

CITY OF
LAKE LAND
TENNESSEE

Board of Commissioners
Special Called Meeting Minutes
Monday, November 3, 2025, 4:30 PM
City Hall, Lakeland, Tennessee 38002

I. CALL TO ORDER BY MAYOR:

The meeting was called to order by Mayor Josh Roman 4:39 p.m. on Monday, November 3, 2025.

II. ROLL CALL BY RECORDER:

Commissioner Jim Atkinson	Present
Vice-Mayor Michele Dial	Present
Commissioner Connie McCarter	Present
Mayor Josh Roman	Present
Commissioner Derek Johnston	Present

Staff personnel in attendance were City Manager Michael Walker, City Attorney Will Patterson, Chief Parks and Recreation Officer Andrew Fisher, Chief Utilities and Infrastructure Officer Emily Harrell and City Recorder Cheyenne Carter.

III. PUBLIC COMMENTS:

IV. REGULAR AGENDA:

Mayor Roman motioned to reorder the items taking item number 2 for business first followed by number 3 and ending with number 1, seconded by Vice Mayor Dial. No objections were heard.

Please note reordering below.

2. **Discussion and Possible Action** - regarding City of Lakeland City Manager employment contract.

Mayor Roman moved to bring this item to the floor, seconded by Vice-Mayor Dial.

Mayor Roman presented this item.

Mayor Roman motioned to immediately terminate the City Manager employment contract and appoint City Engineer Emily Harrell as interim City Manager with a 20% pay increase until she is replaced, seconded by Commissioner Atkinson.

Discussion ensued.

When the question was called the motion passed, roll call vote, 4 in favor 1 against 0 abstain (4-1-0).

Yea: Commissioner Atkinson, Vice-Mayor Dial, Commissioner McCarter, Mayor Roman

Nay: Commissioner Johnston

Abstain: None

3. **Discussion and Possible Action** - regarding recent operational decisions and budget impacts.

This motion to bring this item to the floor failed and was not considered for business.

1. City of Lakeland Human Resources conversation including an Executive Session with City Attorney and Human Resources Manager (*if available*).

This motion to bring this item to the floor failed and was not considered for business.

V. ANNOUNCEMENTS:
None

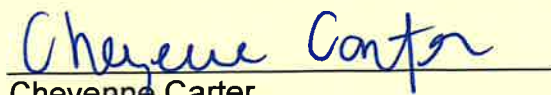
VI. ADJOURNMENT:
There being no other business on which to act, the meeting was adjourned without objection at 5:24pm on Monday, November 3, 2025.

These minutes were approved on November 6, 2025.



Josh Roman
Mayor

ATTEST:



Cheyenne Carter
City Recorder