

**Minutes of the
City Council Work Session
Eagleville City Hall, Eagleville, TN
Thursday, May 14, 2026– 7:00 PM**

1) MAYORS WELCOME and CALL TO ORDER

Mayor Chad Leeman called the meeting to order at 7:07 p.m.

2) ROLL CALL

The roll was called by City Recorder Christina Rivas.

PRESENT:

Mayor Chad Leeman
Vice Mayor William Tollett
Councilman Craig Campbell
Councilman Brandon Emamalie
Councilman Chris Hendrix

ABSENT:

Councilman Jason Blair
Councilman Ryan Edwards

STAFF:

City Manager Hellyn Riggins
City Recorder Christina Rivas
Fire Chief Jonathan Armstrong
Firefighter Logan Weaver

Management Consultant Mike Walker
Engineer Will Owen
Interim Chief Joshua Silva-Bieber
Volunteer Firefighter Tanner King

GUEST:

V'Lyndi Fisher Kim Storch Chris Bellenfant Christopher Leavitt Rob Molchan

3) DISCUSSION

c) Police Department Salaries and Vacancies.

Item 3c was moved ahead of Item 3a.

City Manager Hellyn Riggins noted that Police Chief David Breniser had retired and an officer had submitted his resignation, effective May 27.

Management Consultant Mike Walker stated that he had researched the salaries offered by surrounding jurisdictions and was surprised by results. He reviewed the following:

Eagleville:	\$51,830 to start	\$54,422 POST certified
Brentwood:	\$69,741 with 1 year experience	
Franklin:	\$71,385	
Williamson County		
Sherriff's Office:	\$71,885	
Rutherford County:	\$53,000-\$57,000 based on education	
	\$59,400-\$63,800 POST certified	
Murfreesboro:	\$69,620	

Mr. Walker noted that the City will not be able to compete dollar for dollar, however, he recommended that the starting pay increase to \$55,000; increasing to \$60,000 after one year of service and POST certification. He also recommended increasing the corporal's salary to \$63,000.

Mr. Walker continued, citing that all agencies have travel stipends for officers. He recommended a travel stipend of \$150 per month to help recruit and retain officers. He stated that the increase of \$24,757 would be funded by reducing the proposed \$75,000 transfer from the General Fund to the State Street Aid Fund by \$25,000 (this was meant to be an increase over the current fiscal year to build the fund), and maintaining the current fiscal year transfer of \$50,000.

Discussion noted the following:

- With the recommended increases, the City will be competitive with Rutherford County.
- Adding an additional \$20,000 to \$30,000 to be more competitive is inadvisable, unless the Council makes budget cuts.
- Rutherford County will increase their budget for Fiscal Year 2026-2027

Ms. Riggins stated that this was a topic at the regional City Managers meeting where it was found to be a constant battle to retain officers. She noted that a 5% increase for staff has been budgeted for the upcoming fiscal year; whereas most other municipalities are not meeting that increase.

Vice Mayor Tollett emphasized that the City is doing everything possible to retain officers and build a quality department.

Mr. Walker noted that some officers will want to go to agencies that have opportunities for more specialized fields in law enforcement.

Ms. Riggins requested to place an advertisement for the outgoing officer's position with the salary range as proposed by Mr. Walker. Council was amenable to the request.

Ms. Riggins stated that she wanted to begin recruitment procedures for the position of Police Chief. She explained that she would prefer to deviate from the process outlined in the Charter by creating a panel comprised of a Council member, the City Attorney, a member of law enforcement and herself. She requested that panel be appointed by Council. Ms. Riggins noted that the panel would vet the resumes and interview the candidates. She expressed her desire to have Council more involved in the selection process than required by Charter. She stated that she would bring the approval of a panel and the selection of panelists to a future meeting for a vote.

a) City Parking Lot for Downtown Business Parking

City Engineer Will Owen of Griggs and Maloney presented layouts for additional parking for City Hall and the lot next to it. He stated that the entire area is utilized with the exception of the grassy area behind City Hall. Mr. Owen stated that the cost estimates were high, however a pared down version was submitted for this evening's meeting.

Mr. Owen noted that the angled parking in front of City Hall would be turned into parallel parking for 22 to 24-foot-long trailers; citing that a number of visitors have trailers requiring more space for parking. He stated that this would garner 2 parking spaces for these vehicles.

Mr. Owen continued stating that there would be 34 spaces and 2 Americans with Disabilities Act (ADA) spaces. He noted that the existing ADA spaces would remain and lose some of the

parking next to it. He stated that this area would be landscaped in an effort to increase safety at a tight corner. He noted that the plan did not encroach on any green space.

Ms. Riggins stated that the metal carport could be moved and did not wish to get rid of it, at this time.

Mr. Owen requested direction for the layout and preparing the bid proposal package. He noted that historically, this type of work garners good participation for bids.

b) Change Order for Wiregrass Construction Co., Inc. for Paving cost decrease: \$329,531.00 to \$245,354.25.

City Manager Will Owen stated that this was the final change order for this project. He noted that the final bill was \$84,000 less than estimated and that, as a formality, Council must vote to accept the change in cost.

Council briefly reverted back to Item 3a. Mr. Owen recommended against using concrete for the parking lot. He further stated that he would prepare a cost estimate based on the bids. Mr. Walker noted that \$225,000 has been budgeted for the parking lot.

d) Ordinance 2026-006 – Proposed Annual Budget for Fiscal Year 2026-2027 (Second Reading on May 28, 2026).

Management Consultant Mike Walker stated that the proposed budget is essentially the same as presented at first reading, with the exception of an amendment to the Police Department budget.

Mr. Walker informed Council that the Rutherford County Property Assessor has not yet provided the City with the Certified Tax Rate for the coming fiscal year. He noted that, as a result, the tax rate would require a separate ordinance. He explained that the proposed budget has a tax rate that was calculated using the estimated tax rate issued by the Assessor in January 2026. Mr. Walker noted that the current assessed value is \$52,856,000. He stated that the estimate made in January, approximated a \$14M increase. He further noted that he anticipated the tax rate to drop from .4051 cents to approximately .32 cents.

Discussion noted that this year was designated for reappraisal and that new development will help increase the assessed value, which would help the City's tax base and reduce revenue dependency on Sales Taxes.

e) Proposed Fee Amendments

City Manager Hellyn Riggins reviewed some of the proposed changes to the Fee Schedule Ordinance. She stated that she and the City Recorder were preparing a summary of the fees and the reasons warranting the amendment to adjust the current fees. She noted that Planning and Annexation fees were among the items needing adjustment and that the summary would include the average cost in staff time spent on these tasks.

Ms. Riggins conveyed the recommendation of the Long-Range Committee to institute a Culvert Review fee to ensure consistent maintenance and reduce potential flooding.

Management Consultant Mike Walker stated that the amendment is neither meant to profit, nor impact tax payers, but rather to recover costs. He noted that the City has been losing money by charging enough for these complex services.

f) Eagleville Sign at Smyrna Ready Mix.

City Manager Hellyn Riggins stated that Smyrna Ready Mix (SRM) offered the City to place a sign at the top of their concrete silo. She explained that the sign would be in the form of a wrap, which could be replaced when it becomes faded or worn. She suggested that the sign could be the City logo or "Welcome to Eagleville." She also asked Council for suggestions.

It was determined that this item would be continued to the Work Session in June and that the City Manager would convey the City's interest in SRM's offer.

g) Apex Bank Lease.

City Manager Hellyn Riggins stated that she met with Apex Bank's regional manager regarding the lease. She explained that:

- The 5-year contract is nearly completed and that a new lease would begin October 8, 2026.
- According to the current contract, Apex has the right to extend the lease.
- The contract imposes an automatic increase in rent, unless the parties wish to negotiate a new lease.
- Due to these clauses, it is not necessary for Council to vote on renewing the lease.

h) Use of Park/City Facilities.

City Manager Hellyn Riggins informed Council that she received a request to use the park for a fundraising activity. She noted that the City has a contract with ball clubs and rents the pavilion.

It was noted that it is the only park in the City.

Ms. Riggins stated that if the park is rented during the week, staff is available to prepare and clean; however, the City does not have Staff available to address large events on weekends.

i) America's 250th Celebration.

City Manager Hellyn Riggins stated that she met with the Events Committee and they recommended incorporating the celebration into an existing City event – in this case, the annual tree lighting and Christmas parade.

Ms. Riggins noted that the recommendations included having two food trucks for the tree lighting: one for beverages and one for food. She explained that staff is already scheduled for these events and that the citizens plan to attend them.

Ms. Riggins stated that she would direct Events Coordinator Katy Sanderson to poll the committee for a more specific theme. She stated that she would have the results for the Regular Meeting on May 28.

j) Resolution 2026-005 Call for a Public Hearing for Annexation by Owner Consent for #120.02300.

City Manager Hellyn Riggins informed Council that this resolution will be on the agenda for the Regular Meeting, scheduled for May 28. She stated that, if approved, the call for a public

hearing will address this request for annexation and that staff will prepare the notices to the public and Rutherford County.

k) Resolution 2026-006 Plan of Services for Parcel #120.02300, with Planning Commission's Recommendation Regarding the Plan of Services for Annexation of Parcel #120.02300.

City Manager Hellyn Riggins stated that this item would be scheduled for a public hearing on July 23 and subsequently voted on at the Regular Meeting.

l) Review Ordinance 2026-004 Zoning Amendment for Parcel #120.02300.

City Manager Hellyn Riggins stated that annexations are approved conditionally. She explained that the zoning amendments contain those conditions.

m) Discussion of Park Board.

City Manager Hellyn Riggins informed Council that, due to a resignation, there is a vacancy on the Park Board. She stated that the Park Board requested to amend its bylaws to allow for a 7-member board or the possibility to range from 5 to 7 members.

Mayor Leeman noted that by having a range, the hope is that the Board will be assured of a quorum when it meets. He stated that there have been difficulties with achieving a quorum due to conflicting schedules.

Ms. Riggins stated that she would have an amended ordinance with the following wording: "... with minimum number to hold a meeting," prepared for the Regular Meeting on May 28 for their consideration.

It was noted that the Park Board would submit recommendations for potential members.

City Manager Hellyn Riggins updated Council on the following item which required their immediate attention. Ms. Riggins stated that the vendor under a 2-year contract for Right of Way mowing has increased their fee by \$1,000 per month, due to increased costs imposed by their insurance carrier. She noted that she felt such a substantial increase warranted discussion with Council.

Ms. Riggins informed Council that she advertised for bids, but did not receive any, other than this vendor. She stated, however, that Management Consultant Mike Walker has since made an allowance in the budget for the increase.

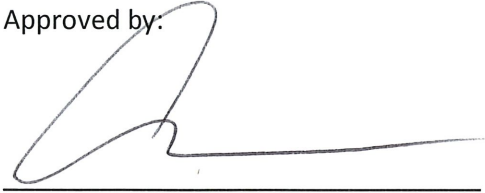
Ms. Riggins stated that she will rewrite the contract for a one-year period.

It was also noted that the Budget Appropriation Ordinance will have its second reading at the Regular Meeting on May 28: \$225,000 for Parks and \$225,000 for the parking lot.

4) ADJOURNMENT

Mayor Leeman confirmed there was no further business and adjourned the meeting at 8:17 p.m.

Approved by:



Mayor Chad Leeman

Submitted by:


City Recorder Christina Rivas

Date minutes approved: June 25, 2026