

LOUDON COUNTY COMMISSION

June 6, 2011
6:00 pm
Courthouse Annex

PUBLIC HEARING

1. Loudon County Planning and Codes Director – Russ Newman
 - A. A Resolution to Amend Section 4.070 Swimming Pool Restrictions of the Loudon County Zoning Resolution, Pursuant to Tennessee Code Annotated, Section 13-7-105.

REGULAR MEETING

1. Opening of Meeting, Pledge of Allegiance, Invocation
2. Roll Call
3. Adoption of the Agenda – June 6, 2011
4. Reading and Acceptance of May 2, 2011 Commission Minutes.
Reading and Acceptance of May 16, 2011 Special Called Meeting Minutes.
5. This is the time for any visitor or delegation to come forward and state the business for which he/she may wish to address concerning any item of interest on the planned agenda.
6. Reports of County Officials, Departments and Committees:
 - A. Loudon County Mayor – Estelle Herron
 1. Request Consideration of Approving Boards/Committees Appointments for the following:
 - a. Board of Zoning Appeals
 - b. Equalization Board
 - c. Loudon County Library Board
 - d. Regional Library Board
 - e. Sick Leave Bank Board of Trustees
 - f. TCCA Legislative Committee
 - g. TASS Board of Directors (Loudon County)

2. Request Consideration of Approving the By-Laws for the Employee Sick Leave Bank.
3. Request Consideration of Approving a Resolution to Establish a Redistricting Committee.
4. Request Consideration of Approving a Resolution Adopting the Strategic Economic Development Plan for 2011-2015.
5. Request Consideration of Approving a Resolution to Affirm Compliance with Federal Title VI Regulations.

B. Loudon County Planning and Codes Director – Russ Newman

1. A Resolution to Amend Section 4.070 Swimming Pool Restrictions of the Loudon County Zoning Resolution, Pursuant to Tennessee Code Annotated, Section 13-7-105.

C. Loudon County Budget Director – Tracy Blair

1. Consideration of a Recommendation to Approve Amendments in the Following Funds:
 - a. County General Fund 101
 - b. Recycling Center Fund 116
 - c. County Drug Fund 122
 - d. Highway Department Fund 131
 - e. General Purpose School Fund 141
 - f. School Federal Projects Fund 142
 - g. General Debt Fund 151
 - h. Education Debt Services Fund 156
 - i. Highway Capital Projects Fund 176
 - j. Education Capital Projects Fund 177
2. Consideration of a Recommendation to Approve a Resolution Amending the Education Capital Projects Fund.

D. Loudon County Commissioner - David Meers

1. Election of Bonds and Notaries

- 7. This is the time for any visitor or delegation to come forward and state the business for which he/she may wish to address concerning any items not on the planned agenda.**
- 8. Adjournment**

LOUDON COUNTY COMMISSION

STATE OF TENNESSEE

COUNTY OF LOUDON

May 2, 2011

6:00 PM

Leadership
Loudon
County Group
Presented

Chairman Bledsoe invited Debbie Henry, President of the Leadership Group Alumni, to come forward to introduce the current members of the Leadership Loudon County Group to the Commission and to explain the purpose of the Group.

REGULAR MEETING

(1)
Opening
of Meeting

BE IT REMEMBERED that the Board of Commissioners of Loudon County convened in regular session in Loudon, Tennessee on the 2nd day of May, 2011. The **Honorable Roy Bledsoe** called the meeting to order.

Commissioner Miller opened the County Commission Meeting, led the Pledge of Allegiance to the Flag of the United States of America and gave the invocation.

(2)
Roll Call

Present were the following Commissioners: **Jenkins, Meers, Maples, Shaver, Franke, Bledsoe, Duff, Yarbrough, Harrelson, and Miller: (10)**
The following Commissioners were **Absent: (0)**
Thereupon **Chairman Bledsoe** announced the presence of a quorum.
Present was the **Honorable Mayor Estelle Herron**.

(3)
Agenda
Adopted
As Amended

Chairman Bledsoe requested that the May 2, 2011 Agenda be adopted. **Mayor Herron** requested an addition to the Agenda of an item concerning a request for additional funds for new architectural drawings for Greenback School. A **motion** was made by **Commissioner Miller** with a second by **Commissioner Harrelson** to adopt the Agenda as amended. Upon voice vote the motion **Passed** unanimously.

(4)
Minutes for
April 4, 2011
Approved

Chairman Bledsoe requested that the April 4, 2011 County Commission Meeting Minutes be approved and accepted. **Commissioner Franke** asked the Chairman if this was the appropriate time to request a change to these Minutes due to the withdrawal of a Notary Application since the Notaries were approved at this meeting. Discussion followed with the conclusion that these minutes could be approved with **Commissioner Meers** requesting removal of the withdrawn name when he presents tonight's Notary applicants. A **motion** was made by **Commissioner Jenkins** with a second by **Commissioner Franke** to approve these minutes. Upon voice vote the motion **Passed** unanimously.

(5)
County Safety
Record
Plaque
Presented

Jason Bagett from Tennessee Risk Management Insurance Company, carrier for the County's Workman's Compensation and Property Casualty and Liability Insurance, presented a Plaque to **Mayor Herron** commemorating the County's Outstanding Safety Achievement for the 2010-2011 year. He cited the contributions of **Tammy Reynolds, Employee Benefits** and **Leo Bradshaw, County Purchasing Agent**, to this achievement.

(6)
Comments:
Agenda Items

Chairman Bledsoe asked that any visitor wishing to address the Commission regarding items on the planned Agenda come forward.

Frank Hahn spoke about what he thought was a discrepancy in one of the figures used by Director of Schools Honeycutt when he made his recent school funding justification presentation regarding the per student cost increase. He also expressed concern about the cost of educating students who live outside the County, currently about 245, who cost the county \$3,600. per student, per year for a total of over \$867,000. per year.

Richard Truitt spoke about the request for funding from the adequate facilities tax for rubberizing the track at Loudon High commenting that this was not his understanding of what this tax was meant to be used for and he did not feel that this was an appropriate use of these funds.

He also spoke on the item requesting funding for the County Fire and Rescue Squad for grant matching citing that he thinks this is a relatively small amount of money and that this group is volunteer and performs a great service for the County and he hopes the Commission will find money to support this request.

Pat Hunter also spoke about the Fire and Rescue Squad request citing their service to the County and their volunteer status and supporting approval of their request for grant match funding.

She also spoke on the \$250,000. request for funds to pay for a redo of the Greenback School architectural plans citing a number of items from various Budget Committee and Commission Meetings on the School Building Project and feels that the County can't afford to keep spending money on redoing drawings and plans. She suggests that all the drawings be reviewed now to look at more cost savings before proceeding further.

(7)
Roane
State
Community
College
Lease
Approved

Loudon County Mayor, Estelle Herron, requested consideration and possible action on the following items:

1. Request Consideration of Approving a Lease for Roane State Community College.

A motion was made by **Commissioner Duff** with a second by **Commissioner Yarbrough** to approve this request.

Upon roll call vote the following Commissioners voted **Aye: Meers, Maples, Shaver, Franke, Bledsoe, Duff, Yarbrough, Harrelson, Miller, and Jenkins: (10)**

The following Commissioners voted **Nay: (0)**

The following Commissioners were **Absent: (0)**

Thereupon the Chairman announced the motion **Passed: (10, 0, 0)**

Exhibit 050211-A

(8)
County
Employees
Sick Leave
Bank
Approved

2. Request Consideration of Approving Initiating a County Employees Sick Leave Bank.

A motion was made by **Commissioner Miller** with a second by **Commissioner Franke** to approve this request.
Upon roll call vote the following Commissioners voted **Aye: Maples, Shaver, Franke, Bledsoe, Duff, Yarbrough, Harrelson, Miller, Jenkins, and Meers: (10)**
The following Commissioners voted **Nay: (0)**
The following Commissioners were **Absent: (0)**
Thereupon the Chairman announced the motion **Passed: (10, 0, 0)**
Exhibit 050211-B

(9)
Beverage
Container
Recycling
Refunds Act
Supported

3. Request Consideration of Approving a Resolution Supporting the "Tennessee Beverage Container Recycling Refunds Act"

A motion was made by **Commissioner Miller** with a second by **Commissioner Jenkins** to approve this Resolution.
Upon voice vote the motion **Passed** with one dissenting vote.
Resolution 050211-C

Loudon County Director of Schools, Wayne Honeycutt, requested consideration and possible action on the following items:

(10)
Funding
Request to
Use Adequate
Facilities Tax
To Rubberize
New Track
at Loudon
High School
Failed

1. Request Funding from Adequate Facilities Tax for Rubberizing the New Track at Loudon High School.

Lengthy discussion on this request included **Commissioners Franke, Miller and Shaver** all stating that they agreed with the public speaker who objected to the use of the Adequate Facilities Tax for this purpose and that it's not high on the priority list given the other higher priority projects still to be funded. The track is being funded through a Diabetes Grant of \$250,000. which would have included this cost but recent increases in oil prices has caused a cost increase. An additional \$50,060. is needed by June 30th to deliver the contract on time. **Mr. Honeycutt** stressed that the Schools had gotten an extremely good deal on the pricing of this track and they wanted to take advantage of the opportunity to provide such a facility for the County. **Commissioner Shaver** commented that even though it was a good price, there are higher priorities for the County and that he would not be able to support this request. **Commissioner Yarbrough** asked for clarification on the Grant approval and commented that this was another reason for the Commission to look at the entire grant approval procedures process and make clear to everyone involved what the procedures were so that there would be less confusion in the future. **Commissioner Meers** said that he would support this request because he wants the school to have good facilities but this was the last time he would do this. In the discussion, several Commissioners noted that the School Board has money available to them, that has already been provided by the Commission in their funding, that they could allocate to this project without asking the Commission's approval. It's up to them to decide what their priorities are. **Commissioner Harrelson** asked if the Commission could vote against this request but come back with a proposal to take the money from another source. **Commissioner Shaver** reiterated that the School Board has money they could use and that it's not up to the Commission to tell them where to find the funding.

Chairman Bledsoe asked the Commissioners if anyone would object to a “Special Called Meeting” in the near future to approve something if the School Board did come up with an alternate proposal that required Commission approval and no one objected.

A **motion** was made by **Commissioner Meers** with a second by **Commissioner Yarbrough** to approve this request.

Upon roll call vote the following Commissioners voted **Aye: Duff, Yarbrough, Jenkins, and Meers: (4)**

The following Commissioners voted **Nay: Shaver, Franke, Bledsoe, Harrelson, Miller, and Maples: (6)**

The following Commissioners were **Absent: (0)**

Thereupon the Chairman announced the motion **Failed: (4, 6, 0)**

(11)
Funding
To Re-do
Architectural
Drawings
For New
Greenback
School
Approved

2. Request Funding of \$250,000. Cost to Redo the Greenback School Building Architectural Drawings

Mayor Herron had provided a copy of a letter from Don Shell, CEO of Community Tectonics, explaining the changes they were recommending to the drawings, the cost savings they anticipated, and requesting payment of additional fees for their work. **Mr. Honeycutt** described the changes explaining that some facilities had been downsized and some redirected or eliminated for a cost saving of approximately \$6-\$8 million. Community Tectonics fee for this work is \$250,000. and they are also requesting an additional \$181,000. to complete payment for work they are doing on the current plans. **Mr. Honeycutt** stated that their lawyers were skeptical regarding whether or not this additional \$181,000. was a legitimate charge and were looking into this, therefore, he was not requesting these funds at this time.

Commissioner Miller made a **motion** with a second by **Commissioner Franke** to approve this request and for the money to come from the School Adequate Facilities Tax Fund. He cited that this was exactly what this fund was created to be used for and that it was an excellent use of funds to spend \$250,000. to save \$6-\$8 million. **Commissioner Franke** encouraged the School Board to keep looking at ways to reduce the cost of the School Building Program. **Commissioner Meers** asked if it was possible to request the School Board to ask Mr. Shell to look at all the other plans to see if they could also be downsized for savings. **Commissioner Shaver** stated that he would support this request but that this is part of a disturbing trend on continued waste in the use of funds. He stated that the schools should build “what they need and no more” and encouraged them to find cost savings everywhere.

Commissioner Meers asked what the School Board was planning to do with the old Greenback School and **Mr. Honeycutt** replied that there had been no discussion on this issue but that, if the schools didn’t reuse the buildings, they could come back to the County. **Commissioner Yarbrough** commended the Director and the School Board for this savings effort and stated that the County needed a Capital Improvement Plan and a Debt Management Plan for the County and that the School Board needed to assess their needs and provide those requirements to these plans up front so they can be anticipated.

Upon roll call vote the following Commissioners voted **Aye: Franke, Bledsoe, Duff, Yarbrough, Harrelson, Miller, Jenkins, Meers, Maples, and Shaver: (10)**

The following Commissioners voted **Nay: (0)**

The following Commissioners were **Absent: (0)**

Thereupon the Chairman announced the motion **Passed: (10, 0, 0)**

Exhibit 050211-D

(12)
National
Safe
Boating
Week
Recognition
Proclaimed

Loudon County Commissioner, Steve Harrelson, requested consideration and possible action on the following item:

1. A Resolution Proclaiming May 21-27, 2011 as “Boat Smart, Boat Safe, Wear It” National Safe Boating Week

A **motion** was made by **Commissioner Harrelson** with a second by **Commissioner Jenkins** to approve this resolution.

Upon voice vote the motion **Passed** unanimously.

Commissioner Harrelson presented the resolution to members of the Coast Guard Auxiliary Group, led by Wayne Schnell, expressing the County’s appreciation for the excellent service they provide. Mr. Schnell thanked the County and stressed the importance of safe boating practices, made some recommendations to boaters, and concluded with the hope that the County can have a safe, fatality free, season on the water.

Resolution 050211-E

Loudon County Budget Director, Tracy Blair, requested consideration and possible action on the following items:

(13)
Loudon
County
Fire Rescue
Additional
Funding
Approved

1. Consideration of a Request from Loudon County Fire Rescue for Additional \$3,650.00 Funding for Grant Match.

A **motion** was made by **Commissioner Meers** with a second by **Commissioner Shaver** to approve this recommendation.

Upon roll call vote the following Commissioners voted **Aye: Bledsoe, Duff, Yarbrough, Harrelson, Miller, Jenkins, Meers, Maples, Shaver, and Franke: (10)**

The following Commissioners voted **Nay: (0)**

The following Commissioners were **Absent: (0)**

Thereupon the Chairman announced the motion **Passed: (10, 0, 0)**

(14)
Donate
Surplus
Vehicle
To Fire
Rescue
Approved

2. Consideration of Recommendation to Donate Surplus Vehicle to Loudon County Fire Rescue.

A **motion** was made by **Commissioner Miller** with a second by **Commissioner Shaver** to approve this recommendation.

Upon roll call vote the following Commissioners voted **Aye: Duff, Yarbrough, Harrelson, Miller, Jenkins, Meers, Maples, Shaver, Franke, and Bledsoe: (10)**

The following Commissioners voted **Nay: (0)**

The following Commissioners were **Absent: (0)**

Thereupon the Chairman announced the motion **Passed: (10, 0, 0)**

(15)
Fund 101
Approved

2. Consideration of a Recommendation to Approve Amendments in the Following Funds:

- a. County General Fund 101

A **motion** was made by **Commissioner Shaver** with a second by **Commissioner Jenkins** to approve this recommendation.

Upon Roll Call vote the following Commissioners voted **Aye: Yarbrough, Harrelson, Miller, Jenkins, Meers, Maples, Shaver, Franke, Bledsoe, and Duff: (10)**

The following Commissioners voted **Nay: (0)**

The following Commissioners were **Absent: (0)**

Therefore the Chairman announced the motion **Passed: (10, 0, 0)**

Exhibit 050211-F

(16)
Fund 141
Approved

e. General Purpose School Fund 141

A **motion** was made by **Commissioner Duff** with a second by **Commissioner Meers** to approve this recommendation.

Upon roll call vote the following Commissioners voted **Aye: Harrelson, Miller, Jenkins, Meers, Maples, Shaver, Franke, Bledsoe, Duff, and Yarbrough: (10)**

The following Commissioners voted **Nay: (0)**

The following Commissioners were **Absent: (0)**

Thereupon the Chairman announced the motion **Passed: (10, 0, 0)**

Exhibit 050211-G

(17)
Fund 142
Approved

f. School Federal Projects Fund 142

A **motion** was made by **Commissioner Meers** with a second by **Commissioner Franke** to approve this recommendation.

Upon roll call vote the following Commissioners voted **Aye: Harrelson, Miller, Jenkins, Meers, Maples, Shaver, Franke, Bledsoe, Duff, and Yarbrough: (10)**

The following Commissioners voted **Nay: (0)**

The following Commissioners were **Absent: (0)**

Thereupon the Chairman announced the motion **Passed: (10, 0, 0)**

Exhibit 050211-H

(18)
Fund 171
Approved

g. General Capital Projects Fund 171

A **motion** was made by **Commissioner Duff** with a second by **Commissioner Franke** to approve this recommendation.

Upon roll call vote the following Commissioners voted **Aye: Jenkins, Meers, Maples, Shaver, Franke, Bledsoe, Duff, Yarbrough, Harrelson, and Miller: (10)**

The following Commissioners voted **Nay: (0)**

The following Commissioners were **Absent: (0)**

Thereupon the Chairman announced the motion **Passed: (10, 0, 0)**

Exhibit 050211-I

(19)
Summary
Financial
Statements
Distributed

Budget Director, Tracy Blair, requested that records reflect that the Summary Financial Statements for the month of April 2011 have been distributed.

Exhibit 050211-J

(20)
Notaries/
Bonds
Approved

Loudon County Commissioner, David Meers, made a **motion** with a second by **Commissioner Maples** to approve the following **Notaries and Bonds: Kathy E. Finger; Jackie McKee; Faye B. Townsend; Mary Beth Wilson; Jarrell Thomas Lusby; Shena W. Morales; Sandra Tilley; Chrisman A. Dager; Angela R. Kizer; Imogene Tibbs; Janice G. Kelly; Deborah Diane Collins; Ashley N. Chambers; Julia D. Bunch; and Imogene Blevins.**

and **Bonds: Abby Clendenen; and Lindsey Boyd Lander.**

Commissioner Meers also made a request that the name of **Nathaniel Dale Costner** be stricken from the Minutes for April's meeting due to Mr. Costner's withdrawal of his application and the refunding of his fee following the approvals. In accordance, the County Clerk struck a line through the name and made a notation in the Minutes records for April 2011 to that affect.

Upon voice vote the motion and request **Passed** unanimously.

Exhibit 050211-K

(21)

**Comments:
Non-Agenda
Items**

Chairman Bledsoe asked that any visitor wishing to address the Commission regarding items not on the Agenda come forward.

Frank Hahn spoke on the Blount County Budget Committee reviewing their budget line-by-line and being able to shave 4 cents off their county property tax rate. He recommended that the Loudon County Budget Committee do the same and indicated that he believes this committee has more power than it's exerting.

Chairman Bledsoe asked if there were any further comments and, upon receiving none, he asked for a motion to adjourn.

(22)

Adjournment

There being no further business, a **motion** being duly made and seconded, the May 2, 2011 County Commission Meeting stood adjourned at 7:40 p.m.

CHAIRMAN

ATTEST:

COUNTY CLERK

COUNTY MAYOR

**LOUDON COUNTY COMMISSION
STATE OF TENNESSEE
COUNTY OF LOUDON
May 16, 2011**

SPECIAL CALLED MEETING

**(1)
Opening
of Meeting**

BE IT REMEMBERED that the Board of Commissioners of Loudon County convened in a Special Called Session in Loudon, Tennessee on the 16th day of May, 2011. The **Honorable Roy Bledsoe** called the meeting to order.

Mr. Richard Truitt, from the audience, opened the County Commission Meeting and led the Pledge of Allegiance to the Flag of the United States of America. **Commissioner Shaver** gave the invocation.

**(2)
Roll Call**

Present were the following Commissioners: **Jenkins, Meers, Maples, Shaver, Franke, Bledsoe, Duff, Yarbrough, Harrelson, and Miller: (10)**
The following Commissioners were **Absent: (0)**
Thereupon **Chairman Bledsoe** announced the presence of a quorum. Present was the **Honorable Mayor Estelle Herron**.

**(3)
Agenda
Adopted**

Chairman Bledsoe requested that the May 16, 2011 Special Called Meeting Agenda be adopted. A **motion** was made by **Commissioner Harrelson** with a second by **Commissioner Meers** to adopt the Agenda. Upon voice vote the motion **Passed** unanimously.

**(4)
Comments:
Agenda Item**

Chairman Bledsoe asked that any visitor wishing to address the Commission regarding the item on the agenda come forward. **No one** came forward.

Loudon County Mayor, Estelle Herron, requested consideration and possible action on the following item:

**(5)
Funds
Transfer
To Rubberize
New Track at
High School
Approved**

1. Request from the Loudon County School Board to Fund the Loudon High School Track Surface from the School Fund Balance or other School Accounts.

Mayor Herron explained that the School Board's proposal was to take \$45,000. from a line item in the General Purpose School Fund 141 with the remainder coming from another line item in this fund for a total of \$52,000. and they were requesting approval for the transfer of these funds. The Budget Committee recommended approval of this request.

A **motion** was made by **Commissioner Yarbrough** with a second by **Commissioner Jenkins** to approve this request.

Commissioner Shaver stated that he opposed the spending of \$52,000. of funding in the current financial climate and questioned whether or not this is a necessary expenditure. He said that the purpose of the Grant that was funding the majority of this project was to provide a track for Diabetes health issues and now the School Board is installing a competition-level track when there's another track near-by despite what was stated in the Grant application. He stated that this appears to him to be a misrepresentation on the Grant application and, therefore, he will vote "no".

Commissioner Meers asked who made the decision to rubberize the track. **Purchasing Agent, Leo Bradshaw**, responded explaining that the original bid process contained the base track requirements with several possible alternates, including rubberizing, if there was enough money in the Grant, once it was received, for alternates. The initial Grant didn't cover the rubberizing but subsequent discussions concluded that, because of safety issues, the rubberizing should be done. **Kathy Proaps**, who does the Grant applications for the Schools, clarified that the Grant was awarded for the purpose of providing a track for use by the High School as well as for public use for health reasons and there was no misrepresentation in the Grant application.

Commissioner Miller stated that, although he had voted against providing additional funding to the School Board for this purpose at the last Commission Meeting, now that they had found the funds within their current budget he would support the request. He stated that the Commission has the authority to authorize funding for the Schools but does not have the authority to tell them how to use the money provided. General discussions included **Commissioner Shaver** questioning why the Commission had to approve this request if they don't have authority over how the schools spend the money they are provided. The conclusion was that this involves a line item transfer of funds which the Commission does have to approve.

Upon roll call vote the following Commissioners voted **Aye: Meers, Franke, Duff, Yarbrough, Harrelson, Miller, and Jenkins: (7)**

The following Commissioners voted **Nay: Maples, Shaver, and Bledsoe: (3)**

The following Commissioners were **Absent: (0)**

Therefore the Chairman announced the motion **Passed: (7, 3, 0)**

(6)
Adjournment

Chairman Bledsoe asked if there were any further comments and, upon receiving none, he asked for a motion to adjourn.

There being no further business, a **motion** being duly made and seconded, the May 16, 2011 Special Called Meeting stood adjourned at 7:35 p.m.

CHAIRMAN

ATTEST:

COUNTY CLERK

COUNTY MAYOR

EMPLOYEE SICK LEAVE BANK

- I. Purpose: The purpose of the Employee Sick Leave Bank is to provide additional sick leave to members who have suffered a serious illness or injury and who have exhausted all their personal sick and annual leave.
- II. Eligibility: Participation in the Bank is available to regular full-time employees. To be eligible to enroll, an employee must have a balance of eight (8) days (64 hours) accumulated sick leave. Employees with pre-existing illnesses are eligible for enrollment.
 - A. Those eligible to participate in the Bank may apply for membership during Annual Enrollment of July and have three (3) days (24 hours) deducted from their accumulated sick leave and transferred to the Bank. Eligibility to apply for sick leave bank days becomes effective August 1 following Annual Enrollment.
- III. Trustees: The Mayor appoints five (5) trustees to administer the Employee Sick Leave Bank
 - A. The five (5) trustees will consist of a minimum of two support staff and one department head.
 - B. Initial appointments as a trustee are made by the Mayor for three year appointments. Trustees are eligible for reappointment. The Mayor will appoint another trustee to fill any vacancy resulting from expiration of a term, discontinuation of employment, retirement, death, resignation, or removal by the Mayor. A chairperson will be elected by the trustees within ten (10) days of their appointment. Upon expiration of the chairperson's term as trustee, an election will be held to elect a new chairperson. A chairperson may be re-elected.
 - C. If a trustee has a need to request sick leave from the Bank, the trustee will excuse him/herself from the committee and the Mayor will appoint an ad hoc member to serve in the trustee's absence.
 - D. The trustees administer the Bank and approve or reject requests for withdrawal of leave from the Bank.
 - E. The trustees will adopt reasonable rules for assessment of sick leave hours in order to maintain an adequate reserve of hours for Bank members. The reserve is established through the assessment of Bank membership and the trustees must ensure a positive balance is maintained at all times. The assessment shall be based upon total membership and projected potential need. All members shall be assessed the same amount of sick leave hours. The trustees will have discretion in determining how many assessments are necessary to maintain the reserve's positive balance.
 - F. The trustees will approve or reject all requests for Bank sick leave within ten (10) work days of receipt of the request.

G. All action by the trustees requires three (3) affirmative votes for approval. All actions by the trustees must remain confidential. The trustees must abide by a confidentiality code that prohibits discussion regarding any meeting, request, action, illness, etc. outside of the committee members, except for those who have a legitimate need to access the information, e.g., Human Resources or Payroll staff. Failure to maintain confidentiality will lead to immediate removal from the committee and may result in disciplinary action. A trustee must not engage in discussions with employees (outside of the committee) that may lead to inference that certain requests will be approved. All questions, discussions, etc., to a trustee should be referred to the committee chair for consideration by the trustees as a group.

IV. Plan: The plan of operation includes the following provisions:

- A. An employee must have been a member of the Bank for thirty (30) calendar days prior to applying for withdrawal of Bank sick leave. Additionally, a Bank member must first have his or her supervisor's approval for sick leave before the request for Bank leave can be submitted to the trustees. Certification by the treating physician must accompany the request and must include the following information regarding the serious illness or injury
1. Nature and cause of the disability
 2. The expected duration
 3. Prognosis as to ability to return to work
 4. When first treated

Refusal to submit the physician's certification will result in denial of the request for Bank sick leave.

- B. A Bank member's sick and annual leave must be exhausted prior to receiving Bank sick leave.

- C. Bank sick leave is for a serious illness or injury only and will not be used for:

1. Routine maternity leave following childbirth
2. Elective surgery
3. Illness or death of any member of the individual's family
4. A period during which the individual is receiving disability benefits from social security or a state sponsored retirement plan

The List above is not intended to be all-inclusive, but rather, examples of types of requests that would not be appropriate for Bank sick leave.

- D. Approved Bank sick leave will run concurrently with Family and Medical Leave (FMLA) for an eligible employee who has not already exhausted the 12-work week entitlement.

- E. Initial grants of Bank sick leave to individual Bank members will not exceed the hourly equivalent of twenty (20) consecutive days for which the applicant would have otherwise lost pay. Applicants may submit requests for additional leave grants when their prior grants expire. Total grants of Bank sick, leave will not exceed the hourly equivalent of sixty (60) days in any fiscal year, or ninety (90) days for any one illness, or recurring diagnosed illness, or accident.

- F.** When a Bank member is physically or mentally unable to apply for Bank sick leave, the immediate next-of-kin may make a request for Bank sick leave on his or her behalf. If the employee does not have a next-of-kin, the request may be made by the legally appointed guardian or conservator or an individual acting under valid power of attorney.
- G.** Grants of Bank sick leave will not be contingent upon repayment of hours.
- H.** A Bank member will lose the right to request Bank sick leave upon:
1. Termination of employment
 2. Retirement
 3. Cancellation/voluntary withdrawal of membership (Assessed sick leave is non-refundable upon cancellation or voluntary withdrawal of membership)
 4. Refusal to submit a physician's certification
 5. Refusal or inability to honor the trustee's assessment (The right to withdraw Bank sick leave hours will be restored once the employee has the sick leave hours required by the trustees for an assessment and upon transfer of the individual's assessed sick leave hours to the Bank.)
 6. Going on a leave of absence in a non-pay status for reasons other than serious illness, injury or disability
 7. Unwarranted abuse of the employee sick leave bank.
- I.** Employees who are granted Bank sick leave will continue to accrue sick and annual leave and service credit for retirement and longevity purposes during the time they are on Bank sick leave. In addition, they will receive credit for any holidays that may occur during the Bank sick leave period.
- J.** All official forms and records pertaining to the Sick Leave Bank and minutes of the trustees' meetings will be maintained in the County Mayor's office.
- K.** When necessary, subsequent assessments will be made by the trustees in order to maintain a minimum balance in the Bank's reserves. The minimum balance is set at sixty (60) days and is subject to modification by the trustees. The amount of subsequent assessments will depend upon the balance in the Bank's reserves and the number of members in the Bank. The maximum number of hours that may be assessed at one time is limited to three (3) days.
- L.** Employees who are unable to meet additional assessments charged by the Employee Sick Leave Bank after it's establishment shall lose the right to request bank sick leave.
- M.** The following official forms will be used to operate the Employee Sick Leave Bank:
1. Sick Leave Bank Membership Request
 2. Sick Leave Bank Request
 3. Sick Leave Bank Physician's Statement First Request

- V. Dissolution of the Bank: The Sick Leave Bank will be dissolved if the Bank membership falls below twenty (20) individuals at any time or upon a majority vote of County Commission. Upon dissolution for insufficient membership, the total hours on deposit will be returned to participating members and credited to their personal sick leave accumulation in proportion to the number of days each has been contributed individually. Days returned under this section and credited to the individual shall be rounded to the nearest one-half (1/2) day. If a member has ever withdrawn 3 or more days of Bank sick leave, that member will not be credited any sick leave hours.
- VI. Abuse of this policy could result in disciplinary action, up to and including termination.
- VII. This policy will supercede the previous practice of sick leave donation among employees.

RESOLUTION TO ESTABLISH A REDISTRICTING COMMITTEE

WHEREAS, *Tennessee Code Annotated* (T.C.A.) Section 5-1-111 requires that, at least every ten (10) years, county legislative bodies shall change the boundaries of county legislative districts so that members represent substantially equal populations; and

WHEREAS, the Loudon County Legislative Body finds it to be in the best interest of Loudon County to establish a Redistricting Committee to assist the Loudon County Legislative Body with the necessary boundaries changes to county legislative districts so that members represent substantially equal populations;

NOW THEREFORE BE IT RESOLVED by the Loudon County Legislative Body, meeting this 6th day of June, 2011, that:

SECTION 1. The Loudon County Legislative Body does hereby establish a Redistricting Committee to prepare suggested redistricting plans to be presented to and voted on by the entire Loudon County Legislative Body.

SECTION 2. The Redistricting Committee shall consist of the following members:

Estelle Herron, Loudon County Mayor	Susan Harrison, Administrator of Election
Steve Fritts – IT Support/Technology	Carolyn Harper, Assessor’s Office
Ryan Janikula, Assessor’s Office	Russ Newman, Planning / Codes Enforcer
Brian Jenkins 1 st District Commissioner	Roy Bledsoe 4 th District Commissioner
David Meers 1 st District Commissioner	Harold Duff 5 th District Commissioner
Austin Shaver 2 nd District Commissioner	Sharon Yarbrough 5 th District Commissioner
Earlena Maples 2 nd District Commissioner	Steve Harrelson 6 th District Commissioner
Bob Franke 3 rd District Commissioner	Don Miller 7 th District Commissioner

SECTION 3. At its first meeting, the Redistricting Committee shall elect a chairman, vice-chairman, and secretary.

SECTION 4. Meetings of the Redistricting Committee shall be subject to the open meetings provisions of T.C.A. Title 8, Chapter 44. The secretary of the Redistricting Committee shall prepare the minutes of each meeting.

SECTION 5. The Redistricting Committee shall meet from time to time as necessary in order to prepare suggested redistricting plans. The chair of the Redistricting Committee shall report to the Loudon County Legislative Body at each regular meeting of the Loudon County Legislative Body on the status of suggested redistricting plans.

Adopted this ____ day of _____, 2011.

APPROVED:

Estelle Herron, County Mayor

Roy Bledsoe, Chairman

ATTEST:

Darlene Russell, County Clerk

**RESOLUTION TO ADOPT THE STRATEGIC
ECONOMIC DEVELOPMENT PLAN**

WHEREAS, the Three-Star Program was developed to meet the needs and challenges of the evolving economic environment in urban and rural communities and to partner with communities to create opportunities for sustained economic growth; and

WHEREAS, communities seeking certification as a Three-Star community must meet certain criteria, including the adoption of a five-year strategic economic development plan; and

WHEREAS, in achieving the mission of the Three-Star Program, the Department of Economic and Community Development commits to assist communities in developing and implementing a strategic economic plan;

NOW, THEREFORE, BE IT RESOLVED, by the county legislative body of Loudon County, Tennessee, meeting in regular session at Loudon, Tennessee, that:

SECTION 1. The legislative body of Loudon County declares that the county has adopted a five-year strategic economic development plan to be updated annually.

SECTION 2. The strategic economic development plan includes the county's economic goals in promoting economic growth, a plan to accomplish those goals and a projected timeline in achieving those goals.

SECTION 3. The strategic economic development plan addresses the county's goals pertaining to existing industry, manufacturing recruitment, workforce development, retail/service, tourism, agriculture, infrastructure assessment and educational assessment.

Adopted this ____ day of _____, 20____.

APPROVED:

County Mayor

ATTEST:

The seal of Loudon County, Tennessee, is a circular emblem. It features a central landscape with a sun, a river, and a plow. The words "LOUDON COUNTY" are written in an arc at the top, and "TENNESSEE" is written in an arc at the bottom. The seal is rendered in a light, dotted style.

Loudon County, Tennessee

*Five Year Asset Based
Strategic Economic Development Plan
2011 - 2015*

Loudon County, Tennessee

2011 Three-Star Program

Loudon County, Tennessee is participating in the Tennessee Three-Star Communities Program, administered by the Tennessee Department of Economic and Community Development (ECD). This program is designed to assist our community to achieve excellence in community and economic development.

As a required element of the program, the five-year strategic economic development plan is to be updated annually. This plan must include goals, a projected timeline for achieving the goals, and an agency responsible for coordinating the goals. The strategic plan must address agriculture, education, existing industries, infrastructure, manufacturing recruitment, retail/services, tourism, and workforce development. Other areas may be addressed at the discretion of the community.

The Joint Economic and Community Development Board (JECDB) is assisting in the preparation of the application for Three Star certification. A committee consisting of representation from the Loudon County Chamber of Commerce, Economic Development Agency, Loudon County Planning Office, Loudon County Education Foundation, Loudon County Visitors Bureau, Loudon County Workforce Development and the Loudon County Agriculture Extension Service was formed to prepare the necessary strategic plan.

The Committee, with input from several community agencies and with their own knowledge and insight, prepared the goals and actions in this document.

This plan is not a feasibility study, an economic analysis or forecast, a marketing plan, or a comprehensive community development plan. It is, however, a genuine attempt to determine key issues facing Loudon County and to outline an agenda for achieving a prosperous future. The purpose has been to stimulate ideas, build consensus, and generate support for action by a variety of public and private entities. Detailed implementation steps for the recommendations in this plan will have to be developed by the appropriate responsible entities. Also, this plan should be updated annually to monitor progress and identify new goals and actions. This plan should help local leaders to periodically ask: Are we making progress?

**Loudon County
Five Year Strategic Plan**

Loudon County Five Year Strategic Plan	Planning and Infrastructure Development					
	2011	2012	2013	2014	2015	Responsibility
GOALS:						
Hwy. 321 Fort Loudoun Bridge and Tellico River Bridge Replacement	X	X	X	X	X	Loudon County/Lenoir City
Implementation of Corridor Study of Hwy. 321	X	X	X	X	X	Loudon County/Lenoir City
Development of Low Impact Development Regulations	X	X	X	X	X	Loudon County
Hwy. 321 continuous center turn lane from McGhee Blvd. to Town Creek Road	X	X	X	X	X	Lenoir City
Hwy. 11 4-laning/realignment from Lenoir City to Hwy. 70	X	X	X	X	X	Loudon County
Simmons Rd./Port Madison/Hwy 11 intersection realignment/widening	X	X	X	X	X	Loudon County
Shaw Ferry intersection improvements	X					Loudon County
Hwy. 70/Hwy. 11 intersection improvements	X	X	X	X	X	Loudon County/Lenoir City
Hwy. 72 widening/realignment from Pond Creek Bridge to Stockton Valley Road	X	X	X	X	X	Loudon County

Hwy. 72 at Maremont Road Signalization	X	X	X	X	X	Loudon County/Loudon City
Sugar Limb Rd./Hwy. 11 Intersection Improvements (Signalization/Roundabout)	X	X	X	X	X	Loudon County
Improve Broadway/321 with construction of Signature Intersection	X	X	X	X	X	Lenoir City
Harrison Road project, Old Hwy 95 improvement, widening at Lenoir City High School	X	X	X	X	X	Lenoir City
Town Creek Blvd./Farm Bureau project	X	X	X	X	X	Lenoir City

Strategic Priority - Planning and Infrastructure Development:

Replace existing bridge over Fort Loudoun Dam

1. Who are the stakeholders for this strategic priority? How will they benefit?

("Stakeholders" refers to all groups that might be affected by your community's actions and success)

Stakeholders	Benefit to Stakeholders
1. Residents	Homeland Security, traffic control
2. Entire Region	Traffic flow
3. Tourism	Traffic flow, better access to mountains
4. Industry	Transportation, traffic flow
5.	

2. Action Planning with SMART goals. (SMART goals are Specific; Measurable; Achievable; Realistic; Time-bound)

#	WHAT (Goal)	HOW (Action: Strategy & Process)	WHO (Owner)	WHEN (Milestones)	MEASURES (How will you now?)	RESOURCES (What will you need?)	✓ (Do you have?)
1	Increased Traffic Flow	Surveys, infrastructure, funding	Pat Phillips, LCEDA Kathy Knight, LCEDA	Aug. 2011	Better traffic flow, increased tourism, increased industry.	40 – 60 million dollars	Surveys, plans, funding ready. Est. date to let bids Aug, 2011
2	Increased Tourism	Surveys, infrastructure, funding	Estelle Herron, Loudon County Mayor				
3	Increased Industry	Surveys, infrastructure, funding	Tony Aikens, Lenoir City Mayor				

3. Cycles of Improvement

WHAT (Goal)	WHEN (Milestones)	MEASURES	RESULTS	WHAT WENT RIGHT? +	WHAT WENT WRONG? -	WHAT WILL WE CHANGE?	NEXT STEPS
Ft. Loudon Bridge Replacement	2011-2015	State funding needed	Design and R.O.W. required	State has approved bridge bond funding			
Ft. Loudon Bridge Replacement	2011-2015	Plans ready					Bids to be accepted Dec. 11, 2010
Ft. Loudon Bridge Replacement	2011-2015	Funding ready		Support of our local government delegation			

Loudon County Five Year Strategic Plan	Community Development					
	2011	2012	2013	2014	2015	Responsibility
GOALS:						
Establish a database listing volunteer opportunities throughout the community	X	X	X	X	X	Health Education Alliance of Loudon County
Complete downtown Loudon greenway street lighting	X	X				Loudon City
Extend Lenoir City greenway from Lenoir City Middle School through Town Creek development to Hwy. 321	X	X	X	X	X	Lenoir City
Consider downtown redevelopment programs for Lenoir City and Loudon to facilitate downtown revitalization	X	X	X	X	X	Loudon/Lenoir City
Construct planned new school buildings in Loudon County	X	X	X	X	X	Loudon County
Construct new municipal/utility facilities in Lenoir City	X	X	X	X	X	Lenoir City
Construct new municipal facility in Loudon		X	X	X	X	Loudon City
Recruitment of a new postal facility in Lenoir City	X	X	X	X	X	Lenoir City/EDA
Continue retiree recruitment	X	X	X	X	X	Loudon/Lenoir City/EDA
Support and assist growth at Tellico Regional Business Park with TRDA of Loudon County developments	X	X	X			EDA
Review medical growth needs of the community	X	X	X	X	X	Ft. Loudoun Medical Center

Development of Airport at Tellico Regional Business Park	X	X	X	X	X	Loudon County
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Strategic Priority – Community Development:

Retire Tennessee Retiree Recruitment

1. Who are the stakeholders for this strategic priority? How will they benefit?

("Stakeholders" refers to all groups that might be affected by your community's actions and success)

Stakeholders	Benefit to Stakeholders
1. Residents	New amenities, services
2. City and County government	Increased tax base with property taxes/local sales taxes
3. Local retailers/restaurants/service industries	Increased sales revenues
4. Realtors	Increased sales commissions – new retirees projected to purchase higher-end properties
5. Developers 6. Health Care Providers 7. Schools	New construction projects/sale of property Increased client base Benefit from increased tax dollars without increase in student population

2. Action Planning with SMART goals. (SMART goals are Specific; Measurable; Achievable; Realistic; Time-bound)

#	WHAT (Goal)	HOW (Action: Strategy & Process)	WHO (Owner)	WHEN (Milestones)	MEASURES (How will you now?)	RESOURCES (What will you need?)	✓ (Do you have?)
1	Establish Retiree Advisory Committee	<ol style="list-style-type: none"> Contact qualified parties Establish committee and work plan for one year 	John Albers, Jim Farley, Doug Davis, Becca Vanier	October 2010	Committee functioning and plan in place.	Manpower	Yes
2	Develop Brochure for Retire Loudon County	<ol style="list-style-type: none"> Review models. Design Brochure, text, images, etc. Select graphic designer. 	Steering Committee	December 2010	Brochure designed and printed	Funding, design	Yes
3	Develop website presence for Retire Loudon County	<ol style="list-style-type: none"> Secured website design company Assisted in design and production of content for website 	LCEDA	November 2010	Website up and running successfully	Funding, design	Yes
4	Complete operating budget	<ol style="list-style-type: none"> Identify areas of projected expenses. Funding secured by Innovation Valley 	LCEDA	July 2010	Budget set and funded	Funding	Yes

3. Cycles of Improvement

WHAT (Goal)	WHEN (Milestones)	MEASURES	RESULTS	WHAT WENT RIGHT? +	WHAT WENT WRONG? -	WHAT WILL WE CHANGE?	NEXT STEPS

Loudon County Five Year Strategic Plan	Leadership Development					
	2011	2012	2013	2014	2015	Responsibility
GOALS: Encourage all members of City Councils to attend Three-Star training sessions & Chamber sponsored required in-service for all City and County Elected Officials Community Connections Visit Provide Adult and Youth Leadership training	X	X	X	X	X	Chamber/County Mayor/City Mayors Chamber/EDA/County Mayor LCEF/ Loudon County Leadership Alumni

Strategic Priority - Leadership Development:

**Encourage all members of City Councils to attend Three-Star training session
and Chamber sponsored required in-service for all City and County Elected Officials.**

1. Who are the stakeholders for this strategic priority? How will they benefit?

("Stakeholders" refers to all groups that might be affected by your community's actions and success)

Stakeholders	Benefit to Stakeholders
1. City Government	Grant reductions
2. Residents	Better informed officials
3.	
4.	
5.	

2. Action Planning with SMART goals. (SMART goals are Specific; Measurable; Achievable; Realistic; Time-bound)

#	WHAT (Goal)	HOW (Action: Strategy & Process)	WHO (Owner)	WHEN (Milestones)	MEASURES (How will you now?)	RESOURCES (What will you need?)	✓ (Do you have?)
1	Better informed councils	MTAS Training USDA Training TVA Training State of Tennessee training	City Mayors	June 30, 2011	Our Regional Economic Development Specialist	Commitment from elected officials Meeting space	
2	Represent Loudon County better	MTAS Training USDA Training TVA Training State of Tennessee training	City Mayors	June 30, 2011	Our Regional Economic Development Specialist	Commitment from elected officials Meeting space	

3. Cycles of Improvement

WHAT (Goal)	WHEN (Milestones)	MEASURES	RESULTS	WHAT WENT RIGHT? +	WHAT WENT WRONG? -	WHAT WILL WE CHANGE?	NEXT STEPS
Encourage all members of City Councils to attend Three Star training sessions	2011	City and County Mayors encouraging council members	Some members attended training	All of Philadelphia & Loudon city council attended training	Election year		Continue to encourage those remaining in office and those who will be newly elected to attend

Loudon County Five Year Strategic Plan	Economic Development					
	2011	2012	2013	2014	2015	Responsibility
GOALS:						
Redevelopment of Lenoir City Car Works	X	X	X	X	X	LCEDA/Loudon County
Host annual industry appreciation/recognition luncheon event	X	X	X	X	X	LCEDA
Identify and present PEAK (Performance, Excellence, Achievement, Knowledge/Innovation) Awards to existing industries that excel in corporate social responsibility, innovation and performance	X	X	X	X	X	LCEDA
Schedule 2-3 corporate outreach visits of area industries	X	X	X	X	X	LCEDA
Complete E-Synchronist existing industry surveys tool to identify industry trends, shifts in industry, and any concerns or needs of location industries	X	X	X	X	X	LCEDA
Work with local companies to identify opportunities for State Incumbent Worker Program grants	X	X	X	X	X	LCEDA
Develop an existing industry expansion incentive program	X	X	X	X	X	LCEDA
Work with Innovation Valley, Inc., in creating a regional existing industry program	X	X	X	X	X	LCEDA
Initiate a Labor Market Study that focuses on labor market trends, wages, and underemployment	X	X				LCEDA

Work with other east Tennessee counties to develop and implement a plan to improve air quality attainment status	X	X	X	X	X	Loudon County
Partner with East Tennessee Economic Development Agency in recruitment efforts directed towards location consultants and targeted industry sectors	X	X	X	X	X	LCEDA
Prepare updated marketing materials on available industrial sites	X	X	X	X	X	LCEDA
Evaluate the need for a comprehensive business recruitment incentive program to maintain the areas competitiveness	X	X	X	X	X	LCEDA
Concentrate recruiting on clean manufacturing industry that will have a minimum impact on the environment	X	X	X	X	X	LCEDA
Schedule monthly visits with local business representatives	X	X	X	X	X	Chamber
Maintain a comprehensive existing business directory	X	X	X	X	X	Chamber
Establish a County Conference Center	X	X	X	X	X	Loudon County
Work to keep unemployment rates low	X	X	X	X	X	Loudon Co/EDA/Career Ctr.
Gather data on local businesses to identify products and services offered. Use data to identify product needs and new businesses to target.	X	X	X	X	X	LCEDA/Chamber
Provide local businesses with training, counseling and resource information	X	X	X	X	X	Chamber
Offer an annual customer service training program to assist businesses to improve customer relations – survey businesses	X	X	X	X	X	Chamber/LMPOA/EDA
Annually develop and maintain a marketing presentation that shows Loudon County's ranking in income, housing values, growth, and retail losses	X	X	X	X	X	LCEDA

Industry Survey with Innovation Valley	X	X	X	X	X	LCEDA
Attainment for Ozone	X					LCEDA

Strategic Priority - Economic Development:

Redevelopment of Lenoir City Car Works.

1. Who are the stakeholders for this strategic priority? How will they benefit?

("Stakeholders" refers to all groups that might be affected by your community's actions and success)

Stakeholders	Benefit to Stakeholders
1. Residents	Job creation, environmental improvement
2. Incoming industry	Suitable site
3. Existing industry	Expansion
4. Local Government	Income tax base
5.	

2. Action Planning with SMART goals. (SMART goals are Specific; Measurable; Achievable; Realistic; Time-bound)

#	WHAT (Goal)	HOW (Action: Strategy & Process)	WHO (Owner)	WHEN (Milestones)	MEASURES (How will you know?)	RESOURCES (What will you need?)	✓ (Do you have?)
1	Create additional jobs	Redevelopment plan	Pat Phillips, Loudon County EDA	December, 2011	TDEC will tell us	One million dollars	
2	Improve environment	Environmental studies	Kathy Knight, Loudon County EDA			Local assistance	
3	Suitable site for new industry	Local grant between county and cities	Estelle Herron, Loudon County Mayor			Cooperation from Norfolk Southern Railway	
4	Room for existing industry to expand		Tony Aikens, Lenoir City Mayor				
5	Better income tax base						

3. Cycles of Improvement

WHAT (Goal)	WHEN (Milestones)	MEASURES	RESULTS	WHAT WENT RIGHT? +	WHAT WENT WRONG? -	WHAT WILL WE CHANGE?	NEXT STEPS
Redevelopment of Lenoir City Car Works	Late 2011	Norfolk & TDEC looking at options		Meeting with TDEC quarterly	1 st plan for property fell through		Remains an industrial priority for county Continue to work with TDEC on options
Redevelopment of Lenoir City Car Works			Previous actions led Norfolk Southern to reconsider development strategies for property	Actions caused delays by Norfolk Southern to change original strategies			

Loudon County Five Year Strategic Plan	Education/Workforce Development					
	2011	2012	2013	2014	2015	Responsibility
GOALS:						
Create a combined Education Coalition to benefit Workforce Development	X	X	X	X	X	LCEF/HEAL/RSCC/LCEDA/ UT Extension/Career Center/ Literacy Council
Establish an Education Committee through the Loudon County Education Foundation to assess current local education status and future needs	X	X	X	X	X	LCEF
Maintain an Educational Institution Inventory for all levels	X	X	X	X	X	Education Committee
Work with both school systems to identify and support future needs	X	X	X	X	X	Education Committee
Actively support the long-range goals of both school systems	X	X	X	X	X	LCEF/Education Committee
Actively support each school's School Improvement Plan	X	X	X	X	X	LCEF/Education Committee
Encourage the community and local government to assist in meeting identified needs including funding	X	X	X	X	X	LCEF/Education Committee
Support schools in meeting the needs of all populations	X	X	X	X	X	LCEF/Education Committee
Work with both school systems on student retention and graduation rates	X	X	X	X	X	LCEF/Education Committee
Support Adult Literacy Programs	X	X	X	X	X	LCEF/Education Committee

Support efforts to develop a well-educated & prepared workforce	X	X	X	X	X	LCEF /Education Committee
Encourage Roane State to offer increased higher education opportunities in Loudon County	X	X	X	X	X	LCEF/Education Committee
Recognize student achievement/teacher excellence at annual event	X	X	X	X	X	LCEF
Promote lifelong learning in Loudon County from pre-school programs through adult education	X	X	X	X	X	LCEF/Education Committee
Conduct an analysis of current and future needs of local employers	X	X	X	X	X	Career Center/Chamber
Continue with Workforce Development through the Career Center System, Economic Development, Workforce Development Board, and Educational Systems	X	X	X	X	X	Career Center
Utilize current job training facilities for manufacturing and beyond	X	X	X	X	X	Career Center
Increase concentration and awareness of technical and vocational career skills	X	X	X	X	X	Career Center/Chamber
Market and deliver career oriented services to new and existing companies to address hiring needs, especially the Career Readiness Certificates (CRC) that are being recognized across the United States	X	X	X	X	X	Career Center
Encourage programs that provide multi-language training	X	X	X	X	X	Career Center
Initiate a public awareness campaign focused on education and workforce development	X	X	X	X	X	LCEDA
Develop internship program with local manufacturing firms for high school and college students	X	X	X	X	X	LCEDA

Partner with TRDA on the creation of a Marine Institute to assist with workforce training in the boating industry	X	X	X	X	X	LCEDA
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Strategic Priority – Education/Workforce Development:

Create a combined Education Coalition to benefit Workforce Development

1. Who are the stakeholders for this strategic priority? How will they benefit?

("Stakeholders" refers to all groups that might be affected by your community's actions and success)

Stakeholders	Benefit to Stakeholders
1. Youth	Further education, better prepared
2. Industry	Educated workforce
3.	
4.	
5.	

2. **Action Planning with SMART goals.** (SMART goals are Specific; Measurable; Achievable; Realistic; Time-bound)

#	WHAT (Goal)	HOW (Action: Strategy & Process)	WHO (Owner)	WHEN (Milestones)	MEASURES (How will you now?)	RESOURCES (What will you need?)	✓ (Do you have?)
1	Create Coalition	Bring people together	Michelle Dicken, LCEF Debbie Henry, HEAL	June 1, 2009	Establish group	Volunteer hours Meeting location	
2	Coordinate effort to educate students		Susan Williams, RSCC Susan Williamson, Loudon County Literacy Council				
3	Job Opportunities		Sheila Borders, UT Extension, Loudon County	June 1, 2009	Follow up evaluations with clientele served	Meeting locations	Yes

			Kathy Knight, LCEDA Joy Brock, LCCC				

3. Cycles of Improvement

WHAT (Goal)	WHEN (Milestones)	MEASURES	RESULTS	WHAT WENT RIGHT? +	WHAT WENT WRONG? -	WHAT WILL WE CHANGE?	NEXT STEPS
Career Readiness Certificates (CRC)	Jan. –Dec, 2009	Number of client referrals for CRC testing	215 client referrals for 2009	Several Loudon County companies hired clients who took the CRC	Not enough companies on board yet	Try to encourage CRC usage with clients and companies	Continue to work with administrative agencies to encourage and advertise CRC usage
Working with job training facilities & Increasing awareness of vocational and technical skills	Jan-Dec, 2009 Jan-April, 2010	Number of clients in training at vocational or colleges	64 in 2009 131 in 2010	Funding levels supported larger training numbers and commitments	Large amounts of lay offs overwhelmed some training facilities	Looking at more Dual Credit and youth in addition to adults	Continue to work with schools for other work- ready certifications
Memorandum of Understanding with LCEF	April/May 2010	Public awareness campaign	Developing programs that target students at risk of dropping out	Motivational speaker from disadvantaged background and now successful because of education		Get local industries involved by making students aware of what education is needed for job	Plan to take at-risk students on tours of local industries to show what education and skills are needed to work there

Educators in the Workplace Event		Bringing educators from throughout our region into our businesses	Educating our educators on what skills and educational requirements are necessary to work at our local companies	Positive feedback from event at Astec Underground in July 2009			June 2011 event to be held at Seco Tools
Education: Foundation for Success Program	May 2010	To increase the percentage of students in Loudon County who complete high school and go on to earn a higher degree	REACH Conference for 120 students in 5 th grade and 90 high school Sophomores held	Positive feedback from students, parents and educators		Add a trip to local industry	Continue to promote the worth of education to at-risk students in Loudon County

Loudon County Three-Star Committees & Chairpersons

Planning and Infrastructure Development

County Mayor Estelle Herron

Lenoir City Mayor Tony Aikens

Loudon Mayor Judy McGill Keller

Community Development

Kathy Knight, LCEDA

County Mayor Estelle Herron

Leadership Development

Michelle Dicken, LCEF

County Mayor Estelle Herron

Economic Development

Kathy Knight, LCEDA

Pat Phillips, LCEDA

Russ Newman, Loudon County Planning Office

Education and Workforce Development

Jason Vance, Loudon County Schools

Wayne Miller, Lenoir City Schools

Michelle Dicken, LCEF

Joy Brock, Loudon County Career Center

Kathy Knight, LCEDA

Tourism

Clayton Pangle, Loudon County Visitors Center

**RESOLUTION TO AFFIRM COMPLIANCE WITH
FEDERAL TITLE VI REGULATIONS**

WHEREAS, both Title VI of the Civil Rights Act of 1964 and the Civil Rights Restoration Act of 1987 provide that no person in the United States shall, on the ground of race, color or national origin be excluded from participation in, be denied the benefits of or be subjected to discrimination under any program or activity receiving federal financial assistance; and

WHEREAS, the Tennessee Attorney General opined in Opinion No. 92.47 that state and local governments are required to comply with Title VI of the Civil Rights Act in administering federally funded programs; and

WHEREAS, the Community Development Division of the Tennessee Department of Economic and Community Development administers the Three-Star Program and awards financial incentives for communities designated as Three-Star communities; and

WHEREAS, by virtue of the Tennessee Department of Economic and Community Development receiving federal financial assistance all communities designated as Three-Star communities must confirm that the community is in compliance with the regulations of Title VI of the Civil Rights Act of 1964 and the Civil Rights Restoration Act of 1987;

NOW, THEREFORE, BE IT RESOLVED, by the county legislative body of Loudon County, Tennessee, meeting in regular session at Loudon, Tennessee, that:

SECTION 1. The legislative body of Loudon County declares that the county is in compliance with the federal Title VI regulations.

SECTION 2. The Department of Economic and Community Development may from time to time monitor the county's compliance with federal Title VI regulations.

SECTION 3. This Resolution shall take effect upon adoption, the public welfare requiring it.

Adopted this _____ day of _____, 20____.

APPROVED:

County Mayor

ATTEST: