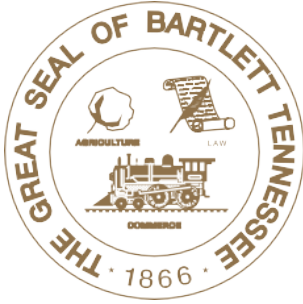




City of Bartlett

David Parsons, Mayor

Board of Mayor and Aldermen Meeting Minutes Tuesday, June 10, 2025 - City Hall Council Chambers - 6:00 PM

ATTENDANCE

Present: Alderman Robert Griffin, Alderman David Reaves, Alderman Monique Williams, Alderman Jack Young, Alderman Kevin Quinn
Absent: Alderman Brad King

INVOCATION

Opening Prayer by Alderwoman Monique Williams

FUTURE MEETINGS

Parks and Recreation Advisory Board, June 12 at 6 p.m.

Historic Preservation Commission, June 16 at 6:30 p.m.

Bartlett Arts Council, June 17 at 6 p.m.

Design Review Commission, June 17 at 6:30 p.m.

Board of Zoning Appeals, June 19 at 6:30 p.m.

RECOGNITIONS

The United States Army 250th Birthday Commemoration

*****Official Business of the Day*****

Mayor Parsons presented a proclamation commemorating the United States Army on its 250th birthday. Representatives Lieutenant Steven Londono, First Sergeant Jason Horton and Sergeant Garret Conner were in attendance and Lieutenant Steven Londono thanked the Mayor and City for the recognition.

MINUTES ACCEPTANCE

1 Minutes of the May 27, 2025 Board of Mayor and Aldermen Meeting

Result:	Passed
Mover:	Alderman Jack Young
Second:	Alderman Reaves
Ayes:	Robert Griffin, David Reaves, Monique Williams, Jack Young, Kevin Quinn
Nays:	None
Abstains:	None

PUBLIC HEARING

1 Ordinance 25-02, an ordinance to adopt the 2025-2026 General Fund, Street Aid Fund, Solid Waste Fund, General Improvement Fund, Drug Enforcement Fund, DEA Enforcement Fund, Drainage Fund, Parks Improvement Fund, Bartlett City School Fund, Utility Fund, Debt Service Fund and Capital Improvements Fund budgets.

The following citizens spoke in favor of the proposed budget:

Seth Smith, 3674 Oak Forest Dr., spoke in favor of the budget as both a Bartlett citizen and fire department employee. He thanked the administration for the positive momentum in bringing businesses and family activities to Bartlett as well as competitive pay to recruit and retain personnel.

Sean Phillips, 8330 Rebecca Woods Dr., stated he appreciated the services and community in Bartlett. As a vice president for a large, global insurance company, he attested to the lower property and casualty insurance rates afforded to citizens because of the safety and security provided by Bartlett's police and fire departments. He said the funding, training, and education the City provides to these departments has a positive impact on its safety.

Matthew Grilliot, 3730 Appling Road, told the Board that he had served in the police department for 14 years. As a supervisor on the third shift and for the SWAT team, he knows what is required to protect the City from the criminal element. He said police recruiting and retention is the foundation of public safety. As a lifelong citizen of Bartlett, he said he was a strong supporter of the proposed budget. He shared that the criminal element is growing while those applying for positions to stand against is rapidly reducing. He said applicants must be enticed with better pay and benefits. He said the City of Bartlett was surrounded on three sides by the highest-crime-ranked city in America; however, Bartlett is consistently one of the top 10 safest cities in Tennessee. This is a result of hard-working, dedicated, proactive officers. He said the City must offer competitive pay that reflects their skills, dedication, and sacrifice.

Logan Kicklighter, 3730 Appling Road, expressed strong support of the proposed budget. He thanked the administration for proposals to strengthen and recruit police personnel and for recognizing the critical need to improve the current retirement plan. He said it was more than a policy but a clear signal that employees were valued long term as men and women who serve the City. It demonstrates a commitment to building careers, not filling positions. He summed up by saying this budget proposal gives current and future employees a reason to choose Bartlett.

The following citizens spoke in opposition to the proposed budget:

Christine Richards, 8855 Memphis Arlington Road, acknowledged the hard work of all public safety employees; however, as she has shared in previous meetings, the paid proposal is above the mark. She said the three percent COLA exceeded the Social Security increase by half a percent, making the elderly in the community pay the taxes. Five percent is above what is being proposed

for any other city in Shelby County. She said the enhanced pension benefit of 5-7-5 with a two percent increase to the city's costs, puts an additional tax on citizens. She recommends holding the increase in spending to five percent like the last two years, rather than increasing to 6.8 percent. She said the defined benefit plan increased \$1M this year and will increase by the same for the next 10 to 15 years and be funded by the taxpayers. She said she hopes the media prints that Bartlett adopts the largest tax rate increase in Shelby County, driven by above-market pay increases, additional pension benefits, and a seven percent growth in government expenditures. She is disappointed in the lack of thoughtful attention to the taxpayer constituents. Glenda Washam, 6644 Bright Star, complained about the children from Altruria Elementary throwing rocks and sticks at her dogs. She believes this is because the trees and sidewalks at the school are not maintained. She said she pays higher property taxes than her property is worth and is against a property tax increase.

Adjourned at 6:24 p.m.

2 Notice of intent to exceed the certified tax rate.

Director of Finance Dick Phebus stated that this notice is a requirement of the State of Tennessee's Comptroller's Office.

No one spoke in favor or opposition.

Adjourned at 6:26 p.m.

3 Ordinance 25-03, an ordinance to levy and assess a tax rate for ad valorem taxes upon real property and personal property in the City of Bartlett for the tax year 2025.

No one spoke in favor.

Christine Richards, 8855 Memphis Arlington Road, spoke in opposition to the 35-cent increase above the certified tax rate.

Adjourned at 6:27 p.m.

UNFINISHED BUSINESS

- 1 Third and Final Reading of Ordinance 25-02, an ordinance to adopt the 2025-2026 General Fund, Street Aid Fund, Solid Waste Fund, General Improvement Fund, Drug Enforcement Fund, DEA Enforcement Fund, Drainage Fund, Parks Improvement Fund, Bartlett City School Fund, Utility Fund, Debt Service Fund and Capital Improvements Fund budgets. (as amended) (Dick Phebus, Director of Finance).**

Result:	Passed
Mover:	Alderman David Reaves
Second:	Alderman Young
Ayes:	Robert Griffin, David Reaves, Monique Williams, Jack Young, Kevin Quinn
Nays:	None
Abstains:	None

Director of Finance Dick Phebus notified the Board that prior to the vote there was one amendment to Section 4 under City Fees. The State of Tennessee in recent legislation increased Court fees by one dollar. Court fees increased from \$107.50 to \$108.50.

Alderman Reaves acknowledged the sacrifices employees make to work for the City. He also stated he didn't realize the disparity between pay and benefits in the private sector compared to government. Since he became an alderman, the Board has fixed pay scales, sewers, storm water, and more that have been neglected. He said if the Board doesn't address these issues, the value of property and businesses suffer. He said that the City has only raised taxes three times in the last 20 years. He wanted to go on the record as growing up in Bartlett and choosing to stay in Bartlett when friends have moved to Arlington or Lakeland. He said those municipalities have lower tax rates because they do not provide police and fire services. He said Bartlett has the best of the best and must fund the best of the best. He motioned to amend for an Economic Development Manager and a financial audit for the last three years of the Bartlett Chamber of Commerce and Foundation before funding; and mutually agreed upon KPIs between the City of Bartlett and the Chamber. Mr. Reaves stated that years ago the City gave an Economic Developer to the Chamber, along with funding, to provide economic development for the City. He doesn't feel like the City has received an economic benefit. He would like to reallocate funds in the budget to hire an Economic Development Manager. He also stated that he wanted a financial audit of both the Chamber and the Foundation to ensure that the City is receiving a benefit from the funding the City has provided prior to giving any additional funds. He wants mutually agreed-upon key performance indicators between the City and the Chamber that proves what they are doing for business recruitment and retention.

Vice Mayor Young asked if we had signed any sort of agreement that had been signed with the Chamber. Chief Administrative Officer Steve Sones said that the agreement was ongoing and paid quarterly. The next payment would be in July.

Alderman Quinn said his concern would be that the salary for an Economic Developer may be too low. He wants to make sure it's done right and with a better salary. He also wanted to know who would pay or how we could finance an audit. Alderman Reaves stated that if the Chamber wasn't auditing their financials, there was already a problem. He proposed that Administration review their audits.

Alderwoman Williams asked Alderman Reaves to explain the importance of the Chamber and how it affects not only retail, but the City as a whole. Mr. Reaves stated the Chamber should be the driving force between business recruitment and retention in the industrial, commercial, and small business space. He said the Chamber has been strong on the industrial side in the past, but weak on the small business side. He wishes for more recruitment.

Alderwoman added that bringing business to the City will increase tax revenue.

Mr. Phebus indicated that the line item in the budget would not need to be amended; however, the Chief Human Resources Officer would need to determine the salary and department to which to allocate funding.

Amend to include Economic Development Manager and a financial audit of the Bartlett Chamber of Commerce and Foundation before funding and a mutual agreement upon KPIs between the Chamber and the City.

Result:	Passed
Mover:	Alderman David Reaves
Second:	Alderman Griffin
Ayes:	Robert Griffin, David Reaves, Monique Williams, Jack Young, Kevin Quinn
Nays:	None
Abstains:	None

2 **Third and Final Reading of Ordinance 25-03, an ordinance to levy and assess a tax rate for ad valorem taxes upon real property and personal property in the City of Bartlett for the tax year 2025.** (Dick Phebus, Director of Finance).

Director of Finance Dick Phebus stated the tax rate is proposed at \$1.66 per \$100.00 of assessed property value.

Alderman Quinn motioned to amend the tax rate increase to \$1.56 and fund the employee raises, benefits and the proposed capital improvements, from the Fund Balance of \$1.9 million. He said the Board would need to address the tax rate increase again next year.

The motion failed due to a lack of a second.

Chief Administration Officer Steve Sones presented a slide showing the current proposal for the tax rate at \$1.66 giving a Net Operations Balance of \$704,421.00. The second slide showed Alderman Quinn's amended tax rate of \$1.56 with a Net Operations Balance of a negative of \$1,288,179.00. No changes were made for FY27, FY28, or FY29. A determination would have to be made during the next budget season on how to fund CIP and paving services, either through tax increase or 20-year debt service. Mr. Quinn said he did not propose debt service but using fund balance; however, it would need to be addressed next year. Mr. Sones said the lowest our fund balance dropped this year was \$13M. The City's policy is 25 percent of expenditures plus \$1M, which is about \$19M on average. Mr. Sones stated the Fund Balance can fluctuate as property tax payments are received.

Mr. Phebus addressed the Board and shared that the State of Tennessee Comptroller's Office approves municipalities' budgets, and they discourage cities from using fund balance for recurring expenditures. Mr. Phebus stated that the \$1.2M requested to use in lieu of a tax increase this year was for recurring expenditures. He said this would be a red flag to the Comptroller's Office. He also said that should the City need to issue bonds, the rating company will look for a steady use of fund balance. He said that Fund Balance should be considered an emergency or rainy-day fund. Mr. Phebus responded to Alderman Reaves' question regarding the cost of storms to the City by saying the severe weather storms from a few years ago resulted in the use of \$4M from Fund Balance. Mayor Parsons asked Mr. Phebus how many years is a typical bond amortization? Mr. Phebus said it was typically a 20-year bond and the interest cost as much as the principal and bond. Mr. Phebus said the City has not issued bonds in the last three years and has been able to pay down its debt.

Discussion was made regarding previous accumulations of debt, and that decisions need to be made now and to not delay addressing the issues.

Result:	Passed
Mover:	Alderman David Reaves
Second:	Alderman Young
Ayes:	Robert Griffin, David Reaves, Monique Williams, Jack Young
Nays:	Kevin Quinn
Abstains:	None

CONSENT AGENDA (No Consent Items)

NEW BUSINESS

- 1 Purchase a 10-inch Solenoid Control Valve. (John Horne, Director of Engineering)**

Result:	Passed
Mover:	Alderman David Reaves
Second:	Alderman Griffin
Ayes:	Robert Griffin, David Reaves, Monique Williams, Jack Young, Kevin Quinn
Nays:	None
Abstains:	None

OPEN DISCUSSION

Chief Information Officer Todd Halford thanked Debbie Gelineau and Parks and Recreation for the great job conducting the recent Fishing Rodeo. Approximately 650 children attended. He also announced the upcoming Food Truck Friday, Music By the Lake featuring Almost Famous, the Farmer's Market, and the Plant Swap at the Library.

ADJOURNMENT

Adjourned at 7:04 p.m.

Harold Brad King, Register to the
Board of Mayor and Aldermen

David Parsons, Mayor