



#### CURRENT BOARD MEMBERS

- [Lisa Anderson — Mayor](#)
- [Chris McDonald — Vice-Mayor](#)
- [Wayne Hall — Commissioner](#)
- [Carolyn Roberts — Commissioner](#)
- [Don Bufalini — Commissioner](#)

SPECIAL MEETING  
MARCH 27, 2026  
5:00 PM

### MINUTES

#### 1. Call To Order

Call to order by Mayor Anderson at 5:02PM.

#### 2. Roll Call

Staff present: Rachel Jones, Keith Paisley, Ethan Greer, Scott Hughes, Breanna Bailey, Patti Carroll, Ben Knox, Sharon Hall, Emily McCartney, Katelyn Richardson, Gina Cox, Officer Ray Martin, Patrick Carter

Board present: Mayor Anderson, Vice Mayor McDonald, Commissioner Hall, Commissioner Roberts, Commissioner Bufalini

#### 3. Prayer and Pledge

Prayer and Pledge lead by Mayor Anderson.

#### 4. Citizen Comments (limited to the first five (5) citizens to sign in and a limit of three (3) minutes each)

Mayor Anderson made a motion to suspend the rules of the meeting to allow all citizens present who wished to speak the opportunity to do so. Seconded by Commissioner Roberts. Motion carried, 5-0 (unanimous)

- Janet Gatewood (7150 Triple Crown Ln, Fairview) - Expressed support for City Manager Tom Daugherty
- Karen Cobb (7802 Willow Crest, Fairview) - Expressed support for City Manager Tom Daugherty
- Todd Gatewood (7150 Triple Crown Ln, Fairview) - Expressed support for City Manager Tom Daugherty
- Ricky Headley (8069 Forest Hills Dr, Spring Hill) - Expressed support for City Manager Tom Daugherty
- Jewel English (7306 Stirrup Ln, Fairview) - Expressed support for City Manager Tom Daugherty
- Lane Miller (7127 Triple Crown Ln, Fairview) - Expressed support for City Manager Tom Daugherty
- Sarah Greer (5021 Bobo Ct, Fairview) - Expressed support for City Manager Tom Daugherty
- Ray Mikhael (7129 New Hope Rd, Fairview) - Expressed support for City Manager Tom Daugherty

#### 5. New Business

##### A. Resolution 17-26

A Resolution of the Board of Commissioners of the City of Fairview, Tennessee, accepting the resignation of City Manager Thomas J. Daugherty, effective March 27, 2026, and expressing appreciation for his service.

Commissioner Hall stated that he was not presented with any alternative disciplinary options, such as a temporary suspension, but was instead informed that termination would be placed on the agenda if a resignation was not

submitted by Wednesday. He expressed that he could not support termination, noting his longstanding professional relationship with and support for Mr. Daugherty. Commissioner Hall also shared that he had encouraged Mr. Daugherty to rescind his resignation, though he acknowledged that decision rests with Mr. Daugherty and the Board. He concluded by stating his opposition to termination.

Commissioner Roberts stated that her actions and concerns were not personal or politically motivated, but rather based on her responsibility to represent the citizens of Fairview. She emphasized that her questioning and decisions stem from issues brought to her attention and ongoing discussions over the past year and a half, which she felt had not been resolved. She expressed that the resignation was not coerced and that her intent is to act in what she believes is the best interest of the city. Commissioner Roberts acknowledged differing public opinions, noting that some supporters may not feel comfortable speaking publicly, and encouraged review of past meetings for context. She concluded by emphasizing the importance of transparency, accountability, and continuity of leadership.

Vice Mayor McDonald stated that the resignation should be taken seriously and referenced guidance indicating a policy violation, emphasizing that the matter was not a personal attack or "witch hunt," but one of accountability. He also noted that, as part of his duties, he had preliminary conversations regarding potential interim leadership to ensure continuity of operations. He concluded by reiterating that his actions were based on the information available to him and denied having any prior agenda to remove Mr. Daugherty.

Commissioner Bufalini stated that this was one of the most difficult decisions he has faced during his time in office. He noted that, despite the matter being public, he had received limited direct communication from citizens, emphasizing that not all feedback has been opposed to the situation. He shared that he had spoken with city employees and visited several departments to better understand perspectives. Commissioner Bufalini clarified that there was no intention to bring back prior leadership and stated his commitment to acting in the best interest of the City of Fairview. He highlighted his community involvement, dedication to public service, and reliance on professional guidance, including consultation with other municipalities and legal counsel, in reaching his decision. He acknowledged the complexity of the situation and concluded by noting that certain matters could not be publicly discussed.

Mayor Anderson inquired about the requirements and timing for calling a special meeting following a resignation and the appointment of an interim city manager. Mr. Carter clarified that, while state law requires the Board to appoint an interim city manager, there is no specific timeline mandating when such a meeting must occur. Mayor Anderson expressed opposition to the proceedings and concern regarding the scheduling of the meeting, noting she had previously indicated a scheduling conflict. She stated that the timing may have limited public participation and disputed claims that citizens were unwilling to speak. She further stated that multiple disciplinary options had been available, including suspension, and asserted that the resignation was submitted after it was indicated that termination could be placed on the agenda. Mayor Anderson emphasized her support for Mr. Daugherty, citing his leadership, integrity, and contributions to the city, and expressed her belief that he felt compelled to resign due to a lack of board support.

Commissioner Roberts stated that the applicable policy regarding supervisory relationships was clear and that, in her view, a violation had occurred. She noted that additional concerns had been brought to her attention and emphasized her belief that failing to act could undermine the Board's credibility. She expressed that her actions were guided by a commitment to integrity, accountability, and the effective operation of the city, while also acknowledging that differing perspectives exist within the community. Commissioner Roberts stated that some individuals may be hesitant to speak publicly and that she has been mindful of protecting confidentiality. She concluded by reaffirming that her decisions were made in what she believes to be the best interest of the City, emphasizing her commitment to honest governance and addressing concerns brought before her.

Commissioner Bufalini expressed agreement with Commissioner Roberts, stating that the policy in question was clear and had been carefully reviewed. He emphasized his responsibility as an elected official to uphold policies and act in the best interest of the city. He voiced concern regarding the treatment of city employees, stating that he would not tolerate behavior he perceived as bullying or inappropriate conduct toward staff. Commissioner Bufalini also referenced broader concerns about leadership, professionalism, and governance, emphasizing a commitment to moving the city forward.

**Motion to approve by Commissioner Roberts. Seconded by Vice Mayor McDonald. Motion carried, 3-2 (Hall, Anderson)**

## **B. Resolution 18-26**

A Resolution of the Board of Commissioners of the City of Fairview, Tennessee, designating an Interim City Manager pursuant to Tennessee Code Annotated § 6-21-107(b) and § 6-20-205(a), defining the scope of authority, duties, and compensation of the Interim City Manager, and directing the initiation of a search for a permanent City Manager.

Vice Mayor McDonald stated that the past week had been challenging and involved numerous discussions, including outreach to external contacts and other municipalities regarding potential interim leadership candidates. He noted that many qualified individuals had declined interest, citing concerns related to the current situation. He indicated that one potential candidate was conducting due diligence before making a decision and expressed hope that the individual would be willing to serve as an interim to allow time for a comprehensive national search for a permanent city manager. Vice Mayor McDonald clarified that he does not support bringing back prior leadership and emphasized his intent to move the city forward. He encouraged open communication, inviting citizens to contact him directly with questions, and stated that he had not yet identified a nominee for the interim position.

Commissioner Bufalini stated that he has been in contact with the same potential interim candidate referenced by Vice Mayor McDonald, noting that all communication was conducted through proper channels with legal counsel. He described the individual as highly qualified and expressed optimism that the candidate may be willing to come out of retirement to serve in the interim role, pending further discussions with department heads. He emphasized that the City remains in a stable position and reassured staff that no departmental budget cuts are being proposed, while acknowledging the sensitivity of the current budget season. Commissioner Bufalini also expressed confidence in department leadership to maintain operations. He concluded by stating that he did not have a nominee to present at this time but anticipated a potential nomination at the next Board meeting.

Commissioner Roberts stated that she did not have a nomination for interim city manager at this time. She noted that she had communicated with department heads and staff, expressing confidence in their leadership and ability to maintain operations during the transition. She also shared that no internal staff members were willing to assume the interim role. She confirmed that she had spoken with the same external candidate referenced by other Board members and expressed optimism about the individual, while emphasizing the importance of continuing the search for additional candidates. Commissioner Roberts inquired about the process for initiating a search for a permanent city manager. Mr. Carter advised that the search is typically led by the interim city manager and would likely involve a professional firm conducting a national search, including opportunities for public input. Commissioner Roberts concluded by expressing support for a transparent and inclusive search process, including citizen involvement.


**Motion to approve by Commissioner Roberts. Seconded by Vice Mayor McDonald.**

**Motion to defer to the April 2nd BOC meeting by Vice Mayor McDonald. Seconded by Commissioner Roberts. Motion carried, 4-1 (Anderson)**

## **6. Meeting Adjournment**

**Motion to adjourn by Mayor Anderson at 6:31PM.**

City Recorder, Rachel Jones



Mayor, Lisa Anderson

