



CURRENT BOARD MEMBERS

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

WORK SESSION
JUNE 2, 2026
6:00 PM

MINUTES

1. Call To Order

Call to order by Mayor Anderson at 6:09PM.

Staff present: Bob Rial, Rachel Jones, Keith Paisley, Zack Humphreys, Scott Hughes, Breanna Bailey, Patti Carroll, Ben Knox, Gina Cox, Todd Bratcher, Nathaniel Coleman

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

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

None

3. New Business

A. Ordinance 2026-09

An Ordinance of the City of Fairview, Tennessee, adopting the annual budget and tax rate for the fiscal year beginning July 1, 2026, and ending June 30, 2027.

City Manager Bob Rial reported that staff was directed by the Board at the previous meeting to prepare a budget with no property tax increase. He thanked Finance Director Ben Knox and all department heads for their work on the budget process. Mr. Rial explained that staff first reviewed all departmental budgets, except Police and Fire, line by line and identified approximately \$649,000 in reductions. Additional reductions were then allocated proportionally across all departments based on their share of the overall budget, including Police and Fire. Mr. Rial noted that public safety is considered a priority and should be the last area impacted by budget cuts. The second round of reductions resulted in approximately \$668,000 in additional savings, bringing the total budget reductions to approximately \$1.3 million. The proposed budget presented to the Board achieves a 0% tax increase while maintaining a positive net balance of approximately \$30,000. Mr. Rial concluded by stating that Finance Director Ben Knox would provide a detailed line-by-line review of the budget reductions and the proposed budget.

Finance Director Ben Knox reviewed the budget documents and noted that the primary focus was on Fund 110. He stated that the figures shown on the second page correspond with the budget summary presented on the cover sheet. Mr. Knox reported that, after the proposed reductions and adjustments, the budget for Fund 110 is projected to end with a positive balance of approximately \$37,045, consistent with the no-tax-increase budget direction provided by the Board.

Administration: Mr. Knox reviewed the proposed reductions within the Administration Department budget and explained that the budget document compares the original proposed budget to a no-tax-increase budget scenario,

with the resulting changes identified in the far-right column. Mr. Knox stated that the largest reduction was the elimination of two existing positions: the Economic Development position and the Public Information Officer position. Additional reductions included the elimination of funding for the city's policy management and training system, advertising, community relations, promotional materials, travel, lodging, office furniture, miscellaneous community events, disability insurance, and lease payments related to the English property. During discussion, commissioners asked questions regarding the impact of eliminating various budget items, including public notice advertising requirements, community events funding, and the consequences of terminating the lease agreement for the English property. Staff explained that eliminating these items would result in service reductions or the loss of access to certain resources and facilities. The proposed elimination of funding for the Greater Nashville Regional Council (GNRC) membership generated discussion. City staff and board members noted that GNRC provides assistance with grant opportunities, regional planning, transportation funding, and other support services. Concerns were expressed that discontinuing participation could reduce the City's ability to pursue grants and regional funding opportunities, including potential assistance related to the Northwest Highway project. City Manager Bob Rial emphasized that the proposed reductions were presented as recommendations to achieve the Board's direction of a no-tax-increase budget and that each reduction could have intended and unintended consequences. He further noted that the meeting was a work session intended to review potential cuts and gather feedback, and that no final budget decisions would be made until a future meeting.

Finance: Mr. Knox reviewed the proposed Finance Department budget and reported that no operational reductions were recommended within the department.

Court: Mr. Knox reviewed the proposed Court Department budget reductions. He explained that the recommended reduction consists of eliminating one Court Clerk position. The reduction in salary expenditures is reflected in the budget, along with corresponding decreases in associated personnel costs, including Social Security, Medicare, retirement contributions, and other employee-related benefits tied to that position. No additional operational reductions were discussed for the Court Department.

Planning and Codes: Mr. Knox reviewed the proposed reductions within the Planning and Codes Department budget. He explained that the largest reduction was the elimination of the Code Enforcement Officer position, along with the associated personnel costs, including benefits and retirement contributions. Mr. Knox noted that \$5,000 was added to the part-time salary line to provide temporary coverage for inspections during the anticipated absence of the City's Building Inspector. He stated that a Williamson County employee may perform inspections on a part-time basis if needed. Additional reductions included the elimination of funding for outside plan review services. Mr. Knox reported that a staff member had recently obtained the necessary certification to perform plan reviews in-house, allowing the City to realize savings in that area. Other proposed reductions included funding for the online payment portal and plan review software, code enforcement condemnation expenses, weed abatement expenses, and computer equipment/software purchases. Commissioners discussed the impact of eliminating the online payment portal, noting that the system currently supports Planning and Codes operations and could potentially be expanded in the future to allow online payments for other City services. Questions were also raised regarding the elimination of the Code Enforcement Officer position and the department's ability to continue providing services if the position remains vacant. Staff indicated that existing personnel would absorb certain responsibilities and that future budget amendments could be considered if staffing needs change. Discussion also highlighted that while some individual reductions appeared relatively small, the cumulative effect of multiple reductions across departments contributed significantly toward achieving the Board's goal of a balanced budget without a tax increase.

Police: Mr. Knox reviewed the proposed Police Department budget reductions. He reported that the proposal includes the elimination of two officer positions, consisting of one vacant position and one currently occupied position. The personnel reductions, including associated salary and benefit costs, total approximately \$124,201. Mr. Knox also outlined operational reductions totaling approximately \$40,200. Proposed cuts include reductions to advertising, community relations, holding cell maintenance, equipment repair and maintenance, collision repair, lodging, emergency medical treatment, training, ammunition, radio repair and replacement, rewards and incentives, community services, detention supplies, medical supplies, firearms, body armor, uniforms, accessories, personal safety supplies, incident scene supplies, vehicle care supplies, and mobile data terminal supplies. During discussion, Police Chief Zack Humphreys explained that some training reductions would primarily affect specialized training opportunities beyond required in-house training programs. Questions were raised regarding vehicle maintenance costs, fleet replacement schedules, and other operational expenses. Chief Humphreys noted that police vehicles typically require increased maintenance as they age and that delaying vehicle replacement can lead to higher repair costs. Board members also discussed the department's take-home vehicle program and whether limiting take-home vehicles could generate savings. Chief Humphreys explained that the program provides operational benefits, including improved emergency response capabilities, reduced fleet wear through dedicated

vehicle assignments, and officer retention advantages. He stated that eliminating the program could negatively impact recruitment and retention efforts and may not result in significant overall savings. Chief Humphreys further clarified that all personnel within the Police Department are POST-certified law enforcement officers and that the department does not employ civilian personnel in take-home vehicles.

Fire: Mr. Knox reviewed the proposed Fire Department budget reductions and stated that all recommended cuts were personnel-related. The proposal includes the elimination of three firefighter positions, resulting in a reduction of approximately \$155,977 in salaries and associated personnel costs. Fire Chief Scott Hughes discussed the operational impacts of the proposed reductions. He explained that departmental operations had already been reduced to a level where further cuts to equipment maintenance, apparatus repairs, protective gear, or safety equipment would significantly affect service delivery. Chief Hughes stated that eliminating three firefighter positions would likely require the closure of Station 32 due to insufficient staffing levels. Chief Hughes further explained that closing Station 32 would increase emergency response times in that service area and could jeopardize the City's ability to continue providing fire protection services under its contract with Williamson County. He noted that the department had received approximately \$615,000 in county contract revenue through the first three quarters of the fiscal year and anticipated an additional payment during the fourth quarter. As a result, eliminating the positions could reduce personnel expenses while also risking the loss of substantial contract revenue. Board members discussed the potential effect of reduced staffing on the City's Insurance Services Office (ISO) rating. Chief Hughes explained that station locations, staffing levels, and deployment capabilities are major factors considered during ISO evaluations. He stated that closing a station or reducing staffing could negatively impact the City's ISO rating, potentially resulting in higher property insurance premiums for residents and businesses. Chief Hughes also noted that the Fire Department had recently undergone an ISO review and anticipated favorable results based on improvements made since the previous evaluation. He advised that significant staffing reductions would require notification to ISO and could prompt a reevaluation of the City's rating. During discussion, it was noted that one of the three firefighter positions proposed for elimination is currently vacant, while the remaining positions are filled.

Public Works: Mr. Knox reviewed the proposed Public Works Department budget reductions and explained that all recommended cuts were personnel-related. The proposal removes funding for one and one-half new positions that had been included in the budget presented two weeks earlier, as well as one currently occupied position. Associated personnel costs and benefits were also removed from the budget. During discussion, commissioners asked about the possibility of reducing or eliminating the City's brush and limb chipping service as an alternative cost-saving measure. Public Works Director Todd Bratcher explained that the department has been heavily focused on storm-related cleanup efforts following the ice storm and has completed approximately 97 truckloads of debris removal since April 1. He noted that brush removal and right-of-way maintenance have consumed much of the department's available labor and resources. Mr. Bratcher stated that eliminating the chipping service would primarily save equipment replacement and operational costs associated with the chipper and chip truck, but would not significantly reduce personnel costs. He further explained that Public Works is currently operating with limited staffing due to an employee injury and ongoing workload demands. Staff reported that employees have worked substantial overtime, including multiple call-backs during weekends, to maintain service levels and respond to storm-related issues. Discussion highlighted concerns that reducing staffing levels could limit the department's ability to perform routine maintenance, storm cleanup, right-of-way mowing, and other public works functions. Staff emphasized that the department is already operating with a lean workforce and that additional personnel reductions would further impact service delivery throughout the community.

Parks: Mr. Knox reviewed the proposed Parks Department budget reductions. He explained that the Parks Department operates from both the General Fund (Fund 110) and a separate fund supported by building permit revenue (Fund 112), which finances much of the department's operational expenses. The proposed reductions focused primarily on Fund 110 as part of the effort to balance the General Fund budget. Mr. Knox stated that the majority of the proposed reductions were personnel-related. The proposal includes the elimination of four full-time positions, consisting of three occupied positions and one currently vacant maintenance position, as well as the elimination of two part-time positions. Associated salary and benefit costs were also removed from the budget. Additional operational reductions were proposed in several areas, including dues and subscriptions, advertising, travel, lodging, training, office equipment, office furniture, office supplies, and computer equipment. During discussion, commissioners sought clarification regarding the number of existing Parks Department employees and the positions affected by the proposed reductions. Staff explained that the department currently has five filled full-time positions and one vacant maintenance position. The proposed reductions would significantly reduce staffing levels within the department. The discussion emphasized that because many Parks Department expenditures within Fund 110 are personnel-related, achieving the required budget reductions resulted primarily in staffing cuts, with additional reductions made to operational and administrative expenditures.

The Board reviewed the full set of proposed budget reductions across all departments as part of a work session

aimed at achieving a balanced budget with no property tax increase. It was noted that a total of approximately 16 positions are proposed for elimination across departments, with a mix of vacant and currently occupied positions. Discussion included additional potential cost-saving measures outside of personnel, such as Public Works services (including brush/chipper service), fleet management, and various operational expenditures. Public Works staff explained that brush removal operations are heavily impacted by storm recovery work and staffing shortages, with significantly increased workload following the ice storm. Concerns were raised regarding whether reducing or eliminating the chipper service would meaningfully reduce costs, versus shifting workload and service expectations to citizens. Board members and staff also discussed broader implications of service reductions, including impacts on workload, response times, equipment wear, and service delivery expectations. It was noted that while some operational savings could be achieved, many services are already constrained due to staffing levels and increased demand. The Fire Department discussion highlighted that proposed staffing reductions could require operational changes such as station closures, increased response times, and potential impacts to county contract revenue and ISO insurance ratings. Police Department reductions included two officer positions and multiple operational cuts, with discussion on impacts to training, equipment, fleet costs, and service levels. Parks, Planning & Codes, Court, Finance, Administration, and Public Works departments all presented reductions primarily driven by personnel adjustments, with additional operational cuts where applicable. The Board also discussed broader fiscal strategy, including the balance between maintaining services, avoiding a tax increase, and the likelihood that reductions made in the current year could create future budget pressures. Some members expressed concern that service reductions could shift costs or service burdens to residents or result in increased expenses in future years due to deferred maintenance or staffing limitations. Additional discussion included whether Board-level budgets (such as commissioner travel and related expenses) should also be reduced, and whether further reductions could be identified across smaller administrative line items. Staff noted that department heads were given target reduction amounts and worked collaboratively to identify cuts while maintaining essential services where possible. The meeting concluded with consensus that further review and individual discussions with commissioners would be helpful before finalizing the budget. A follow-up workshop and additional meetings were proposed prior to the final budget adoption, with the intent of refining priorities and reviewing the impact of proposed reductions in more detail.

4. Meeting Adjournment

Adjournment by Mayor Anderson at 7:50PM.

City Recorder, Rachel Jones



Mayor, Lisa Anderson



The above minutes are intended to serve as a summary of the motions passed and matters discussed during the meeting. This document is not intended to be a verbatim transcript of all statements made.