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**MINUTES OF MEETING OF A SPECIAL CALLED SESSION OF  
THE TOWN COUNCIL  
OF THE TOWN OF SMYRNA  
ON MAY 29, 2025**

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The Town Council of the Town of Smyrna, Rutherford County, Tennessee, met in a special-called session at 4:00 p.m. on May 29, 2025 at Town Hall with Mary Esther Reed, Mayor, presiding.

Mayor Mary Esther Reed called the meeting to order.

The following Town Council Members were present:

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

Council Member Steve Sullivan was present via telephone for a portion of the meeting, but did not partake in any vote.

There were no citizen comments at this time.

**OLD BUSINESS.**

There was no Old Business to be considered by the Town Council.

**NEW BUSINESS**

**1. Town Manager, David Santucci's, Annual Performance Review.**

The Town Council first considered the annual performance review score of the Town Manager, which was pre-submitted by Council Members and compiled into a document provided by Human Resources. After discussion, the Town Council discussed pay for the Town Manager. Because the Town Manager position is an employee agreement and not within the Town of Smyrna pay plan, his salary was not considered in the recent adjustments to staff pay. At the Budget

Retreat earlier in the year, Council Members advised they would reevaluate the salary compensation for the Town Manager position at the time of his performance evaluation. Council asked the Human Resources Director to compile market comparatives for this position for any adjustment that may need to be made. Upon discussion, it was determined that the Town Manager's pay would need to be adjusted in order to mirror the salary comparisons with the current market. Following the discussion, Council Member Jerome Dempsey made a motion for the Town Manager's pay to be retroactive adjusted to \$228, 602.50 beginning upon the date of all of the previous approved staff's adjustments, which is March 3, 2025. Upon the Town Manager's one-year anniversary with the Town of Smyrna, October 14, 2025, his pay shall be further adjusted to \$237, 205.00, which is the total annual salary comparable with the current market. Vice-Mayor Marc Adkins 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 5:04 p.m.

**TOWN OF SMYRNA, TENNESSEE**

  
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**MARY ESTHER REED, Mayor**

**ATTEST:**

  
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**AMBER HOBBS, Town Clerk**