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**MINUTES OF MEETING OF A SPECIAL CALLED BUDGET RETREAT  
SESSION OF THE TOWN COUNCIL OF THE TOWN OF SMYRNA  
ON APRIL 7, 2025**

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The Town Council of the Town of Smyrna, Rutherford County, Tennessee, met in a special called session at 8:00 a.m. on April 7, 2025, at the Smyrna Event Center, 100 Sam Ridley Pkwy E, Smyrna, with Mary Esther Reed, Mayor, presiding.

Mayor Mary Esther Reed called the meeting to order at 8:06 a.m.

The following Town Council Members were present:

Mayor Mary Esther Reed  
Vice-Mayor Marc Adkins  
H.G. Cole  
Racquel Peebles  
Steve Sullivan  
Jerome Dempsey

Council Member Gerry Short was not present for this meeting.

In addition to members of the Town Council, various staff members and citizens were present. There were no citizen comments at this time.

The annual Smyrna Budget Retreat primary purpose is to discuss and consider various matters impacting the Town of Smyrna budgeting process for the next fiscal year and an overview of the current fiscal years progress, as well as to discuss the Town Manager and Town Attorney's performance goals, objectives and compensation.

In addition to staff presenters, Paul Latture and Patrick Cammack from the Rutherford County Chamber of Commerce presented to the Council, along with Beecher Frasier and Brooke Barrett from Jigsaw and Rob Duncan and Michelle Berger with VisionSync.

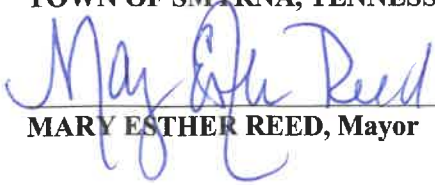
Next, after discussion and presentations, the Town Council recessed the meeting, beginning at 12:06p.m., until 12:45 p.m. for lunch. Mayor Mary Esther Reed called the meeting back to order at 12:48p.m. to continue discussion.

Next, the Director of Human Resources and the Town Council discussed pay for the Town Manager and Town Attorney. Because the Town Manager and Town Attorney positions are employee agreements and not within the Town of Smyrna pay plan, their salary was not considered in the recent adjustments to staff pay. Council asked the Human Resources Director to compile market comparatives for these two positions for any adjustments that may need to be made. Upon discussion, it was determined that the Town Manager's pay was on track with current market trends for the position and that no adjustment to the Town Manager's pay was necessary at this time. Council members advised they would reevaluate the salary compensation at the time of his performance evaluation.

Upon further discussion, it was determined that the Town Attorney's pay would need to be adjusted by 13% in order to mirror the salary comparisons with the current market. Following the discussion, Council Member Steve Sullivan made a motion for the Town Attorney's pay be adjusted to include an additional 13% annually beginning upon the date of all of the previous approved staff's adjustments, which is March 3, 2025. Council Member H.G. Cole seconded the motion and, after discussion, was approved unanimously.

Following discussion, and there being no further business before the Council, the meeting was adjourned at 6:06 p.m.

**TOWN OF SMYRNA, TENNESSEE**

  
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**MARY ESTHER REED, Mayor**

**ATTEST:**

  
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**AMBER HOBBS, Town Clerk**