINGS
	10.32		2.73			7.59	BAILEYTON
	38.08	19.85				18.23	AFTON
SAT	TOTAL	FRIDAY	THURSDAY	WEDNESDAY	TUESDAY	MONDAY	CENTER
9/7/2019		9/6/2019	9/5/2019	9/4/2019	9/3/2019	9/2/2019	WEEK OF 9/2/19

7.08	248.47	43.12	42.33	37.44	32	86.5	GRAND TOTAL
	0						WEST GREENE HS
	6.86			6.86			MOSHEIM
	0						CHUCKEY-DOAK
	14.48	5.75			8.73		WEST PINES
	24.66		13.03			11.63	WEST GREENE
	14.71			5.8		8.91	WALKERTOWN
	8.96			8.96			SUNNYSIDE
	6.39			6.39			ST. JAMES
				2.72		6.08	ROMEO
	6.71			6.71			OREBANK
	9.67		4.02			5.65	McDONALD
	16.3		6.67			9.63	HORSE CREEK
7.08	33.14	4.28	7.03		7.27	7.48	HAL HENARD
	14.68		5.59			9.09	GREYSTONE
	10.98	6.88				4.1	DEBUSK
	12.46	5.15			7.31		CROSS ANCHOR
	8.69				8.69		CLEAR SPRINGS
	12.87		5.99			6.88	BAILEYTON
ı	38.11	21.06				17.05	AFTON
SAT	TOTAL	FRIDAY	THURSDAY	WEDNESDAY	TUESDAY	MONDAY	CENTER
9/14/2019		9/13/2019	9/12/2019	9/11/2019	9/10/2019	9/9/2019	WEEK OF 9/9/19

223.2	32.71	55.04	38.64	22.51	74.3	GRAND TOTAL
7.16		7.16				WEST GREENE HS
0						MOSHEIM
4.19		4.19				CHUCKEY-DOAK
8.25			8.25			WEST PINES
34.19		13.38			20.81	WEST GREENE
15.53			5.84		9.69	WALKERTOWN
15.31	7.41			7.9		SUNNYSIDE
11.01	4.51			6.5		ST. JAMES
10.23			4.95		5.28	ROMEO
5.74			5.74			OREBANK
10.97		4.66			6.31	McDONALD
16.51		8.13			8.38	HORSE CREEK
15.28		13.27			2.01	HAL HENARD
8.11				8.11		GREYSTONE
7.26			7.26			DEBUSK
6.6			6.6			CROSS ANCHOR
0						CLEAR SPRINGS
10.34		4.25			6.09	BAILEYTON
36.52	20.79				15.73	AFTON
TOTAL	FRIDAY	THURSDAY	WEDNESDAY	TUESDAY	MONDAY	CENTER
	9/20/2019	9/19/2019	9/18/2019	9/17/2019	9/16/2019	WEEK OF 9/16/19

237.91	31.79	43.64	38.95	23.28	100.25	GRAND TOTAL
						WEST GREENE HS
						MOSHEIM
						CHUCKEY-DOAK
12.96	5.55			7.41		WEST PINES
33.55		13.29			20.26	WEST GREENE
15.57			6.73		8.84	WALKERTOWN
9.65			9.65			SUNNYSIDE
5.61			5.61			ST. JAMES
10.64			4.52		6.12	ROMEO
6.46			6.46			OREBANK
9.33		3.84			5.49	McDONALD
17.79		7.44			10.35	HORSE CREEK
22.44		10.73			11.71	HAL HENARD
12.53		4.38			8.15	GREYSTONE
13.31	5.52				7.79	DEBUSK
13.57	6.58			6.99		CROSS ANCHOR
8.88				8.88		CLEAR SPRINGS
10.02		3.96			6.06	BAILEYTON
35.6	14.14		5.98		15.48	AFTON
TOTAL	FRIDAY	THURSDAY	WEDNESDAY	TUESDAY	MONDAY	CENTER
	9/27/2019	9/26/2019	9/25/2019	9/24/2019	9/23/2019	WEEK OF 9/23/19

90.17	0	0	0	0	90.17	GRAND TOTAL
0						WEST GREENE HS
0						MOSHEIM
0						CHUCKEY-DOAK
0						WEST PINES
22.81					22.81	WEST GREENE
9.36					9.36	WALKERTOWN
7.22					7.22	SUNNYSIDE
0						ST. JAMES
7.94					7.94	ROMEO
0						OREBANK
6.21					6.21	McDONALD
7.35					7.35	HORSE CREEK
6.4					6.4	HAL HENARD
0						GREYSTONE
0						DEBUSK
0						CROSS ANCHOR
0						CLEAR SPRINGS
6.74					6.74	BAILEYTON
16.14					16.14	AFTON
TOTAL	FRIDAY	THURSDAY	WEDNESDAY	TUESDAY	MONDAY	CENTER
					9/30/2019	WEEK OF 9/30/19
					TENDAT	COIVING CONTRACTOR TONS FER DATE

COMPACTOR TOTALS FOR SEPTEMBER 2019

1041.91	GRAND TOTAL
7.16	WEST GREENE HS
6.86	MOSHEIM
4.19	CHUCKEY-DOAK
43.52	WEST PINES
163.56	WEST GREENE
69.24	WALKERTOWN
58.49	SUNNYSIDE
33.46	ST. JAMES
49.71	ROMEO
23.33	OREBANK
46.19	McDONALD
74.16	HORSE CREEK
103.17	HAL HENARD
40.59	GREYSTONE
44.34	DEBUSK
41.63	CROSS ANCHOR
17.57	CLEAR SPRINGS
50.29	BAILEYTON
164.45	AFTON
0 . 0	

NOTARY PUBLIC DURING THE OCTOBER 21, 2019 MEETING OF THE GOVERNING BODY: THE SECRETARY OF STATE THAT THE FOLLOWING WERE ELECTED TO THE OFFICE OF AS A CLERK OF THE COUNTY OF GREENE, TENNESSEE I HEREBY CERTIFY TO CERTIFICATE OF ELECTION OF NOTARIES PUBLIC

NAME	HOME ADDRESS	HOME PHONE	BUSINESS ADDRESS	BUSINESS PHONE
1. TONYA R BROWN	6698 BLUE SPRINGS PKWY MOSHEIM TN 378183737	423-552-4971	6698 BLUE SPRINGS PKWY MOSHEIM TN 378183737	423-552-4971
2. JORDAN M CHASE	15995 KINGSPORT HIGHWAY CHUCKEY TN 37641	423-972-7931	705 PROFESSIONAL PLAZA DRIVE S GREENEVILLE TN 37745	423-636-1800
3. PATRICIA COHEN	129 GODDARD DR GREENEVILLE TN 377451905	423-620-9850	409 E BERNARD AVE GREENEVILLE TN 377455122	423-639-3276
4. KELSEY LOGAN GRUBB	315 BIRD CIR GREENEVILLE TN 377434407	423-617-5945	PO BOX 70282 JOHNSON CITY TN 376141700	423-439-7457
5. JIMMY L KIRK	147 KIRK LN MOSHEIM TN 37818	423-450-0010	143 W BERNARD AVE GREENEVILLE TN 377436147	423-639-1121
6. KATHERINE LYNN MALONE	365 PLAINVIEW HEIGHTS CIR GREENEVILLE TN 377453041	423-823-2085	822 TUSCULUM BLVD GREENEVILLE TN 377454002	423-636-3743
7. KRISTINA AVERY MILLER	917 REMINE AVE GREENEVILLE TN 377454371	423-329-7651	60 SHILOH RD GREENEVILLE TN 377450595	423-636-7300
8. TINA MICHELLE MORROW	245 HIDDEN MEADOW LN CHUCKEY TN 376414837	423-571-9386	409 E BERNARD AVE GREENEVILLE TN 377455122	423-639-3276
9. WILLIAM SCOTT NUNNALY	1110 E ALLENS BRIDGE RD GREENEVILLE TN 37743	639-0636	100 S MAIN STREET GREENEVILLE TN 37743	639-5183
10. BRENDA ELLEN PARRISH- DICKMANN	107 OAKMONT LN GREENEVILLE TN 37743	823 2622		
11. MICHELLE RENEE POSTELL	570 PATTON LN LIMESTONE TN 37681	423-636-3030	12227 TUSCULUM BLVD GREENEVILLE TN 37745	423-636-3030
12. ANNA NICHOLE SHELTON	150 CREST HILLS LANE CHUCKEY TN 37641	423-741-3150	2330 E ANDREW JOHNSON HWY GREENEVILLE TN 37745	423-787-7730
13. ERIKA L SMITH	1311 KNOB CREEK RD JOHNSON CITY TN 376043705	423-341-9469	2500 OLD STAGE RD GREENEVILLE TN 377453036	
14. ROSE RETTA WEBB	165 DARK HOLLOW LN	423-972-2803	60 SHILOH RD	

SIGNATURE

CLERK OF THE COUNTY OF GREENE, TENNESSEE

A RESOLUTION TO DEDICATE THE ADMINISTRATIVE BUILDING AT THE GREENE COUNTY RANGE AND FIREARMS SPORTS COMPLEX AS A MEMORIAL TO ALAN D. BROYLES

WHEREAS, Greene County has been the honored recipient of many years of faithful service by Alan D. Broyles in a long, distinguished, and honorable career that spanned the whole of his lifetime; and

WHEREAS, Alan D. Broyles was an extremely well known and well liked public servant whose heart and guidance of Greene County were always in the best interest of its citizens; and

WHEREAS, Alan D. Broyles served in a number of public service roles to include: a veteran of the Vietnam War era, a teacher and coach at Mosheim School, a Greene County Commissioner, as Greene County Mayor, and as GOP party chairman; and,

WHEREAS, Alan D. Broyles' service and community support extended greatly beyond the Warrensburg community farm that he loved and called home with service and membership as: a Sunday School teacher and devoted member of Bewley's Chapel United Methodist Church, a 32nd degree Mason, a member of the Order of the Eastern Star, American Legion Post 64, the Greene County Hunting & Fishing Club, the Greeneville Rotary Club, Tennessee Farm Bureau, and the Glenwood Ruritan; and,

WHEREAS, Alan D. Broyles was an avid hunter, gun owner, and shooting sports enthusiast and was the Greene County Mayor during the conception of the idea of expanding and enhancing the old law enforcement range on Rick Coyle Drive off of Hal Henard Road, to a public Range and Shooting Sports Facility; Alan D. Broyles spearheaded the effort by applying for and aggressively seeking a Tennessee Wildlife Resources Agency grant to

Greene County Attorney Roger A. Woolsey 204 N. Cutler Street Greeneville, TN 37745 Phone: 423-798-1779 Fax: 423-798-1781 provide almost all of the necessary funding to greatly expand and enhance the shooting range without the necessity of utilizing taxpayer funding; and

WHEREAS, all of Greene County was shocked by Alan's untimely death as the result of a tractor accident and it is only fitting and proper that we, the Greene County Legislative Body on behalf of the citizens of Greene County find a way to honor and acknowledge such a man, in a way that would convey our sincerest appreciation, admiration, and gratitude for such steadfast dedication and service to the people of Greene County; and,

WHEREAS, with the administrative building at the Greene County Range and Firearms Sports Complex functions as the central control facility for the entire range and as the focal location for gun education and safety; it appears that dedicating and naming the building as the, "Alan D. Broyles Administrative and Range Education Building" would be an appropriate memorial to a man who freely invested his time and tireless energy to the community he loved and led for so long; and,

NOW THEREFORE, be it resolved, by the Greene County Legislative Body, meeting in regular session, on this, the 21st day of October 2019, a quorum being present, and voting in the affirmative, the administrative building at the Greene County Range and Firearms Sports Complex shall be dedicated as the, "Alan D. Broyles Administrative and Range Education Building".

County Clerk

County Clerk

County Mayor

County Atorney

Greene County Attorney Roger A. Woolsey 204 N. Cutler Street Greeneville, TN 37745 Phone: 423-798-1779 Fax: 423-798-1781

A RESOLUTION OF THE GREENE COUNTY LEGISLATIVE BODY TO BUDGET \$22,845 IN FUNDS RECEVIED FROM VARIOUS SOURCES TO THE SHERIFF'S DEPARTMENT FOR THE FISCAL YEAR ENDING JUNE 30, 2020

WHEREAS, the Greene County Sheriff's Department was awarded the Edward Byrne Memorial Justice Assistance Grant in the amount of ten thousand five hundred sixty dollars (\$10,560) to be used for the purchase of in-car video recording equipment and;

WHEREAS the Greene County Sheriff's Department was awarded the Bulletproof Vest Partnership Grant in the amount of eleven thousand six hundred twenty-seven dollars (\$11,627) to be used for the purchase of bulletproof vests and;

WHEREAS the Greene County Sheriff's Department received donations and contributions from various sources totaling three hundred fifty dollars (\$350) to be used for the purchase of child safety seats and;

WHEREAS the Greene County Sheriff's Department received proceeds totaling three hundred eight dollars (\$308) from the sale of recycled material and

NOW, THEREFORE BE IT RESOLVED by the Greene County Legislative Body meeting in regular session on the 21st day of October, 2019 a quorum being present and a majority voting in the affirmative, that the General Fund - #101 budget be amended as follows:

INCREASE IN BUDGETED REVENUES

County Clerk

44145	Sale or Recycled Materials	\$ 308
44570	Contributions and Gifts	200
47990	Other Direct Federal Revenue	22,187
48610	Donations	 150
TOTAL INC	REASE IN REVENUES	\$ 22,845
INCREASE I	N BUDEGTED APPROPRIATIONS	
54110	SHERIFF'S DEPARTMENT	
	316 Contributions	\$ 350
	716 Law Enforcement Equipment	11,935
54120	SPECIAL PATROLS	
	716 Law Enforcement Equipment	10,560
TOTAL INCE	REASE IN BUDGETED APPROPRIATIONS	\$ 22,845

	Budget and Finance Committee	
County Mayor	Sponsor	

B County Attorney

A RESOLUTION OF THE GREENE COUNTY LEGISLATIVE BODY TO APPROPRIATE \$307,440 TO THE GREENE COUNTY HIGHWAY FUND - #131, FOR ADDITIONAL STATE AID PROJECTS FOR FYE JUNE 30, 2020

WHEREAS, each year, the Greene County Highway Department submits to the State of Tennessee a list of projects that need to be addressed that meet the criteria of the State Aid program and;

WHEREAS, for fiscal year ending June 30, 2020 Greene County has been approved for projects totaling one million seven thousand four hundred forty dollars (\$1,007,440) and;

WHEREAS, the Greene County Highway Department requests an additional three hundred seven thousand four hundred forty dollars (\$307,440) to complete the State Aid program approved projects for fiscal year 2020 and;

NOW, THEREFORE, BE IT RESOLVED, by the Greene County Legislative Body meeting in regular session on October 21st, 2019 a quorum being present and a majority voting in the affirmative, that the budget be amended as follows:

INCREASE IN BUDGETED REVENUE

46420 State Aid Program	\$ 307,440
Total Increase in Budgeted Revenue	\$ 307,440
INCREASE IN APPROPRIATIONS	
63500 ASPHALT PLANT OPERATIONS	
713 Highway Construction	\$ 307,440
Total Increase in Budgeted Appropriation	
	Budget and Finance Committee
County Mayor	Sponsor
	Roger C Vooler
County Clerk	County Attorney

A RESOLUTION OF THE GREENE COUNTY LEGISLATIVE BODY TO APPROPRIATE \$14,000 TO THE GREENE COUNTY SOLID WASTE FUND - #116, TO INSTALL FENCING FOR THE ADMINISTRATIVE OFFICE AND THE HORSE CREEK CONVENIENCE CENTER FOR FYE JUNE 30, 2020

WHEREAS, with the expansion of the Horse Creek Convenience Center new fencing is required to accommodate the new traffic flow and layout and;

WHEREAS, Greene County will be constructing a new fuel depot station located on the property shared with the Highway and Solid Waste departments and;

WHEREAS, Greene County intends to construct security fencing around the Solid Waste Administrative office to secure the facility and equipment from the exposure the additional traffic created from the use of the fuel depot station and;

NOW, THEREFORE, BE IT RESOLVED, by the Greene County Legislative Body meeting in regular session on October 21st, 2019 a quorum being present and a majority voting in the affirmative, that the budget be amended as follows:

DECREASE IN UNASSIGNED FUND BALANCE

39000 Unassigned Fund Balance Total Decrease in Unassigned Fund	\$ 14,000 \$ 14,000
INCREASE IN APPROPRIATIONS	
55710 SANITATION MANAGEMENT 707 Building Improvements	\$ 7,000
55732 CONVENIENCE CENTERS 707 Building Improvements Increase in Budgeted Appropriation	7,000 \$ 14,000
	Kathy Crawford
County Mayor	Sponsor
County Clerk	County Attorney



A RESOLUTION OF THE GREENE COUNTY LEGISLATIVE BODY TO APPROPRIATE \$17,000 TO THE GREENE COUNTY HUMAN RESOURCE DEPARTMENT IN THE GENERAL FUND - #101, TO CONDUCT A COUNTYWIDE SALARY STUDY FOR FYE JUNE 30, 2020

WHEREAS, over the past year, the Greene County Personnel Policy Committee has undertaken the task of revising, updating and consolidating policies and procedures to be used countywide and;

WHEREAS, the Greene County Personnel Policy Committee has recommended that Greene County conduct a comprehensive salary study that will include all aspects of wages and benefits and cost seventeen thousand dollars (\$17,000) and;

WHEREAS, once completed, Greene County will make it a priority to address any deficiencies that are presented to the Greene County Legislative Body as a result of the salary study and;

NOW, THEREFORE, BE IT RESOLVED, by the Greene County Legislative Body meeting in regular session on October 21st, 2019 a quorum being present and a majority voting in the affirmative, that the budget be amended as follows:

DECREASE IN UNASSIGNED FUND BALANCE

39000 Unassigned Fund Balance Total Decrease in Unassigned Fund Bala	\$ 17,000 \$ 17,000
INCREASE IN APPROPRIATIONS	
51310 PERSONNEL OFFICE 399 Other Contracted Services Increase in Budgeted Appropriations	\$ 17,000 \$ 17,000
County Mayor	Budget and Finance Committee Sponsor
County Clerk	Roger C Double County Attorney



Presented To

Greene County Tennessee

A Proposal For

Classification & Compensation Study

&

Fringe Benefit Analysis

Submitted by:

Organizational Management Group©

4110 Beverly Place Knoxville, Tennessee 37918 (865) 363-6366

lgrussellomg@gmail.com

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Introduction

The Organizational Management Group was formally established October 1, 2000. Since being established, the Organizational Management Group has performed many services for public and private sector organizations. These services include, but are not limited to: human resource consulting, development of classification and compensation plans, fringe benefit analysis, strategic planning, organizational assessment and innovation, risk management analysis, surveys and statistical analysis, property management consultation and the development of employee selection and performance evaluation processes. OMG also provides customized management training programs on-site for clients upon request. The Organizational Management Group utilizes a team approach by calling upon associates who possess a variety of knowledge, skills and abilities to produce a customized product that specifically meets the needs of the organization. The individuals utilized for this proposal possess extensive experience in all aspects of human resource administration. The representative authorized to negotiate services and cost for the Organizational Management Group is Larry Russell, President.

Larry Russell, President Organizational Management Group

1.1 Principal Consultant

<u>Larry Russell</u> will be the Lead Consultant assigned to this Classification & Compensation project. Mr. Russell holds a B.A. Degree in Political Science and a Masters Degree in Public Administration (specialization in Wage and Hour Administration) from the University of Tennessee. He has more than thirty-five years of experience in all facets of Personnel Administration in both the public and private sectors. He was the first Personnel Director for Ruby Tuesday restaurants and served in that capacity for four years. During his tenure as Personnel Administrator for Knoxville's Community Development Corporation (formerly Knoxville Housing Authority), he conducted numerous class/comp studies and developed a national award winning Pay for Performance employee evaluation system. He also served as the Public Housing Program Administrator for KCDC for six years and Program Administrator for Asset Management (multi-family assisted housing) for two years, during which time KCDC received the "High Performer" designation from HUD. During his tenure as public housing administrator, he developed a site based evaluation program which received national recognition for innovative administrative practices from NAHRO. During his tenure as Program Administrator for Asset Management Mr. Russell successfully completed two major neighborhood revitalization projects utilizing a variety of funding sources including tax credits, HOME funds, etc. Mr. Russell served as an adjunct faculty member for Tusculum College where he taught Introduction to Management, Personnel Administration and Organizational Behavior and Performance. He also conducts local and regional seminars for the University of Tennessee County Technical Advisory Service (CTAS).

1.2 Approach utilized for Classification & Compensation

A. Introduction

In preparation for the Classification and Compensation Study, the Organizational Management Group reviewed the available literature and numerous methodologies available in the field of public administration. The methodology selected for this project reflects the most proven methods and procedures used in the field. With slight variations, the methodology has been used at all levels for both public and private sector organizations for several years and is considered "State of the Art." Our approach will use job content validity methodology with the required documentation needed to satisfy EEOC guidelines as outlined in Chapter XIV, EEOC, 29 CFR 1607 and amendments. During the initial planning stages of the study, the work will be broken down into two portions position classification/job analysis and compensation survey and analysis. We will establish a realistic timetable in consultation with administrative staff and a discussion of the scope of human resource related activities desired by Greene County government.

B. Position Classification/Job Analysis Study - Phase I

The position classification/job analysis study is the first and most important part of the overall review and update to the human resource function. Phase I of the study will include the allocation of positions to standard classifications and the development of new position (job) descriptions. The primary purpose of a classification system is to develop a method of objectively evaluating jobs. It is designed to ensure that jobs are equitably and comprehensively ranked in relation to one another (internal equity) based on the duties and responsibilities required of the job. A further purpose is to provide a credible and objective system that employees can readily understand and responsible staff can easily apply and maintain.

1. Job Evaluation Plan and Process

Factor ranking has been selected as the evaluation tool to establish proper internal pay relationships within the organizational structure. Factor ranking is essentially a process of ranking or comparing jobs on a number of evaluation factors. We will derive the factors to be used from a detailed job analysis that will include:

- review of current job descriptions for each classification in the current plan;
- > the completion of a position description questionnaire by all employees;
- interviews with employees to determine the duties and responsibilities inherent in their position;
- reasons for terminating employees who have failed to adequately perform the job in the past.

We will evaluate each job in relation to other jobs in the compensation plan. This task is accomplished by reviewing the job in terms of each evaluation factor and comparing it with other jobs for each factor-ranking level. Once the proper evaluation level is selected for the job, we note and record the weighted point score for that level. After we have assigned the job a point score for each factor, a total point score is calculated by adding the relevant factor scores. This total score determines the value of the job in relation to all others. These factors are selected as measures of

different and significant aspects of jobs, but also are applicable to all of the jobs studied. The factors are derived from an analysis of job content. As a group, the factors are designed to embody all the important characteristics of an individual job and identify its total scope and character. Positions will be compared with respect to the following factors: Knowledge and Skills required in the position; Impact and Accountability found in the position; Working Relationships required for successful job performance; and Working Conditions encountered on the job. Comprehensive definitions are as follows:

Knowledge and Skills (Weight 35%)

The factor of knowledge and skills measures the level of knowledge and skills required for satisfactory performance of the duties associated with the position. Knowledge and skills reflect the cumulative amount of formal and informal education, training and experience acquired within or outside the organization. Knowledge is the range of information or understanding of a subject or variety of subjects necessary to the function. In addition to the measurable amount of knowledge, consideration is given to the various types required and the extent of detailed understanding necessary for a particular subject.

Skills to be considered are those needed to apply required knowledge, or developed abilities to the functions of the position. The types of skills that might be required include:

- > The ability to define problems precisely or to identify and combine relevant facts objectively and in perspective;
- The ability to produce new concepts, methods or programs through imaginative and innovative techniques;
- ➤ The ability to project concepts and facts and to define the steps necessary to reach objectives;
- > Communication skills; and
- Leadership, ability to be persuasive and human relations skills necessary to supervise other employees and to maintain working relationships with others.

In rating positions on this factor, consideration is given to the complexity and difficulty of the demands on the position and the types of skills and knowledge required to achieve objectives, not just to selected credentials (for example, degree, license, etc.) that are required for initial entry to the position.

Impact and Accountability (Weight 40%)

The factor of impact and accountability measures:

> The scope of the job in terms of the relative frequency, complexity and variety of

matters on which decisions are required;

- ➤ The extent of the job's decision-making latitude or authority to act independently, within limitations of supervision and policy and the effect of possible errors in judgment;
- The opportunity that the responsibilities of the position give to the incumbent to affect or influence results directly or indirectly through decisions and actions involving such matters as controlling or reducing costs; preventing injury to fellow employees or non-employees and damage to tools, equipment and materials; protecting, conserving and increasing physical assets and financial resources; and developing and implementing programs, policies and plans necessary to achieve organizational, departmental or unit objectives; and
- The character and extent of guidance the form of policies, practices and procedures or actual supervision that govern the performance of the work versus the amount of independent action, exercise of judgment, decision-making or planning the job requires without recourse to supervision.

In evaluating the position's responsibility, consideration is given to its direct influence on results. Consideration is also given to the indirect influence that a position can have on results, such as the development of programs or initiation of ideas that will be carried out by others.

Working Relationships (Weight 20%)

The factor of working relationships measures the requirements to meet and deal with others effectively, as indicated by the character, scope and importance of relationships that are necessary for satisfactory performance of the duties associated with the position.

In measuring the working relationships factor, consideration is given to:

- The type and frequency of required contacts with others that is, whether the matters involved are complex or controversial, or whether considerable tact, diplomacy and persuasiveness are necessary to motivate and influence the thoughts and actions of others;
- The scope of the relationships that is, whether they are confined within a unit, extend to other units, remain within the organization or extend outside the organization to the general public; and
- > The importance of establishing contacts and maintaining effective relationships.

The application of this factor excludes consideration of routine relationships with the incumbent's direct supervisory and subordinate chain of command.

Working Conditions (Weight 5%)

The factor of working conditions evaluates conditions and hazards associated with the job as well as its physical demands. Consideration is given to the surroundings or physical conditions under which the job must be performed and the extent to which those conditions make the job disagreeable. Consideration is also given to the probability and severity of injuries to which the employee is exposed, assuming that he/she is exercising reasonable care in observing safety regulations and utilizing required safety equipment.

2. Allocating the Job to a Skill Level

The proper skill level for a job is selected after the total weighted point score has been calculated for all factors. The level is determined by comparing the total score of the job with the point score ranges that we have established for each level in the salary structure. The proper distribution of points ensures that classifications of comparable value in the plan are included in the same grade. We design the spread of point values to include jobs of essentially equivalent overall value and to separate jobs of significantly different value. Below is a typical table of point ranges:

Skill Level	Point Range	
	Minimum	Maximum
16	761	-
15	708	760
14	615	707
13	535	614
12	466	534
11	405	465
10	352	404
9	306	351
8	266	305
7	231	265
6	201	230
5	175	200
4	152	174
3	132	151
2	115	131
1	100	114

Note: Point ranges are determined using a progression factor of 1.15 (that is, 1.15 = 115, $115 \times 1.15 = 132$). The number of skill levels is dependent upon the size and complexity of the organization.

A factor ranking guide will be supplied to Lawrence County government for future use at the conclusion of the Classification/Compensation Study.

3. Position Descriptions

We will develop job descriptions for each classification according to the following criteria:

a. <u>Class Title</u> is a brief and descriptive designation of the type of work performed.

- b. Nature of Work is a general description of the work with emphasis on those basic factors that distinguish the class from other classes above and below it in the same series, and/or closely related series. Included are such factors as the supervision received and exercised, responsibility and difficulty, hazards and the way in which work is assigned and results reviewed. This section evaluates the class in terms of relative difficulty and responsibility and thereby establishes the level of the class in its overall internal relationship to other classes. It is this section that is the most important in determining the class in which a particular position belongs.
- c. <u>Illustrative Examples of Work</u> are used in order to enable the reader to obtain a more thorough idea of the actual work performed in positions allocated to a class. The list is descriptive but not limiting. It is not intended to describe all the work performed in all positions in the class nor are all examples applicable to all positions allocated to a class. It is possible in the more populated classes that only one portion of one work example will apply to a given position. This section merely serves to illustrate the more typical portions of the job. A position belongs in a class only when it meets the criteria defined and set out by the descriptions as a whole.
- d. Necessary Requirements of Work describes in detail the education and experience that ordinarily gives a person those critical knowledge, abilities and skills necessary for successful performance of the work in a given class. This section does not in any way have reference to the qualifications of the current employees. Although not specifically mentioned, we deem certain qualifications such as honesty, neatness and dependability that we expect of all employees as part of this section.
- e. <u>Necessary Special Requirement(s)</u> is used where requirements limit the practice of a profession or occupation to persons who possess a license or certificate. It also is used to enumerate especially critical physical and other practical requirements for specific classes. Generally this section lists specific pre-requisites, which must be met by applicants for positions in a class before otherwise qualifying. An example might be for the position of driver where a valid state driver's license is required.
- f. <u>Physical Requirements</u> describes in detail the physical abilities required to successfully perform the job and satisfy all ADA requirements.
- g. <u>FLSA Determination</u> A determination will be made for each position classification as to whether or not the job duties are exempt or non-exempt to the overtime provisions of the Fair Labor Standards Act as amended.

C. Compensation Plan - Phase II

We will undertake a regional salary survey to 1) determine where Greene County government pay rates for certain benchmark jobs stand in relation to the labor market, 2) determine the competitiveness of each organization's starting salaries in relation to those of competing employers, and 3) determine whether any pay adjustments are warranted. Administrative staff will be asked to help identify regional employers and help select the benchmark positions that we should include in

the salary survey. We will develop a compensation (pay) plan using the skill level information obtained in the classification phase of the study and the survey results. The overall range between the minimum and maximum rates of pay for each classification surveyed will be divided into quartiles and the bottom twenty five percent and the top twenty five percent will be excluded for comparison purposes. The underlying philosophy is that the employer does not want to compare with the lowest paid employers nor can they afford to compare with the highest paid employers responding to the survey. The proposed salary schedule will be divided into four equal segments (or quartiles). The recommended spread between the minimum and the maximum salaries of a given range (or skill level) will be 50%. This salary structure provides sufficient scope for the rewarding of individual performance. The spread between skill levels (vertical spread) typically will be 10% up to a "to be determined" skill level, then 15% to 20% to the top of the pay schedule. Such a structure (and the corresponding class assignments) allows for the compensation of individuals based on a hierarchy of positions, e.g., supervisor/subordinate relationships. The recommended pay plan is referred to as a broad banded pay structure and typically does not have each salary grade divided into "steps". This approach has proven much more flexible and easier to maintain than "pay step" plans frequently found in public sector approaches to compensation.

1.3 Fringe Benefit Analysis

An analysis of the fringe benefits offered to Greene County employees will be conducted to determine how competitive they are when compared to the fringe benefits offered to regional public sector employees. Fringe benefits typically represent 32% to 35% of the payroll dollar and therefore are an essential component of the organization's ability to attract and retain competent employees. The fringe benefits included in this analysis include health insurance, short and long term disability insurance, life insurance, leave benefits, retirement options, educational incentives and employee assistance programs. This analysis will include specific recommendations to assist the organization in developing and maintaining a competitive fringe benefit program.

1.4 Proposed Fee Schedule

a. Analysis of organizational structure and current positions, preliminary discussions with administrative staff, determination of comparable survey participants, etc.
 (Estimated at 4 hours @ \$100.00/hr.)

b. Review of current job descriptions, Position Description
Questionnaires, desk audits, field observations and critical incident discussions with supervisors.
(Estimated at 60 hours @ \$100.00/hr.)
\$ 6,000.00

c. Cost of preparing and/or updating job descriptions for each classification
(Estimated at 40 hours @ \$100.00/hr.) \$4,000.00

d. Cost to conduct salary survey and develop pay schedule (Estimated at 20 hours @ \$100.00/hr.) \$2,000.00

e. Cost to prepare position factor rating guide for future use.	included in d.
f. Cost to determine implementation costs & alternatives (Estimated at 20 hrs. @ \$100.00/hr.)	\$ 2,000.00
g. Fringe benefit analysis (Estimated at 10 hrs. @ \$100.00/hr.)	\$ 1,000.00
g. Board and/or administrative staff presentations, and additional work not included in the above scope of work. (Estimated at 4 hours @ \$100.00/hr.)	\$ 400.00
h. Travel & sundry expenses	\$ 1,200.00
Total (not to exceed)	\$17,000.00

1.5 Equal Employment Opportunity Statement

The Organizational Management Group's employment practices, including terms and conditions of employment and all contractual relationships are based on the merit principle without regard to race, color, creed, national origin, religion, familial status, sex, age, political affiliation, or physical or mental disability (except where physical or mental requirements are a bona fide occupational qualification). Specifically, employment opportunities and contractual relationships are based solely on an individual's knowledge, skills, and abilities and other job related capabilities. It is the policy of the Organizational Management Group to assure equal employment opportunities for all individuals. We hereby submit this proposal as of the date below for the development of a classification and compensation plan and related human resource activities. We certify that the information submitted is true and correct, we have never been debarred and/or decertified by any federal, state or local entity and that we are willing and able to serve Greene County government in the capacity proposed. We further allege that the Organizational Management Group is unaware of any existing conflict of interest with any Greene County government employees or elected officials. This proposal constitutes a firm offer that may be accepted at any time within sixty (60) days from August 20, 2019. A separate agreement for service will be submitted if this proposal is accepted.

1.6 Projected Timeline

The completion of a comprehensive classification/compensation plan for a County Government is dependent upon a number of variables including scope of the survey, availability of County staff to conduct interviews, timing of County Commission committees & meetings, etc. Upon initiation of the project a reasonable expectation would be the completion of the project within four months.

1.7 Expectations of the County

The County, with the guidance of Organizational Management Group, will be primarily responsible for the identification of needs, the distribution of documents, data collection and ensuring the availability of staff as necessary to carry out the tasks identified in the binding agreement.

Organizational Management Group©

Larry Russell, President	Date

Client References

East Tennessee Human Resource Agency (ETHRA)
Ms. Dee Norman, Human Resources Director
9111 Cross Park Drive, Suite D-100
Knoxville, TN 37923
1(865) 691-2551
Completed a Classification/Compensation Study - April 1997
Updated the agency pay plan – July 2003
Currently on retainer

Southeast Tennessee Human Resource Agency (SETHRA) Ms. Lois Minton, Assistant Executive Director 215 Rankin Avenue South Dunlap, TN 37327 1(423) 949-2191

Completed a Classification/Compensation Study - September 1997

Loudon County Government

Mr. George Miller, County Mayor (former)

P.O. Box 246

Loudon, TN 37774-1042

1 (865) 458-4664

Completed a Classification/Compensation Study - April 1998

Morristown Housing Authority

Ms. Marilyn Medley, Executive Director

P.O. Box 497

600 Sulphur Springs Road

Morristown, TN 37815

1(423) 586-5115

Completed a Classification/Compensation Study, revised Personnel Policies, and instituted a Pay for

Performance Employee Evaluation Program - February 2000

Conducted a Utility Allowance Study and 504 Accessibility Study - March 2001

Currently updating the Classification/Compensation Plan and Personnel Policies

Jefferson County Board of Education

Mr. Ken Scott, Superintendent (former)

P.O. Box 190, 1221 Gay Street

Dandridge, TN 37725

1(865) 397-3194

Completed a Classification/Compensation Study - June 2000

Hamblen County Government

Mr. Bill Brittain, County Mayor

511 West 2nd North St.

Morristown, TN 37814

1 (423) 586-1931

Completed a Classification/Compensation Study - February 2001

Developed Personnel Policies and Procedures Manual - May 2001

Updated the pay plan - June 2004

Updated the pay plan – June 2007

Currently on retainer

Housing Authority of Richmond Kentucky

Ms. Shirley Hacker, Executive Director

502 Ellis Court

P.O. Box 786

Richmond, KY 40476-0786

1 (859) 623-5968

Revised Personnel Policies and Procedures and conducted a Classification/Compensation Study –

June 2001

Loudon Housing Authority

Ms. Lori Everett, Executive Director

P.O. Box 397

Loudon, TN 37774

1 (423) 458-2061

Revised Personnel Policies and Procedures - October 2001

Completed a Classification/Compensation Study and developed a Pay for Performance Employee Evaluation program—July 2001

McMinn County Government

Mr. John Gentry, County Mayor

6 East Madison Avenue

Athens, TN 37303

1 (423) 745-7634

Completed a Classification/Compensation Study - August 2001

Dayton Housing Authority

Ms. Lisa Bonadio, Executive Director

270 Railroad St.

P.O. Box 257

Dayton, TN 37321

1 (423) 775-1871 ext. 227

Revised Personnel Policies and Procedures and completed a Classification/Compensation Study – May 2002

Omni Visions, Inc.

Mr. Jim Henry, President

101 Lea Avenue

Nashville, TN 37210

1 (615) 726-3603

Completed a Classification/Compensation Study – December 2002

Developed a Pay for Performance evaluation system – August 2003

Cleveland Housing Authority

Mr. Paul A. Dellinger, Executive Director

P.O. Box 2846

450 Walker Street, N.E.

Cleveland, TN 37311

1 (423) 479-9650

Revised Personnel Policies and Procedures and completed a Classification/Compensation Study – May 2002

Developed a Pay for Performance Employee Evaluation Program – June 2002

Coordinated the selection of Executive Director – March 2005

Currently on retainer

Knox County Housing Authority

Mr. William G. "Bo" Pierce, Executive Director (former)

6333 Pleasant Ridge Road

Knoxville, TN 37921 1 (865) 637-7942 Completed a Classification/Compensation Study – March 2003

Greene County Government
Mr. Alan Broyles, County Mayor
204 North Cutler Street, Suite 206
Greeneville, TN 37745
1 (423) 798-1766
Completed a Classification/Compensation Study - April 2003

Claiborne County Government
Mr. Virgil L. Herrell, County Mayor (former)
P.O. Box 318
Tazewell, TN 37879
1 (423) 626-5236
Completed a Classification/Compensation Study – May 2003

Hillcrest Healthcare
Ms. Teri Webster, President & CEO
5321 Tazewell Pike
Knoxville, Tennessee 37918
1 (865) 342 – 2069
Completed a Classification/Compensation Study – July 2003

Mid-Cumberland Human Resources Agency
Ms. Jane Hamrick, Executive Director
P.O. Box 111419
Nashville, TN 37222-1419
1 (615) 850-3917
Completed a Classification/Compensation Study – November 2003
Developed a Pay for Performance Employee Evaluation Program – June 2005

Southwest Human Resource Agency
Mr. Franklin Smith, Executive Director (former – currently County Mayor for Haywood County)
1527 White Avenue P.O. Box 264
Henderson, Tennessee 38340-0264
1 (731) 989-3879
Completed a Classification/Compensation Study – February 2004

Southwest Tennessee Development District Evelyn Robertson, Executive Director 27 Conrad Drive, Suite 150 Jackson, Tennessee 38305-2850 1 (731) 668-6417 Completed a Classification/Compensation Study – May 2004

Haywood County Government

Mr. Franklin Smith, County Mayor
Courthouse
1 North Washington
Brownsville, Tennessee 38012
1 (731) 772 – 1432
Completed a Classification/Compensation Study – June 2004

Town of Greeneville
Mr. Darrell M. Bryan, Mayor
200 North College Street
Greeneville, Tennessee 37745
1 (423) 639 – 7105
Completed a Classification/Compensation Study – July 2004

Sevier County Government
Mr. Larry Waters, County Mayor
125 Court Avenue, Suite 205E
Sevierville, Tennessee 37862
1 (423) 774 – 3615
Completed a Classification/Compensation Study – April 2005

Claiborne County Emergency Communications District, Inc.
Mr. Roger Hager, Executive Director
P.O. Box 911
Tazewell, Tennessee 37879
1 (423) 626-5339
Completed a Classification/Compensation Study – September 2005

Columbia Housing Authority
Mr. Trent Ogilvie, Executive Director
201 Dyer Street
Columbia, Tennessee 38402
1 (931) 446 – 3868
Completed a Classification/Compensation Study – December 2005
Developed a Pay for Performance Employee Evaluation Program (June 2006)

Jefferson County Emergency Communications District Mr. Marcus T. Reed, Sr., Executive Director 112 West Broadway Blvd. Jefferson City, Tennessee 37760 1 (865) 475-4911 Completed a Classification/Compensation Study – March 2006

Jefferson County Government Mr. Gary Holiway, County Mayor (former) P.O. Box 710 Dandridge, Tennessee 37725-0710 1 (423) 397 – 3800 Completed a Classification/Compensation Study – March 2006 (Currently awaiting implementation)

Gatlinburg Tennessee
Ms. Cindy Ogle, City Manager
P.O. Box 5, U.S. Highway 321 East
Gatlinburg, Tennessee 37738
1 (865) 436-1403
Completed a Classification/Compensation Study – June 2006

Mid-East Community Action Agency
Jerry Johnson, Executive Director
141 Odd Fellows Cemetery Road
Rockwood, Tennessee 37854
1 (865) 354-0450
Completed a Classification/Compensation Study – August 2006

Sullivan County Government
Mr. Larry Bailey, Director of Accounts & Budgets
3411 Highway 126, Suite 202
Blountville, Tennessee 37617
1 (423) 323 – 6409
Completed a Classification/Compensation Study – December 2006

Jefferson City, Tennessee
Mr. John Johnson, City Manager
P.O. Box 590
112 West Broadway
Jefferson City, Tennessee 37760
1 (865) 475-9071
Completed a Classification/Compensation Study – April 2007
Updated Class/Comp Plan 2012, 2017

Cocke County Government
Ms. Anne Williams, Director of Finance
360 East Main Street, Courthouse Annex, Suite 142
Newport, Tennessee 37821
1 (423) 623-8791
Completed a Classification/Compensation Study – June 2007

Fort Mill Housing Authority
Mr. L. Thomas Rowe, Chief Executive Officer
105 Bozeman Drive
Fort Mill, South Carolina 29716
1 (803) 547-6787
Completed a Classification/Compensation Study –July 2008
Developed a Merit Based Employee Evaluation System –July 2008
Updated Personnel Policies and Procedures –July 2008

Updated Classification/Compensation Plan & Personnel Policies – July 2019

Martin Housing Authority
Mr. Brian Harris, Executive Director
134 East Heights Drive
Martin, Tennessee 38237
1 (731) 587-3186
Completed a Classification/Compensation Study – August 2008
Developed a Merit Based Employee Evaluation System – August 2008
Updated Personnel Policies and Procedures – August 2008

Maury County Government
Attn: Ms. Dana Gibson, HR Director
41 Public Square
Columbia, Tennessee 38401
1 (931) 375-2400
Completed a Classification/Compensation Study – August 2008
Under contract July, 2009 – June 2018
Updated the entire Classification/Compensation Plan – August 2019

The Housing Authority of Anderson, SC
Ms. Becky Holmes, Executive Director
1335 East River Street
Anderson, South Carolina 29624
1 (864) 260-5132
Completed a Classification/Compensation Study – August 2009

Charleston Housing Authority
Mr. Don Cameron, Chief Executive Officer
550 Meeting Street
Charleston, South Carolina 29403
1 (843) 720-3971
Completed a Classification/Compensation Study – August 2009
Developed a "Pay for Performance" Program – August 2010
Extensive Management Training – 2011-2012

Beaufort Housing Authority
Mr. Edward Boyd, Executive Director
1009 Prince Street
P.O. Box 1104
Beaufort, South Carolina 29901
1 (843) 525-7059
Completed a Classification/Compensation Study – October 2009
Updated Personnel Policies and Procedures – January 2010

Morgan County Government Ms. Becky Ruppe, County Mayor (former) Morgan County Courthouse Wartburg, Tennessee 37887 1 (423) 346-6288 Completed a Classification/Compensation Study – June 2010

Morgan County Board of Education
Mr. Edward Diden, Superintendent of Schools
136 Flat Fork Road
Wartburg, Tennessee 37887
1 (423) 346-6214
Completed a Classification/Compensation Study – June 2010

City of Rockwood Ms. Becky Ruppe, City Manager 110 North Chamberlain Avenue Rockwood, Tennessee 37854 1 (865) 354-0611 Completed a Classification/Compensation Study – June 2014

Rockwood Water, Sewer & Gas Ms. Kimberly Ramsey, General Manager 116 North Church Road Rockwood, Tennessee 37854 1 (865) 354-4221 Completed a Classification/Compensation Study – June 2014

Hawkins County Government
Mr. Melville Bailey, County Mayor
150 East Washington Street, Suite 2
Rogersville, Tennessee 37857
1 (423) 272-7359
Completed a Classification/Compensation Study – June 2014

Monroe County Government
Attn: Ms. Libby Hicks, Finance Director
103 South College Street, Suite #9
Madisonville, Tennessee 37354
1 (423) 442-9383
Completed a Classification/Compensation Study – July 2016

Cumberland County Government
Mr. Nathan Brock, Finance Director
2 North Main Street
Crossville, Tennessee 38555
1 (931) 484-8212
Completed a Classification/Compensation Study – July 2016

Pigeon Forge, Tennessee

Attn: Ms. Lois Sutton, HR Manager
P.O. Box 1350
Pigeon Forge, Tennessee 37868
1 (865) 453-9061
Completed a Classification/Compensation Study – June 2016

Carter County Board of Education Attn: Dr. Kevin Ward, Director 305 Academy Street Elizabethton, Tennessee 37673 Completed a Classification/Compensation Study – June 2017 1(423) 547-4003

LaFollete Housing Authority
John Snodderly, Executive Director
P.O. Box 392
LaFollette, Tennessee 37766
1 (865) 523-5287
Completed a Classification/Compensation Study – August 2017
Developed a "Pay for Performance" employee evaluation program – March, 2018
Updated Personnel Policies & Procedures – June, 2018

Marshall County Government
Attn: Mr. Mike Keny, County Mayor
1108 Courthouse Annex
Lewisburg, Tennessee 37091
1 (931) 359-1279
Completed a Classification/Compensation Study – August 2018

Cheatham County Government
Attn: Ms. Shelly Carney, Human Resources Director
100 Public Square, Suite 115
Ashland City, Tennessee 37015
1 (615) 792-2340
Completed a Classification/Compensation Study – August 2019

RESOLUTION OF THE GREENE COUNTY LEGISLATIVE BODY REQESTING THAT THE COUNTY MAYOR REMOVE CLIFFORD "DOC" BRYANT, A COUNTY COMMISSIONER, FROM ALL GREENE COUNTY COMMITTEE ASSIGNMENTS FOLLOWING HIS CENSORSHIP BY THE GREENE COUNTY LEGISLATIVE BODY

WHEREAS, most citizens of Greene County expect ethical conduct in their elected officials. The appearance of unethical conduct or wrongdoing, whether in failing to pay an individual's proportionate share of taxes while others pay their fair share, in failing to pay debts legally owed to the government, or in failing to respect and comply with the Orders of the Court, can create disrespect and distrust by the citizens of elected county officials/commissioners and the governmental entities for which they serve; especially when that government is legally and ethically required to collect revenues from taxpayers and other sources and expend those funds to provide essential government services for its citizens; and

WHEREAS, the Greene County Legislative Body met in regular session on the 16th

day of September, 2019, a quorum being present and a majority voting in the affirmative to censure County Commissioner Clifford "Doc" Bryant for his failure to pay personal property taxes to Greene County and the Town of Greeneville, his failure to pay income taxes to the United States of America, his failure to pay student loans owed to the United States of America, his mockery of the legal process in the United States District Court including writing bad checks to the government, and his refusal to recognize his obligation as a citizen to satisfy in good faith all financial obligations that he owed, especially those such as Federal, State, or local taxes that are imposed by law while serving as a county commissioner; and

Greene County Attorney Roger A. Woolsey 204 N. Cutler Street Greeneville, TN 37745 Phone: 423-798-1779 Fax: 423-798-1781 WHEREAS, following the affirmative vote for censorship of Clifford "Doc" Bryant by his fellow commissioners and considering the fact that in his role as a county commissioner, Commissioner Bryant sits on various committees which committees in turn make decisions or make recommendations to the full commission that affect the lives and finances of the citizens of this County, and further, after careful consideration of the fact that as a taxpayer, Commissioner Bryant is not presently nor in the past paid his fair share of taxes and obligations to Greene County government and the Town of Greeneville, it would appear that Commissioner Bryant should not have the privilege of sitting on the various committees of County government and make recommendations or decisions concerning the use of taxpayer funds when he himself has not contributed or paid his fair share of the taxpayer burden; and

WHEREAS, as a component of his censorship by this legislative body,

Commissioner Bryant should be removed from any and all Greene County Committees.

NOW, THEREFORE BE IT RESOLVED by the Greene County Legislative Body meeting in regular session on the 21st day of October, 2019, a quorum being present and a majority voting in the affirmative that a request be made to the County Mayor to remove County Commissioner Clifford "Doc" Bryant from all Greene County committee assignments in response to his refusal to recognize his obligation as a citizen to satisfy in good faith all financial obligations that he owed, especially those such as Federal, State, or local taxes that are imposed by law while serving as a county commissioner.

Robin Quillen & Lloyd Bowers
Sponsors

County Mayor

County Clerk

County Attorney

Greene County Attorney Roger A. Woolsey 204 N. Cutler Street Greeneville, TN 37745 Phone: 423-798-1779 Fax: 423-798-1781