

J.H. Graham, III, Narrative Evaluation  
Crossville City Manager: Gregory Wood  
February 24, 2020

The rapport between the City Manager, Mayor and City Council is, at best, very delicate. This relationship, especially one of mutual trust, should bring to the forefront the very best in leadership, governing and information between the Executive Branch and Legislative Branch of City Government. The communication between our City Manager is available, but not in follow up, and information upon completion of the question or comment or concern. When asked to be a rapporteur, a reporter of facts and information, that one should do so.

For example, on October 4, 2018, the business was locating on Genesis Road was discussed between the City Manager and myself. I met with Perk Thornton, of Hilltoppers, the next day at 9:15AM. I had to find out from a gentleman from Maryville, in the convenience store business, January 20, 2020, that the company had purchased the property and was going to locate in Crossville.

On the second Tuesday of December, 2018, I met with our City Manager to discuss several issues, one of which was the creation of the position of Public Works Director and the hiring of another Engineer. After the recommendation of McGrath and Associates, the budget amendment was approved, but the position for Public Works Director has not been advertised.

During a meeting of December, 2018, we discussed work that was to be done by TVA in regard to Utility Costs and a report from VEC on street light costs and capital expenditures. No current communication has been received.

A good example of excellence in communication was our meeting of December 18, 2018, where our City Manager indicated that he had hired Don Cole as our new engineer and a new Police Chief, Jessie Brooks. Both were very good hires. It was mentioned that a trust assessment was advised, notarized and weighed as some of the kids hugged SRO officers.

In January, 2019, the Airport Committee was discussed as well as complaints from pilots; trash on air field, lack of damage checks on runway and that the Airport Manager was not at the airport enough. It was mentioned that there was a need for a new Airport Manager, and Airport Committee and a pool of volunteers to watch Airport, support Fly-Ins and develop Airport as an amenity. That was a very good meeting.

On June 24, 2019, I attended the TML Conference in Memphis where I, as a member of the TML Board, Executive Committee, and Board members of the Bond Board, heard several workshops and speakers. I reported back to the City Manager, especially regarding the Comptroller of the Treasury of Tennessee answers to my question of water losses at 19% in 2019; that the Comptroller had the authority to take over the Department after 2 years. I also mentioned that audits should include documentation for travel expenses, authorization for issuance of debt, inadequate Capital Asset Records being under fire, and that our City was doing all of that and more. The information flowed very well and I did mention that the Comptroller had the authority to hold back our Sales Tax Collections if a City was non-compliant.

I also reported that one of the workshops was on National Site Selection, by Mark Arend, of the Site Selection Magazine, which has ranked sites for 65 years. I asked City Manager to think

about advertising in magazines or inviting Mark to Crossville. There has been no mention of his decision.

I also mentioned the use of the Drug Fund and what can and cannot be paid from it. I asked our Chief of Police if audits of cash monies, expended for drug related functions were acceptable. He said that the CFO and he were on top of that. It was discussed that the City Manager and I had great confidence in the Chief, especially regarding confidential transactions and the receipts for same. I shared with the City Manager that TML was going to support the expenditures of Narcan from Drug Funds.

In my discussion with McGrath representative, September 30, 2019, it was mentioned that a City Manager has the responsibility to recruit and retain great employees; that these employees should feel value; that the imparting of this job was very important and that our City needs to know what a market competitive range is to be. Now that the budget amendment has been approved, I expect that the positions will be filled with the very highest standards and remain a top priority of the City Manager and City Council.