



Board of Commissioners
Regular Meeting Minutes
Thursday, March 19, 2026, 5:30 PM
City Hall, Lakeland, Tennessee 38002

I. CALL TO ORDER BY MAYOR:

The meeting was called to order by Vice Mayor Dial at 5:30 p.m. on Thursday, March 19, 2026.

II. INVOCATION:

For the record, the Invocation was given at the Beer Board meeting prior to the BOC meeting.

III. PLEDGE:

For the record, the Pledge was given at the Beer Board meeting, prior to the BOC meeting.

IV. ROLL CALL BY RECORDER:

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

Staff personnel in attendance were City Manager Emily Harrell, City Attorney Will Patterson, Public Works Director Nick Pulido, Parks and Recreation Director Andrew Fisher, ITS Director Josh Thompson, Finance Director Sue Matthews, Senior Staff Engineer Luis Camarillo Hernandez, Human Resources Manager Sue Lipsomb and City Recorder Rebecca Hume.

V. PUBLIC HEARING:

City Manager Emily Harrell made announcements, notifying that Commissioner McCarter sponsored Item 1 on Public Comments, and Items 2 and 11 on the Regular Agenda. City Manager Emily Harrell also made notice that Item 6 under Regular Agenda was pulled per the developer's request.

Vice Mayor Dial announced wanting to add Item 12 Resolution - authorizing the submission of an application for the 2026 Lowe's Community Impact Grant Program, to the agenda for the Parks and Rec Department.

Vice Mayor Dial made a motion to add Item 12 to the agenda, seconded by Commissioner Atkinson.

When the question was called the motion to add Item 12 passed, roll call vote, 3 in favor, 1 against, 0 abstain (3-1-0).

Yea: Commissioner Atkinson, Commissioner Johnston, Vice Mayor Dial

Nay: Commisioner McCarter

Abstain: None

Commissioner Johnston moved to add item 13 Discussion and Possible Action Item regarding Mayoral pay for the next fiscal year, seconded by Vice Mayor Dial.

Commissioner McCarter objected to adding item 13.

When the question was called the motion to add item 13 passed, roll call vote, 3 in favor, 1 against, 0 abstain (3-1-0).

Yea: Commissioner Atkinson, Commissioner Johnston, Vice Mayor Dial

Nay: Commissioner McCarter

Abstain: None

1. **Ordinance Second and Final Reading** - amending the City of Lakeland Code to Revise the Ethics Ordinance and Revise Relevant Portions of Lakeland Policies to reflect the same. *Sponsored by Commissioner McCarter*

VI. TREASURER'S REPORT:

1. Annual Comprehensive Financial Report for the Year Ended June 30, 2025 - *Watkins Uiberall, Clark Province*

Auditor Clark Province, representing Watkins Uiberall, engaged in discussion and answered questions from the board.

2. Fiscal year to date through February 28, 2026

Finance Director Sue Matthews offered this report.

VII. REPORTS FROM COMMITTEES, MEMBERS OF THE BOARD OF

COMMISSIONERS & OTHER OFFICERS:

1. Sheriff's Report

Lieutenant Wiggins with the Shelby County Sheriff's Office offered this report.

Resident Charles Carroll, 3000 block of Creekwood Lane, made comments.

2. City Manager's Report

City Manager Emily Harrell offered this report.

3. Commissioners' Report

a. Parks and Recreation Board - *Vice-Mayor Dial*

Vice Mayor Dial offered this report.

b. Municipal Planning/Design Review Commission - *Commissioner Atkinson*

Commissioner Atkinson offered this report.

4. Mayor's Report

a. Proclamation establishing April 10, 2026, as Blue and Green Day.
Vice Mayor Dial read the Blue and Green Day Proclamation.

VIII. PUBLIC COMMENTS:

None.

IX. SEWERAGE COMMISSION BUSINESS:

None.

X. CONSENT AGENDA:

None.

XI. REGULAR AGENDA:

1. **Approval of previous meeting minutes** - March 5, 2026

Commissioner Atkinson moved to bring this item to the floor, seconded by Commissioner McCarter.

Commissioner McCarter made comments about corrections that were made to the Meeting Minutes.

When the question was called the meeting minutes passed as presented, roll call vote, 3 in favor, 0 against, 1 abstain (3-0-1).

Yea: Commissioner Atkinson, Commissioner Johnston,
Commissioner McCarter

Nay: None

Abstain: Vice Mayor Dial

2. **Ordinance Second and Final Reading** - amending the City of Lakeland Code to Revise the Ethics Ordinance and Revise Relevant Portions of Lakeland Policies to reflect the same. *Sponsored by Commissioner McCarter*

Vice Mayor Dial moved to bring this item to the floor, seconded by Commissioner Atkinson.

Commissioner McCarter sponsored and presented this item.

Discussion ensued.

Vice Mayor Dial moved to amend the Lakeland Code of Ethics regarding acceptance of gratuities to include amended sections, seconded by Commissioner McCarter.

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

Yea: Commissioner Atkinson, Commissioner Johnston,
Commissioner McCarter, Vice Mayor Dial

Nay: None

Abstain: None

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

Yea: Commissioner Atkinson, Commissioner Johnston,
Commissioner McCarter, Vice Mayor Dial

Nay: None

Abstain: None

3. **Ordinance First Reading** - amending Title 20, Chapter 4 of Lakeland's Municipal Code by adding an ordinance regulating the use of tobacco and vapor products. *Sponsored by Mayor Roman*

Commissioner Atkinson moved to bring this item to the floor, seconded by Commissioner McCarter.

Amanda Beckham representing Smokefree TN and the American Heart Association engaged in discussion and answered questions from the board regarding this item.

Discussion ensued.

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

Yea: Commissioner Atkinson, Commissioner Johnston, Commissioner McCarter, Vice Mayor Dial

Nay: None

Abstain: None

4. **Resolution** - approving an agreement with Standard Construction Company, Inc. for the Fiscal Year 2026 Street Paving Project.

City Manager Emily Harrell noted the company awarded the contract for this contract was changed to Gibson Paving.

Vice Mayor Dial moved to bring this item to the floor, seconded by Commissioner Atkinson.

Senior Staff Engineer Luis Camarillo Hernandez presented this item.

Discussion ensued.

Vice Mayor Dial made a motion to amend the resolution to change the name of the company to Gibson Paving Inc. and the amount to \$2,516,150.00, seconded by Commissioner McCarter.

When the question was called the motion to amend passed, roll call

vote, 4 in favor, 0 against, 0 abstain (4-0-0).

Yea: Commissioner Atkinson, Commissioner Johnston,
Commissioner McCarter, Vice Mayor Dial

Nay: None

Abstain: None

Vice Mayor Dial moved to amend the amended resolution to reflect the \$200,000 contingency fund, bringing the total amount to \$2,716,150.00, seconded by Commissioner Atkinson.

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

Yea: Commissioner Atkinson, Commissioner Johnston,
Commissioner McCarter, Vice Mayor Dial

Nay: None

Abstain: None

Commissioner Atkinson made comments.

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

Yea: Commissioner Atkinson, Commissioner Johnston,
Commissioner McCarter, Vice Mayor Dial

Nay: None

Abstain: None

5. **Resolution** - approving a residential development contract with Rev3 Willows Holdings, LLC for The Willows at the Lake Phases I & 2.

Vice Mayor Dial moved to bring this item to the floor, seconded by Commissioner Atkinson.

City Manager Emily Harrell presented this item.

Developer Jeffrey King, representing Meridan Premier Homes, engaged in discussion and answered questions for the board.

Discussion ensued.

When the question was called the resolution passed as presented, roll call vote, 3 in favor, 1 against, 0 abstain (3-1-0).

Yea: Commissioner Atkinson, Commissioner Johnston, Vice Mayor Dial

Nay: Commissioner McCarter

Abstain: None

6. **Resolution** - approving a residential development contract with REV3 Willows Holdings, LLC for The Willows at the Lake Phase 3

This item was pulled per the developer's request.

7. **Resolution** - supporting the U.S. Highway 70 Safety Improvements project and utilization of Congressman David Kustoff's Community Project Funding program. *Sponsored by Mayor Roman*

Vice Mayor Dial moved to bring this item to the floor, seconded by Commissioner McCarter.

City Manager Emily Harrell presented this item.

Discussion ensued.

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

Yea: Commissioner Atkinson, Commissioner Johnston, Commissioner McCarter, Vice Mayor Dial

Nay: None

Abstain: None

8. **Resolution** – approving a professional services agreement with Howard Technology Solutions for the Lake District Parks and Recreation Office Space.

Vice Mayor Dial moved to bring this item to the floor, seconded by Commissioner Atkinson.

ITS Director Josh Thompson presented this item.

Discussion ensued.

When the question was called the resolution passed as presented, roll call vote, 3 in favor, 1 against, 0 abstain (3-1-0).

Yea: Commissioner Atkinson, Commissioner Johnston, Vice Mayor Dial

Nay: Commissioner McCarter

Abstain: None

9. **Resolution** - approving a three-year contract with Watkins Uiberall, PLLC beginning in Fiscal Year 2026.

Vice Mayor Dial moved to bring this item to the floor, seconded by Commissioner Atkinson.

Finance Director Sue Matthews presented this item.

Discussion ensued.

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

Yea: Commissioner Atkinson, Commissioner Johnston, Commissioner McCarter, Vice Mayor Dial

Nay:

Abstain: None

10. **Discussion** - regarding the proposed FY2027 Annual Budget

Vice Mayor Dial moved to bring this item to the floor, seconded by Commissioner Atkinson.

City Manager Emily Harrell presented this item.

Discussion ensued.

11. **Discussion and Possible Action** - changing Lakeland's form of government. *Sponsored by Commissioner McCarter*

Vice Mayor Dial moved to bring this item to the floor, seconded by Commissioner McCarter.

Commissioner McCarter sponsored and presented this item. Commissioner McCarter advised that she contacted James Lewellen, a Municipal Management Consultant with MTAS.

Discussion ensued.

Resident Richard Gonzales, 5000 block of Conifer View Lane, made comments.

Commissioner McCarter proposed the Board issue an invitation to James Lewellen to attend the next BOC meeting on April 16, 2026, to give an overview.

City Attorney Will Patterson made comments and answered questions for the board.

Members of the Board agreed to extend the invitation to James Lewellen to attend the April 16 Board of Commissioners Meeting, with the invitation given by City Attorney Will Patterson.

12. **Resolution** — **authorizing** the submission of an application for the 2026 Lowe's Community Impact Grant Program.

Vice Mayor Dial moved to bring this item to the floor, seconded by Commissioner Atkinson.

Vice Mayor Dial presented this item.

Discussion ensued.

When the question was called the resolution passed as presented, roll call vote, 3 in favor, 0 against, 1 abstain (3-0-1).

Yea: Commissioner Atkinson, Commissioner Johnston, Vice Mayor Dial

Nay: None

Abstain: Commissioner McCarter

13. **Discussion and Possible Action** - regarding the Mayoral Pay for FY27. *Sponsored by Commissioner Johnston.*

Vice Mayor Dial moved to bring this item to the floor, seconded by Commissioner McCarter.

Commissioner Johnston presented this item.


Discussion ensued.

City Attorney Will Patterson made comments.

- XII. ANNOUNCEMENTS:
None.

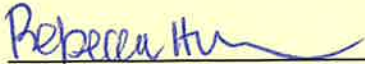
- XIII. ADJOURNMENT:
There being no other business on which to act, the meeting was adjourned without objection at 8:16 on Thursday, March 19, 2026.

These minutes were approved on April 16, 2026.



Josh Roman
Mayor

ATTEST:



Rebecca Hume
City Recorder