Hazel Orick Gibson, MBA, CPPB | Procurement Analyst & Advisor
Knoxville’s Community Development Corporation

“Out of suffering have emerged the strongest souls; the most massive characters are seared with scars.”
~ Kahlil Gibran ~

As I lift my eyes, my soul finally begins to feel some reprieve from the events of 2020. I am hopeful that as we progress through 2021 we will continue to see a decline in Covid infections; allowing us to begin planning face-to-face events and prepping for an in-person Fall Conference! I look forward to seeing all of you this fall!

2021 ETPA Golf Tournament
ETPA will be hosting a golf tournament on July 23, 2021 at 8:00 a.m. at Three Ridges Golf Course located at 6101 Wise Springs Rd, Knoxville, TN 37918. This event will take the place of our Reverse Tradeshow. We need everyone’s help and hope you will participate. Please see inside for more details.

2021 ETPA & TAPP Joint Fall Conference
Fall Conference planning is in full swing! If you have a suggestion for a session, we want to hear from you! Your input and participation is what makes our Fall Conference a success year after year. Perfectly segueing into the next topic, episodic volunteers also make our conferences a great success; so, look for your opportunity to serve in 2021!

Opportunities to Serve
We are looking for people with heart that love their chapter, but may only have a limited amount of time to commit. We are looking for Episodic Volunteers! Episodic volunteers are those who can commit to assist with a specific event or meeting (like Fall Conference or the Golf Tournament) with just a few hours of their time by simply securing a speaker for a meeting or in other meaningful ways. If this piques your interest, please email me at hgibson@kcdc.org and I will connect you to the right people.

Fundraising Committee
The Fundraising Committee is a committee developed to secure ETPA’s sustainability well into the future. This committee will be responsible for planning specific fundraising events and activities and researching non-profit grant opportunities. The goal is for the committee to consist of 3 – 4 members and serve a term of 1 year. If you are interested in research (as in grant opportunities) or planning exciting events, this committee is for you!

Stay Safe & Healthy!

Hazel
Member News & Announcements

Terry McKee Awarded MPPA Fellow in Professional Practice

Please join us in congratulating our own Terry McKee of KCDC who will be awarded the MPPA Fellow in Professional Practice by The University of Tennessee MPPAA faculty.

Terry began sharing his passion for public procurement with UT Knoxville’s MPPA class in 2016 through Public Procurement Career presentations with ETPA. Terry also worked to develop a successful internship program at KCDC. Dr. David Folz, Professor and MPPA Director, states, “I …and my colleagues enthusiastically voted to bestow upon you (Terry) a special award to recognize the immense contributions that you have made to the education and professional development of our MPPA students. Terry will be presented the award at the MPPA Hooding & Awards ceremony on Friday May 14, 2021. The original awards ceremony was scheduled to be held in May 2020, but like many events was delayed due to Covid.

The purpose of the MPPA Fellow in Professional Practice is to recognize an accomplished and experienced professional and skilled communicator whose career exhibits the highest standards of performance excellence in one or more subject matter specializations and who is committed to help advance the professional training and development of graduate students in public administration, public policy, and public affairs at the University of Tennessee.

The rationale for the award is to provide a more formal way to recognize and publicize the contributions of professionals in practice to the advanced education and training of UT MPPA students. This honorary designation is conferred by vote of the MPPA faculty and signifies the faculty’s appreciation for and the enduring value of the contributions made by distinguished professionals to the educational mission of the University of Tennessee MPPA program.

Congratulations Terry!

Meet Taylor Childress, the New Procurement Specialist, City of Knoxville

Taylor Childress joined the City of Knoxville on April 5th as a new Procurement Specialist. He came to us from TN Achieves and is new to the public procurement profession.

Congratulations Karisa Scott with the City of Knoxville on winning the vote for naming ETPA’s Golf Tournament being held July 23. Karisa’s winning entry is “Drive ETPA to the Green.” Karisa will receive a $25 Amazon gift card. Thank you to all who participated!
2021 ETPA Leadership Team

President                  Hazel Orick Gibson
Vice President            Jolene Combs
Secretary                 Lyn Majeski
Treasurer                 Lynn Farnham
Webmaster                 Jolene Combs
Recognition Committee Chair David Griffin
Newsletter Committee Chair Nikisha Eichmann
Professional Development Committee Chair Valerie Harless
Membership Committee Chair Carol Maines
Outreach to other Professional Associations Dustin Shearin
Nominating Committee Chair Brent Morelock
Mentoring Committee Chair  Penny Owens
Diversity Focus Group Committee Co-Chairs Pamela Cotham & Karen Blinkley
Strategic Planning         Terry McKee
March 22, 2021  
By Stephen B. Gordon  
Certified Public Procurement Officer and Fellow, NIGP: The Institute for Public Procurement

The nightmare of the COVID-19 pandemic has opened a door for public procurement officials to demonstrate that they can play a more strategic role in their organizations. Will they seek to seize this opportunity? Will their superiors support them if they do?

In early 2020 as COVID-19 began to spread, hospitals, first responder agencies, and other organizations began to run short of the personal protective equipment (PPE) their line and support staff needed to do their jobs without placing themselves at undue risk. The horrific, multiple-order consequences of these shortages are now well-known: death, suffering, grief, lasting health effects, business failures and loss of income, to name a few.

So, why did PPE, which the organizations had assumed always would be available, suddenly become unavailable? In a nutshell, the cause was the unanticipated and unplanned-for collapse of the national supply agreements that these organizations were using when demands for PPE spiked around the world. These agreements failed because, in the interest of keeping their prices as low as possible, the manufacturers and distributors who held them had built global supply chains – supply chains that evaporated when countries where PPE was being manufactured decided to keep what they had to meet their own needs.

The fact that the agreements had been “just-in-time” agreements – another cost-avoidance strategy -- meant that there were no reserves on hand for either customer organizations or suppliers to draw upon.

Pre-pandemic, public procurement officials, knew, without having to be told, that it was important to avoid as much cost as possible. As a result, they were content with using the aforementioned supply agreements. The prices in those agreements were at least good enough, and all an end-user had to do to get needed supplies was to place an order with the expectation, based on years of experience, that it would be fulfilled timely. What could be simpler for the procurement office or the end-user?

Then, against all expectations, the global supply chains collapsed, and there were few Plan Bs. Good prices, low inventory costs, and optimal efficiency were great until there was no PPE to be had. Then, the chaos began.

Recognizing the opportunity that only a crisis can create, fourteen public procurement thought leaders have come together under the umbrella of The Continuity of Supply Initiative (CoSI). This loosely-knit group of volunteers is advocating through every available means the creation of what it calls “resilient” supply contracts for any categories of goods or services that government cannot afford to be without under any circumstances.

CoSI’s premise is that the combined four trillion dollars spent by the U.S. public sector, an amount equal to 19 percent of gross domestic product, -- can be leveraged in a variety of ways: to incentivize suppliers to enter into resilient contractual agreements; honor those agreements in all circumstances; and mitigate risks for public sector organizations and their stakeholders.

Harnessing their enormous clout in the marketplace will require governments to be more proactive in how they, plan form, and administer contracts for the goods and services that must always be available. This means, as CoSI advocates, that most government, will need to cease simply from “riding” existing contracts that someone else has created without their input. Instead they’ll have to seek out opportunities to combine their requirements in terms of specific needs and estimated quantities with those of other governmental to create new resilient contracts through joint-solicitation (or “true”) cooperative procurement.
Participating in true cooperative will require front-end planning, coordination, and collaboration, but the resulting strategic benefits will far exceed the additional level of effort.

In order to achieve as much resiliency as possible as quickly as possible, the governments that lead the creation of the true cooperative contracts will have to shift from contracting for essential goods and services on a “low bid” basis to a “best value” basis, in which the resilience of the contemplated contracts will be of very high importance.

That will mean outcome-based scopes of work and contracts refined and formed through negotiated procurement. These value-added strategies will require the lead agencies, which coordinate the true cooperative contracting actions, assign procurement professionals who possess the necessary general competencies, contracting competencies, personal traits, and values to lead those actions.

CoSI is currently working with a large national cooperative contracting organization that has agreed to do a “proof of concept” for the approach it is advocating. That cooperative contracting organization intends to issue its solicitation for that proof of concept sometime within the next year to a year and a half. The proof of concept will involve PPE, but CoSI is advocating the use of its recommended approach for any category of goods and services that must be available without interruption.

To learn more about CoSI and how you can get involved in this initiative, contact stephenbgordon@gmail.com.
STATE OF TENNESSEE
OFFICE OF THE ATTORNEY GENERAL

March 15, 2021

Opinion No. 21-03

TRICOR Contracts with Counties and Cities for Work Training Programs

**Question**

Effective June 22, 2020, the TRICOR Inmate Labor Act of 1994 was amended to provide that “TRICOR may enter into contractual agreements with counties and cities to provide work training programs . . . for prisoners incarcerated in county and city jails.” Tenn. Code Ann. § 41-22-415. Does the phrase “work training programs” in § 41-22-415 include “work release programs?”

**Opinion**

Yes. The phrase “work training programs” in Tenn. Code Ann. § 41-22-415 includes “work release programs.”

**ANALYSIS**

TRICOR was created by the TRICOR Inmate Labor Act of 1994, Tenn. Code Ann. §§ 41-22-401 to 41-22-415. “TRICOR” is the acronym for “the Tennessee rehabilitative initiative in correction,” a program that provides jobs and training for inmates and that is managed and operated for the State by the TRICOR Board. Tenn. Code Ann. § 41-22-404.

The TRICOR inmate program provides:

(A) Manufacturing, business services or agricultural jobs for inmates, or any combination of those jobs;

(B) The training and skill development necessary for inmate employment in manufacturing, business services or agricultural jobs and in placement in its post-release program; and

(C) The marketing and sale of prison industry products and services.


(A) Work inmates in manufacturing, business services or agricultural jobs;

(B) Offset the costs of incarceration by generating revenue through the sale of products or business services;

(C) Develop work opportunities that minimize the impact on free-world jobs;

(D) Integrate work opportunities with education and vocational training;

(E) Develop good work habits and marketable skills;

(F) Develop and operate a post-release placement system; and

(G) Provide or create other programs and services as deemed necessary by TRICOR to support an inmate’s rehabilitation and reintegration efforts.[4]


The General Assembly has given the TRICOR Board “such powers as are necessary to effectively carry out” the mission with which it has been charged, and it “is the intent of the general assembly that the board should be as free as is possible to operate its facilities and to pursue its mission with the principles of free enterprise.” Tenn. Code Ann. § 41-22-406(a)(1)(A). See also Tenn. Code Ann. § 41-22-408(c) and Tenn. Code Ann. § 41-22-414(a)(2).

In 2020, the General Assembly added Tenn. Code Ann. § 41-22-415 to the TRICOR Inmate Labor Act, giving TRICOR the authority to enter into contractual agreements with counties and cities to provide “work training programs” for prisoners incarcerated in county and city jails.

Whether “work training programs” as used in Tenn. Code Ann. § 41-22-415 includes “work release programs” is a question of statutory construction. When construing a statute, courts must ascertain and give effect to the legislative intent without unduly restricting or expanding a statute’s coverage beyond its intended scope. *State v. Strode*, 232 S.W.3d 1, 9 (Tenn. 2007). Legislative intent is determined from the natural and ordinary meaning of the statutory language within the context of the entire statute without any forced or subtle construction. *Id*. That is, words used in a statute “must be given their natural and ordinary meaning in the context in which they appear and in light of the statute’s general purpose.” *Mills v. Fulmarque, Inc.*, 360 S.W.3d 362, 368 (Tenn. 2012). When the statutory language is clear and unambiguous, courts apply the plain language in its normal and accepted use. *State v. Strode*, 232 S.W.3d at 9.
“Work training programs” is a broad, comprehensive term, and especially when it is read in the context of the express legislative intent in creating TRICOR, the broad scope of TRICOR’s mission, and in the context of the Act as a whole, that term clearly includes “work release programs.” The General Assembly’s express legislative intent is for TRICOR to provide prisoners with a broad array of work training programs, including jobs in manufacturing, business services or agriculture for rehabilitation and reintegration purposes. But the General Assembly has not limited or carved out exceptions to the work training programs that TRICOR may provide; to the contrary it intends for TRICOR to pursue its mission freely, Tenn. Code Ann. § 41-22-406(a)(1)(A), § 41-22-408(e), and § 41-22-414(a)(2), and has broadly delegated authority to TRICOR to provide any “other” programs and services that TRICOR deems necessary to support an inmate’s rehabilitative and reintegration efforts, Tenn. Code Ann. § 41-22-403(2)(G).

“Work release” is a narrower term; it refers to a specific kind of prisoner rehabilitative program that is available, for example, to prisoners in county workhouses. See, e.g., Tenn. Code Ann. §§ 41-2-127 and 128 (establishing work release programs in county workhouses). A work release program is a rehabilitative jobs program that allows a prisoner who has been committed to the custody of a county workhouse or is in similar confinement “to leave the workhouse during approved working hours to work at a place of employment and to earn a living.” Tenn. Code Ann. § 41-2-134(b); see also State v. Norton, No. M2004-02791-CCA-R3-CD, 2005 Tenn. Crim. App. LEXIS 1170, at *6 (Crim. App. Nov. 7, 2005) (work release is not a form of probation).

Work release programs are generally understood to give the inmate a connection to the community with a focus on transitioning from confinement by providing post-release employment contacts and opportunities. Through these programs, prisoners acquire and maintain job skills, develop good work habits, and learn how to find and keep employment. They earn an income which is used to offset the costs of confinement. See, e.g., Tenn. Code Ann. §§ 41-2-127 and 128 (establishing work release programs in county workhouses).

Work release programs are thus fully aligned with the purposes and mission that the General Assembly has set for TRICOR. Like work release programs, the purpose of the TRICOR inmate rehabilitative initiative is to provide vocational training and education and to develop and maintain post-release employment opportunities for inmates. Like work release programs, TRICOR’s rehabilitative mission expressly includes putting inmates to work in a wide variety of jobs, which allows them to generate revenue to offset the cost of confinement and to develop good work habits and job skills.

Thus, a work release program is simply one kind of work training program. Indeed, it would not make sense to read “work release program” out of “work training program” in Tenn. Code Ann. § 41-22-415 since that addition to the Act deals specifically with inmates in county and city jails—the very inmates for whom work release programs have been statutorily authorized. Any other reading would unduly restrict the legislatively intended scope of § 41-22-415.
In sum, the natural and ordinary meaning of the phrase “work training programs” in Tenn. Code Ann. § 41-22-415—when read in the context of the statute and its general purpose—is best construed to include the subset of “work release programs.”

HERBERT H. SLATERY III  
Attorney General and Reporter

ANDRÉE SOPHIA BLUMSTEIN  
Solicitor General

PAMELA S. LORCH  
Senior Assistant Attorney General

Requested by:

David Hart, Chief Executive Officer  
State of Tennessee  
TRICOR  
6185 Cockrill Bend Circle  
Nashville, TN 37209
STATE OF TENNESSEE
OFFICE OF THE ATTORNEY GENERAL

March 18, 2021

Opinion No. 21-04

“Full-time purchasing agent” under Tenn. Code Ann. § 12-3-1212

QUESTION

Is the director of a county finance department who is appointed pursuant to Tenn. Code Ann. § 5-21-106 under the County Financial Management System of 1981 a “full-time purchasing agent” for purposes of Tennessee Code Ann. § 12-3-1212?

OPINION

No.

ANALYSIS

Under Tennessee law, local government contracts are generally required to be let by competitive bidding.1 The General Assembly, though, has provided some exemptions from this general requirement. One such exemption is Tennessee Code Ann. § 12-3-1212, which authorizes certain local governmental entities to allow non-competitive bidding in an amount not to exceed $25,000 for nonemergency, proprietary purposes:

Notwithstanding any charter provision, private act, or other law to the contrary, any county, municipality, utility district, LEA in accordance with § 49-2-203(a), or other local governmental entity having centralized purchasing authority with a full-time purchasing agent is authorized, by resolution or ordinance of its governing body, to increase the threshold over which public advertisement and sealed competitive bids or proposals are required to an amount not to exceed twenty-five thousand dollars ($25,000) for nonemergency, proprietary purchases. . . .

Tenn. Code Ann. § 12-3-1212.

Pertinent here, this provision authorizes only those local government entities “having centralized purchasing authority with a full-time purchasing agent” to avail themselves of this exemption. Counties that operate under the County Financial Management System of 1981 do

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have “centralized purchasing authority,” but when the director of the finance department also serves as the county’s purchasing agent a county operating under such a system does not have “a full-time purchasing agent.”

Words used in a statute “must be given their natural and ordinary meaning in the context in which they appear and in light of the statute’s general purpose.” Mills v. Fulmarque, Inc., 360 S.W.3d 362, 368 (Tenn. 2012). A dictionary is the usual and accepted source for the “natural and ordinary meaning” of statutory language when the General Assembly has not otherwise defined a statutory term. State v. Clark, 355 S.W.3d 590, 593 (Tenn. Crim. App. 2011).

“Full-time” is generally understood to mean “occupying or using the whole of someone’s available working time.” New Oxford American Dictionary, 3d ed. 2010. Thus, a “full-time purchasing agent” is someone who devotes the whole of his or her working time to the demands and duties of the office of purchasing agent.

The County Financial Management System of 1981 is a local option act that establishes a system of county fiscal management. See Tenn. Code Ann. §§ 5-21-101 to -130. In counties that adopt this system, the Act establishes a county finance department and a county financial management committee to administer the county’s finances, including purchasing, accounting, budgeting, payroll, cash management, and other financial matters. Id. §§ 5-21-103, -104.

The Act also provides for a finance director to oversee the county’s finance department. Id. § 5-21-107. The finance director is appointed by the county’s financial management committee, and he or she is responsible for the implementation of the policies and regulations adopted by the committee (or such special committees that are established by the county legislative body). Id. §§ 5-21-104, -106, -107. The finance director’s duties include the installation and maintenance of a “purchasing, payroll, budgeting, accounting, and cash management system for the county.” Id. § 5-21-107(b).

The purchasing system which the finance director must install and maintain is established by the financial management committee with the assistance of the county’s purchasing agent. Id. §§ 5-21-107(b), -118(a), -119(a). Under the Act, the finance director (or a deputy appointed by the finance director) serves as the county’s purchasing agent, id. § 5-21-118(a), unless the financial committee recommends—and the county legislative body authorizes—the establishment of a separate purchasing department with a person hired as purchasing agent for the county, id. § 5-21-118(c)(1). When a separate purchasing department is established and a purchasing agent is hired,

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2 An entity is described as having “centralized purchasing” authority when the entity has some form of centralized control over the purchasing function. See http://eli.cts.tennessee.edu/reference/centralized-purchasing-counties. All county purchasing is handled centrally under the County Financial Management System of 1981. See http://eli.cts.tennessee.edu/reference/purchasing-system; see also Tenn. Att’y Gen. Op. 89-76 (May 10, 1989) (discussing the County Financial Management System of 1981 and its “clear manifestation of an intent to establish uniform procedures and centralized responsibility”).

3 “The county legislative body may authorize the [financial management] committee to assume the functions of any or all of the following special committees or the county legislative body may by resolution create: (1) A budget committee; (2) An investment committee; or (3) A purchasing committee.” Tenn. Code Ann. § 5-21-105(e).
all duties and responsibilities relative to purchasing are removed from the finance director. \textit{Id.} § 5-21-118(c)(2).

In short, a finance director under the County Financial Management System of 1981 is charged with overseeing the various financial functions of the county. The finance director oversees budgeting, accounting, payroll, and cash management. The finance director also has duties and responsibilities relative to purchasing unless the county establishes a separate purchasing department and hires a purchasing agent, which results in the removal of those duties and responsibilities from the finance director.

Accordingly, because a finance director’s duties and responsibilities are not wholly or primarily dedicated to purchasing, the finance director is not a full-time purchasing agent for purposes of Tenn. Code Ann. § 12-3-1212. First, since the finance director does not have any duties or responsibilities relative to purchasing when a county forms a separate purchasing department with its own purchasing agent under Tenn. Code Ann. § 5-21-118(c), the finance director is not a “full-time purchasing agent.” Second, even when there is no separate purchasing department and the finance director serves as the county’s purchasing agent, the finance director is not a “full-time” purchasing agent because as finance director his or her available work time is not wholly devoted to the duties of purchasing agent but is divided among several duties and responsibilities pertaining to the financial functioning of the county. \textit{See International Ass’n of Firefighters Local 3266 v. Department of Retirement Sys., 987 P.2d 715, 720-21 (Wash. App. 1999)} (airport technicians who performed fire-fighting functions were not “full-time firefighters” even though they spent 40% of their time directly involved in fire prevention and preparedness, which constituted more time than they spent on any other task).

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HERBERT H. SLATERY III \\
Attorney General and Reporter
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ANDRÉE SOPHIA BLUMSTEIN \\
Solicitor General
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\begin{flushright}
LAURA T. KIDWELL \\
Assistant Solicitor General
\end{flushright}
Requested by:

The Honorable Frank S. Niceley  
State Senator  
Suite 712 Cordell Hull Bldg.  
Nashville, TN 37243
Global Best Practices with Terry McKee

Terry McKee, CPPO, CPPB
Knoxville’s Community Development Corporation IT & Procurement Director
The Public Housing and Redevelopment Authority for the City of Knoxville and County of Knox

Performance Management

Standard
Public procurement organizations should develop a performance management program that provides continuous cycle of improvement and added value to the procurement function. The performance management program must encompass the entire procurement organization.

Background
A performance management program begins with planning, followed by implementation, monitored progress and identification of opportunities for improvement. A performance management program assists the procurement organization in meeting both internal and external strategic plan goals and objectives. A performance management program helps the procurement department to demonstrate its value to all stakeholders, in terms of verified improvements and accomplishments. When done properly, the performance management program continuously improves the effectiveness and efficiency of procurement; thereby improving service to the public and stakeholders.

Strategic Planning
A sound performance management program begins with clearly defined goals and objectives. Initially, strategic planning is the “design” phase of the performance management program. As the cycle repeats, this step is a “revision” phase, in which the process and components are revised to improve opportunity for learning, accountability and results. Plans for monitoring progress and establishment of accountability are developed in the planning phase of the performance management program. It is important to establish who is responsible for monitoring progress and the time frames for reporting collected data. Finally, it is important to establish what will be measured to monitor progress and how data will be collected.

Implementation
During this phase of the performance management program, regardless of the level (i.e., department, individual, supplier) at which implementation occurs, performance should be measured against the established goals and objectives.

Monitoring Progress
Progress should be monitored to ensure that goals and objectives are being achieved in the most efficient and effective manner. This includes collecting the data, preparing the reports, delivering reports to the individual responsible for monitoring progress and evaluating the reported measures to identify any explanatory information or quality indicators relate to the attainment of goals and objectives established.
Identifying Opportunities for Improvement
Identifying opportunities for improvement is critical to improving procurement performance. This includes several tasks. Evaluating reports to identify areas for performance improvement. Correcting deviation from established objectives and goals. Noting the successful attainment of goals and objectives. Planning to increase effectiveness and efficiency in the next cycle by supporting the establishment of new goals and objectives, and/or re-prioritizing opportunities for improvement that were identified.

Take Away:
Successful public procurement includes managing the function and analyzing its outcomes considering established goals. This necessitates setting goals and measurement milestones for procurement. It also requires specific staff members assigned to the tasks and their evaluation.
### Treasurer’s Report:
#### January – December 2021

Lynn Farnham, CPPO, CPPB | Roane County

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<th>Month</th>
<th>Beginning Balance</th>
<th>Revenue</th>
<th>Expenses</th>
<th>Ending Balance</th>
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### Balances of Funds as of 04/30/2021

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<td><strong>TOTAL</strong></td>
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### 2021 Agency Members

- Blount County
- Hamilton County
- University of TN - Chattanooga
- City of Bristol
- Hamilton County Schools
- University of TN - Knoxville
- City of Clarksville
- Johnson County
- Sullivan County
- City of Cleveland
- KCDC
- Union County
- City of Decatur, AL
- Knox County
- City of Johnson City
- Knox County Sheriff
- City of Kingsport
- Knoxville Utilities Board
- City of Knoxville
- Loudon County
- City of Knoxville, Fire
- Public Building Authority
- City of Morristown
- Roane County
- City of Oak Ridge
- Roane State
- Chattanooga Housing
Calendar of Events

Get ready for 2021, here we go!

**May 20th**
- 2nd Quarterly Meeting (Zoom)

**July 23rd**
- Golf Tournament

**August 23rd – 26th**
- NIGP Forum & Expo, Virtual

**October 28th – 29th**
- Fall Professional Development Conference, Pigeon Forge

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<th><strong>June</strong></th>
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<td>Diane Woods – 17th, Knox County</td>
<td>Gina Lehman – 9th, Roane County</td>
<td>Carrie Cook – 4th, Union County</td>
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<td>Robert Mackey – 27th, UTK Facilities Services</td>
<td>Daniel Kembel – 20th, Knoxville Utilities Board</td>
<td>Katie McCroskey – 14th, Sevier County Schools</td>
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<td>David Griffin – 23rd, Public Building Authority</td>
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<td>Kimberly Au – 18th, UT Chattanooga</td>
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<td></td>
<td>Kevin Bartenfield – 26th, Hamilton County Dept of Edu.</td>
</tr>
</tbody>
</table>
May 20, 2021—2nd Quarterly Meeting

Date: May 20, 2021
Time: 3:00 p.m.
Location: Zoom

Educational Topic: ETPA 2nd Quarter Membership Meeting
Speaker: ETPA’s Diversity Business Alliance
Registration: Join Zoom Meeting
https://zoom.us/j/99164661601?pwd=ZXZoNDR5bWpHVkthd1ZhS1dSVFhUUT09

Meeting ID: 991 6466 1601
Passcode: 292020
One tap mobile
+16468769923,,99164661601#,,,,,*292020# US (New York)
+13017158592,,99164661601#,,,,,*292020# US (Washington DC)

Dial by your location
+1 646 876 9923 US (New York)
+1 301 715 8592 US (Washington DC)
+1 312 626 6799 US (Chicago)
+1 669 900 6833 US (San Jose)
+1 253 215 8782 US (Tacoma)
+1 346 248 7799 US (Houston)
+1 408 638 0968 US (San Jose)
+1 778 907 2071 Canada
+1 204 272 7920 Canada
+1 438 809 7799 Canada
+1 587 328 1099 Canada
+1 647 374 4685 Canada
+1 647 558 0588 Canada

Meeting ID: 991 6466 1601
Passcode: 292020
Find your local number: https://zoom.us/u/acpY0lmA
Drive ETPA to the Green

9:00 a.m. on July 23, 2021 at the Three Ridges Golf Course
6101 Wise Springs Road, Knoxville, TN 37918

- Prizes for Long Drive & Closest to the Pin!
- Swag Bags
- Giveaways!
- $400 per Team
- Includes Golf, Driving Range, & Meal