

**CITY OF FAIRVIEW
BOARD OF COMMISSIONERS
WORK SESSION MINUTES
JUNE 12, 2023, 6:00 PM, CITY HALL**

Lisa Anderson, Mayor
Brandon Butler, Vice Mayor
Wayne Hall, Commissioner
Leslie Fischer-Street, Commissioner
Stuart L. Johnson, Commissioner
Tom Daugherty, City Manager
Patrick Carter, City Attorney
Rachel Jones, City Recorder

BOC Present: Anderson, Butler, Hall, Street, Johnson

Staff Present: Tom Daugherty, Rachel Jones, Keith Paisley, Scott Hughes, Keith Reed

❖ **Call to Order by Mayor Anderson at 6:01 P.M.**

Fiscal Year 2023-2024 Budget

Mr. Daugherty opened the meeting up to questions from the board regarding revenue.

- Mr. Butler asked to confirm if the projected revenues are last year's actuals. Mr. Daugherty said that was correct.
- Mr. Johnson asked what the tax rate will be. Mr. Daugherty replied there is no change in the tax rate.
- Ms. Street asked for an explanation on the park revenue. Mr. Paisley answered the park revenue comes from shelter rentals, outdoor classroom rentals, trail use for non-Fairview residents, and Nashville Running Company gives 25% of their profits for running in the park.
- Mayor Anderson pointed out that there was no increase this year in the city's health insurance plan.
- Ms. Street asked why the tree bank account does not have any projected revenue shown. Mr. Daugherty said he was expecting a deposit but is not counting on that money until he knows exactly when it was coming in and it would be in the amended budget.
- Ms. Street asked about the drug fund and if there was something the city should be doing differently. Mr. Daugherty said he would look into that further but that most of the drug fund money comes through the court system and primarily is a liability issue.

Mr. Daugherty asked the board for questions regarding expenditures. He explained that most of the operating stayed close to last year. Personnel made a jump, needing an increase in salaries to stay competitive to neighboring communities. Mr. Daugherty proposed a 12% increase across the board to get where the salaries need to be to compete with cities like Columbia, Dickson, and Nolensville.

- Mayor Anderson asked where the Community Development money comes from. Mr. Daugherty stated the General Fund. Mayor Anderson said she would like to see that increased from \$2000 to \$5000 per commissioner.
- Mr. Butler stated for the year the deficit is \$572,321, and asked if last year's budget showed a deficit. Mr. Daugherty said yes it showed a deficit but ended with a surplus of 1.2 million. Mr. Daugherty said the personnel expenses is a one-time thing to help get caught up and in the future propose a 1-2% cost of living increase to help stay on pace and not get behind. Also, there is several capital expenditures this year that will not be included next year.
- Mayor Anderson asked if the raises could be separated or do they have to be across the board. Mr. Daugherty answered the board can do what they wish however it makes the math difficult and all of the departments are on the low end compared to other cities and he recommends making the change across the board.
- Mr. Johnson asked Fire Chief Hughes about turnover in the Fire Department. Chief Hughes said the employees leaving are the new hires with 1-3 years of service. Chief Hughes also said an issue they face is hiring an untrained employee and putting them through training, and additional expenses with gear then they leave to make more at surrounding departments. Mr. Johnson asked with the 12% increase where that would put Fairview in the market. Chief Hughes passed out a comparison chart showing pay for surrounding departments.

- Mayor Anderson stated she felt like new hires should get 15% and the police department be allowed to drive their patrol cars home. Chief Hughes stated by bringing up the rate only for new hires it will create compression with the middle group of employees and the new hires could potentially jump employees who have 1-2 years of service. Mayor Anderson stated if they don't do at least 15% they will not hit the target range.
- Ms. Street asked about incentive pay for training. Chief Hughes stated that would be difficult because the training is a requirement and eventually the employees will run out of training to attend.
- Ms. Street asked Chief Hughes what specific numbers he would like to see. Chief Hughes said he had talked with Chief Humphreys and they both face a lot of the same challenges. With the police department they invest a lot of time and money into new officers for training before they began working.
- Ms. Street asked what ways the city can recoup the funds going from a 12% salary increase to a 15% increase. Mr. Daugherty stated they would either have to increase revenue or cut capital costs.
- Mayor Anderson stated recently there has been a revolving door where we bring in new employees and train them then other cities entice them with more money.
- Mr. Butler asked if going from 12% to 15% would some employees go up even more. Chief Hughes stated that was correct because the additional was a 3% step increase.
- Mr. Hall asked if the Fire Department was fully staffed. Chief Hughes responded yes they are fully staffed. Mr. Daugherty said the Police Department is down two officers. Additionally, the city is hiring a Planning Director, Planner, Building Inspector, Park Programmer, Naturalist, Park Laborer, and additions to the Public Works staff.
- Mayor Anderson asked if it was understood that the park budget was divided between all parks.
- Mr. Johnson asked about vehicle washes. Mr. Daugherty said the new car wash has offered a discount and generally the employees are doing it themselves, but there is money in the budget for that.
- Ms. Street asked about the \$40,000 in the tree bank account. Mr. Paisley replied the Parks and Landscape Board is looking into some landscaping projects and chose to go ahead and include it in the budget to prevent having to add it into the amended budget.
- Mr. Hall asked Mr. Paisley about maintenance work on the dams. Mr. Paisley said every three years the state comes out to inspect them.
- Mr. Butler asked if they city has a playground replacement fund. Mr. Paisley replied no, not at this time but that is one reason they are asking for a maintenance position.
- Mr. Butler asked Mr. Daugherty about the city's zoning ordinance, and the plans for rewriting the ordinance. Mr. Daugherty replied it is not in the budget this year and the RFQ has not yet been sent out.
- Mr. Butler asked if there will be a contribution to the reserve fund. Mr. Daugherty stated he does not have any funds going into the reserve fund this budget year.
- Ms. Street asked about the \$5,000 for credit card services. Mr. Daugherty said that allows for online payments and credit card terminals at city hall, another year left on contract.
- Mayor Anderson said she has spoken with Public Works Director, Todd Bratcher about equipment that was sold in the past that could be useful now if they had it. Mr. Daugherty stated there is \$307,000 in the public works budget to purchase equipment.
- Mr. Butler stated the proposed longevity pay is huge progress to the city to help take care of and keep employees.

❖ **Adjournment at 7:05 P.M.**


 Rachel Jones, City Recorder

To view the meeting in full please visit the following link:
<https://www.youtube.com/watch?v=W3bl-QBjoXA>