



TOWN OF MASON MAYOR AND BOARD OF ALDERMAN SPECIAL CALL BOARD MEETING

MINUTES THURSDAY, DECEMBER 11, 2025, 6:38PM

Call To Order: Mayor Eddie Noeman

Opening Prayer: Vice Mayor Reynaldo Givhan

Roll Call: Mayor Eddie Noeman, Vice Mayor Reynaldo Givhan, Alderman Virginia Rivers, Alderman Alethea Harris, Alderman Trowanna Broadnax and Town Recorder Lureatha Harris (Alderman Mary Mason arrived at 6:40pm and Alderman Carolyn Catron was absent)

Others in Attendance: James Lewellen, and Reuben Meyer

Visitors: Bobby Cannon, Margaret Adams, Ruby Kelly, Jonathan Grandberry, Frank Joyner, Michael Harris, and William Treadway

NEW BUSINESS:

- **INTERVIEW FIRE CHIEF FOR THE MASON VOLUNTEER FIRE DEPARTMENT
CONDUCTED BY DONALD PANNELL-MTAS FIRE MANAGEMENT CONSULTANT
AND**

JAMES LEWELLEN-MTAS MUNICIPAL MANAGEMENT CONSULTANT

This was a **Discussion** for a Fire Chief for the Volunteer Fire Department conducted by Bobby Cannon, a Fire Management Consultant, with the University of TN and James Lewellen with MTAS, Municipal Management Consultant

Mr. Lewellen spoke about the application process for a Fire Chief and Volunteers, mentioning getting Volunteers. Mr. Lewellen spoke with Mr. Cannon to assist Mason in getting Fire operations going, that both Mayor Noeman and the Board would be satisfied with. Mr. Lewellen mentioned that it's hard to find Fire Chiefs, and we would need to recruit to find qualified people and interested Volunteers. A great model for Mason would be to complete the Volunteer Department or Chief, whichever is the most effective way. Not having a base of enough Volunteers, Mr. Cannon could assist with getting the department setup.



Mr. Cannon introduced himself to the Board, stating he was born and raised in Fayette County/Oakland TN and attended high school with Vice Mayor Givhan. Mr. Cannon worked with the Somerville, TN Fire Department for 2 years and 10 months and worked for the Collierville Fire Department for 26 years. Some of Mr. Cannon's background included being a Safety Officer, a Consultant, conducting training courses, and receiving his master's degree. Mr. Cannon said he knows about the demographics of Tipton County, and taught at Three Star, and taught Chief Piercey which is the Fire Chief for Covington TN. Mr. Cannon is also familiar with the Braden Fire Department. Mr. Cannon mentioned assessments of the Fire Department. Mayor Noeman mentioned a discussion with Mayor Jeff Huffman about a year ago, if the county would be willing to take over and having the tools for the department. The discussion involved having the prison and needing good, qualified people. Mayor Noeman informed the Board about giving it to the county and not having to worry about payroll.

Mr. Cannon voiced concerns about not having control of things and times of non-recruitment. Alderman Harris recommends speaking with Chief Piercey and Mayor Huffman, because she stated that she spoke with the Fire Chief and they were unable to assist, but they had no choice and Three Star was contacted. There are some Volunteers, but they require supervision. Alderman Harris would like to get the Department back up and running because she has concerns about the ISO ratings and it was listed as a 6. Mr. Cannon advised the Board that when you don't have your own service, you don't have an opportunity to dictate. You exist to serve the customers and want firefighters close to Mason. Alderman Harris stated that Ford want as many Fire Departments as possible operational in case of emergencies. Vice Mayor Givhan mentioned having someone qualified to train/as a consultant to reopen the department. Mr. Cannon mentioned assessments and complying.

Part-time or Full-time

Alderman Harris questioned working part-time or full-time hours. Mr. Cannon suggests 25 hours a week for meetings, inventory, and assessment data, not just sitting in a seat, and needing access for a full report. Mr. Cannon questioned having a mutual agreement with Three Star and Tipton County. Alderman Rivers said it was made between the Fire Chiefs of the Town. Each agency must have a mutual aid agreement, by vetting people properly, and recruiting volunteers. Vice Mayor Givhan has concerns about getting the proper people in place.



Pay

Alderman Rivers questioned pay and Mr. Cannon replied probably \$65 per hour at 20 to 25 hours weekly, for progress reports. Possibly working 3 months for a good plan and progress. Alderman Rivers and Alderman Harris recommend looking at the Budget. Mr. Cannon suggests the Board giving their expectations. Mayor Noeman recommends that Mr. Cannon check out the Fire Department. Alderman Rivers asked Mr. Cannon about when he could start, but the response was that it depends upon the Board. Vice Mayor Givhan said he was convinced of Mr. Cannon's qualifications and expertise and asked about the 90 days. Mr. Lewellen mentioned hoping to have a Fire Chief at that time.

Mr. Lewellen mentioned credibility, and his philosophy is, employees don't quit the company but quit their supervisor. Leadership positions are so important and wanting to be a part of a great "Team". The importance of the department and people put in the right place. Contracted employees work with 1099 contracts. Vice Mayor Givhan said he got excited when he heard the name of Mr. Cannon because of accountability and respect. With the right leadership in place, there might not be a need for a full-time Fire Chief. Alderman Harris spoke with the Fire Chief from Arlington and Mayor Noeman mentioned a Volunteer from Mason Charleston Rd. Reuben and Hannah received applications, but the Board stated they were not eligible for re-hire. Trainings are 16- and 64-hour classes, fire 1 and fire 2 trainings.

EMT's

EMT's cannot begin with fire training, the Town needs more medical calls. First Responders calls for more training. Alderman Rivers suggests looking at the Budget to plan to get the Fire Department back up and running.

Vice Mayor Givhan recommends making an amendment to the Budget and getting started. Alderman Rivers mentioned changes to the Purchasing Policy, the Comptroller's were submitted the policies. Mr. Lewellen recommends sending emails with questions.

- **DISCUSSION REBUILD THE FIRE DEPARTMENT**
- **DISCUSSION OF A CODE ENFORCEMENT OFFICER**

Alderman Harris requested that the Discussion of a Code Enforcement Officer be presented first on the agenda due to a prior obligation of Mr. Joyner.



Mr. Frank Joyner introduced himself to the Board and stated that he was applying for the position as a Code Enforcement Officer.

Background of Mr. Joyner

Associate's degree from Cypress Community College

Worked as a Police Officer and a Code Enforcement Officer.

Background continued Mr. Frank Joyner

The position of the Code Enforcement Officer was passed on to Mr. Joyner due to an unforeseen circumstance at a prior job, and he took on the duty.

Mr. Joyner worked for the Shelby County Sherriff Department for 28 years, and he's currently serving as the Criminal Investigator for the Walmart stores but wants to go back and serve as a Code Enforcement Officer as a new career.

Questions asked by the Board

Mayor Noeman asked, "How did you know about the job. (Ans.) Through a friend of Code Enforcement. Mr. Joyner worked as a Code Enforcement Officer for 4 years in Millington and worked as a police officer. Mayor Noeman questioned the salary he was requesting, Mr. Joyner said it was up to the Board.

Alderman Rivers asked, where did he live. (Ans.) Millington, and when would he be available. (Ans.) Anytime. Mayor Noeman questioned the last certification received for a Code Enforcement Officer, (Ans.) 1987. **Alderman Harris** mentioned different cities varies. Mr. Joyner said he's been in court many times.

Mayor Noeman asked Mr. Joyner if he knew Brett Morgan. (Ans.) Yes, he was married to his cousin. **Vice Mayor Givhan** questioned if there were any hinderances of performing any civil duties. (Ans.) No, there are no time

restraints. **Alderman Harris** questioned, dealing with people and reactions, resistance and his approach. (Ans.) Mr. Joyner stated following City Ordinances, and Codes, he would go by the books giving verbal, and written warnings, giving time, and would follow Codes by the book. **Alderman Harris** mentioned a little bit of a situation with animals and not having coverage. (Ans.) Mr. Joyner gave an example of a violation, being a dog chained to a tree in the elements of the weather. Another question was if he was looking for full-time and insurance.

The answer was yes. **Alderman Rivers** questioned standing your grounds. (Ans.) That's when law enforcement kicks in. **Mayor Noeman** informed the Board that they were supposed to discuss the position and advertise for the position.

Mayor Noeman suggested getting with HR and doing a background check afterwards, the mayor can hire and fire. **Alderman Harris** said the Board passed



in meetings twice to hire a Code Enforcement Officer, and they don't have to advertise. **Mayor Noeman** recommends that **Alderman Harris** read the Charter, and **Alderman Harris** said she has read the Charter. Mr. Lewellen stated that Policies are adopted by the Board. Mayor Noeman said he had a meeting for 2 hours with the Attorney going over line by line items in the Charter, and we need to pick and choose 2 to 3 people for the position.

Alderman Harris mentioned the hiring of a Fire Chief, and Mayor Noeman stated that he hired an Acting Fire Chief. Mayor Noeman recommends advertising for the position and not pick and choose for the position. **Alderman Mason** asked **Mayor Noeman** if he knew of anyone for the job, mentioning the safety of the citizens. **Vice Mayor Givhan** mentioned the City Attorney not being present since we're in the process of building bridges, and policies and procedures. The City Attorney was unavailable due to personal business.

Mr. Lewellen said the Board can create the Operating Budget, the Charter says one thing and the Town Codes says another, speaking of the mayor's authority and the Board's authority. Alderman Rivers said there's too much going on in the Town and things are getting passed off. Alderman Rivers suggest that the Board come together to make a decision and put things in place properly and get a Code Enforcement Officer. There are lots of things happening and the Board will be held accountable. **Vice Mayor Givhan** suggests a Resolution for the conflict and to do things properly. Alderman Harris will obtain the Municipal Codes and the Charter for the Board. Mayor Noeman recommends including the City Attorney on the email. The Board "Thanked" Mr. Joyner for coming.

****NO OTHER BUSINESS WILL BE DISCUSSED****

CLOSING PRAYER: Alderman Virginia Rivers

MOTION TO ADJOURN: Mayor Noeman made a motion to adjourn the meeting, and the motion was 2nd by Alderman Broadnax, all agreed. (Meeting adjourned at 7:46PM)

Eddie Noeman, Mayor

Date

Lureatha Harris, Town Recorder