



CURRENT BOARD MEMBERS

- [Lisa Anderson — Mayor](#)
- [Chris McDonald — Vice-Mayor](#)
- [Wayne Hall — Commissioner](#)
- [Carolyn Roberts — Commissioner](#)
- [Don Bufalini — Commissioner](#)

WORK SESSION
APRIL 16, 2026
6:00 PM

MINUTES

1. Call To Order

Call to order by Mayor Anderson at 6:02PM.

Staff present: Rachel Jones, Breanna Bailey, Patti Carroll, Ray Martin, Ethan Greer, Ben Knox, Scott Hughes, Keith Reed, Patrick Carter (6:30)

Board present: Mayor Anderson, Vice Mayor McDonald, Commissioner Roberts, Commissioner Bufalini, Commissioner Hall

2. New Business

A. Consideration and discussion of prospective candidates for the Interim City Manager position.

1. Candidate A: Ken McLawhon - 6:00pm

Introduction: Mr. McLawhon thanked the Board and staff for the opportunity to meet, noting they enjoyed a recent lunch discussion that was both informative and productive. He provided a summary of his background in public service, describing approximately 45 years of experience in government, beginning with military service and continuing through a career in local government administration. He noted experience working in small municipalities similar in size to Fairview as well as larger jurisdictions with increased budgets and responsibilities over time. Mr. McLawhon outlined prior roles including service as a city administrator in multiple communities, including Nolensville and Thompsons Station, and noted he had previously retired but continued to serve in limited interim or short-term capacities. He expressed willingness to assist in the interim role, stating his experience and familiarity with Tennessee local government would allow him to quickly acclimate and contribute effectively.

Discussion with the board: Mr. McLawhon responded to questions from the Board regarding priorities, leadership approach, and prior experience. He identified the most immediate priority as meeting budget deadlines and ensuring the budget process is completed on time, noting the importance of early preparation. He also emphasized reviewing departmental workloads, addressing short-term operational needs, and supporting ongoing financial and infrastructure-related initiatives. Additional focus areas included public safety needs, land use and planning follow-up, and improving meeting efficiency through potential use of work sessions. Mr. McLawhon described his leadership philosophy as accessible and collaborative, with an open-door approach for staff, regular individual and group meetings, and consistent communication with both staff and elected officials. He emphasized the importance of providing clear, unified information to the full governing body while remaining available and responsive. In discussing past experience, he highlighted accomplishments including major organizational and governmental structure changes in prior communities, as

well as significant infrastructure and utility improvements that supported economic development and long-term growth. He noted challenges related to implementing system changes, managing community expectations, and securing funding for large capital projects. He also discussed budgeting practices, emphasizing the importance of long-term capital planning (including a multi-year capital improvement program), diversified revenue sources, and economic development as key components of sustainable municipal finance. He expressed appreciation for the opportunity to interview and indicated interest in serving the City of Fairview.

2. Candidate B: Bob Rial - 6:30pm

Introduction: Mr. Rial thanked the Board for their time and apologized for lengthy remarks, noting he had already spoken with some commissioners and staff earlier in the week. He introduced himself and shared a brief background, stating he is from Dickson County and has lived there since 1973. He described a long career in public service, including prior work in state government and later service in elected office beginning around 2009--2010. He stated he is nearing the end of his current term in office and reflected positively on his years of service, emphasizing a commitment to serving citizens and treating people with respect and efficiency. He also referenced his experience in banking and community development, noting familiarity with growth and construction activity in Dickson County and surrounding areas, including Fairview. He shared that he had recently visited Fairview, met with staff, and toured the community, expressing appreciation for its growth and development. He concluded by expressing appreciation for the opportunity to be considered and interest in contributing to the City's continued progress.

Discussion with the board: The Board asked follow-up questions regarding Mr. Rial's availability, leadership philosophy, and prior accomplishments and challenges in similar roles. Mr. Rial stated he has coordinated his current schedule to allow significant availability over the coming weeks and months, noting he could begin work immediately if selected. He emphasized he is prepared to prioritize the City's immediate needs, including the budget process, FEMA-related matters, and early coordination with staff and elected officials. He indicated he would begin by meeting with staff to become familiar with ongoing issues, followed by individual meetings with commissioners to understand priorities while maintaining compliance with open meetings requirements. When asked about his leadership approach, he described a collaborative, team-oriented style focused on supporting professional staff, fostering open communication, and ensuring alignment between staff work and governing body priorities. He emphasized accessibility, transparency, and consistent communication with both staff and elected officials, while recognizing the governing body's role in setting policy direction. In discussing prior experience, Mr. Rial described managing complex budget and operational challenges in county government, including financial restructuring efforts, addressing funding gaps, and implementing new revenue strategies to stabilize long-term finances. He highlighted accomplishments related to financial management reforms, infrastructure and utility funding solutions, and economic development initiatives that supported community growth and improved fiscal stability. He also reflected on challenges early in his tenure, including organizational dysfunction and lack of coordination among elected officials, and described efforts to improve collaboration, trust, and decision-making processes over time. He concluded by emphasizing the importance of teamwork, honest communication, and unified leadership in achieving successful outcomes.

3. Meeting Adjournment

Adjournment by Mayor Anderson at 6:57PM.

City Recorder, Rachel Jones

Mayor, Lisa Anderson

The above minutes are intended to serve as a summary of the motions passed and matters discussed during the meeting. This document is not intended to be a verbatim transcript of all statements made.