

**MINUTES OF THE SPECIAL MEETING  
 BOARD OF MAYOR AND ALDERMEN  
 FRANKLIN, TENNESSEE  
 CITY HALL BOARDROOM  
 TUESDAY, AUGUST 27, 2013 – 7:00 P.M.**

**Board Members**

Mayor Ken Moore	P		
Alderman Clyde Barnhill	P	Alderman Margaret Martin	P
Alderman Brandy Blanton	P	Alderman Dana McLendon, Vice Mayor	P
Alderman Pearl Bransford	P	Alderman Ann Petersen	P
Alderman Beverly Burger	P	Alderman Michael Skinner	P

**Department Directors/Staff**

Eric Stuckey, City Administrator	P	Lisa Clayton, Parks Director	
Vernon Gerth, ACA Community & Economic Development	P	Shirley Harmon, HR Director	P
Russell Truell, ACA Finance & Administration	P	Mark Hilty, Water Management Director	
David Parker, City Engineer/CIP Executive	P	Paul Holzen, Engineering Director	
Shauna Billingsley, City Attorney	P	Catherine Powers, Planning/Sustainability Dir.	P
Rocky Garzarek, Fire Chief		Joe York, Streets Director	
David Rahinsky, Police Chief		Brad Wilson, Facilities Project Manager	
Fred Banner, IT Director		Lanaii Benne, Assistant City Recorder	P
Chris Bridgewater, BNS Director		Linda Fulwider, Board Recording Secretary	A
Becky Caldwell, Sanitation & Environmental Services Dir.			

1. **Call to Order**  
Mayor Ken Moore called the August 27, 2013, meeting to order at 7:15 p.m.
2. **Invocation**  
The invocation was given by Alderman Clyde Barnhill
3. **Pledge of Allegiance**  
All present stood and pledged allegiance to the Flag of the United States of America
4. **Grievances or Statements from Citizens:** Citizen Comments (Open for Franklin citizens to be heard on items not included on this Agenda. As provided by law, the Board of Mayor and Aldermen shall make no decisions or consideration of action of citizen comments, except to refer the matter to the City Administrator for administrative consideration, or to schedule the matter for Board consideration at a later date. Those citizens addressing the Board of Mayor and Aldermen are requested to come to the microphone and identify themselves by name and address for the official record)  
No comments
5. **Communications from Williamson County Mayor and Williamson County Commission**  
County officials were not present
6. **Approval of Minutes**  
*Alderman Petersen moved to approve the August 7, 2013 Special Work Session as presented, August 13, 2013 Work Session minutes as presented and the August 13, 2013 BOMA minutes with the following correction in Item 4, page 2, first sentence “Joseph Cashia...~~Union Waters~~ Meeting of the Waters is one of the oldest*

homes...". Seconded by Alderman Bransford. Motion carried unanimously.

7. **Recognitions**

- Special Census

Lori Jarosz gave a status update on the special census. To date, 2,261 addresses have been entered; equals 6,467 people. There are 7,639 mailers to be entered. Around September 16 census takers will begin going door to door for those not responding by e-mail, mailer, or drop off at City Hall. The special census means approximately \$100 per person for growth.

8. **Miscellaneous Reports**

- Civil War Roundtable

Alderman Skinner announced the September Civil War Roundtable would be Sunday, September 8 in the community room at Police Headquarters @ 3:00 p.m. The speaker will be Dr. Earl Hess.

- Franklin High School Football

Vice Mayor McLendon announced the Franklin Freshmen football team would play BGA Freshmen on Thursday and this is the only game Franklin has scheduled with BGA. Franklin varsity plays at Clarksville NE on Friday. (Note: The Vice Mayor's son plays for Franklin High School)

- Fire Works

Alderman Blanton and Eric Stuckey noted the postponed Fourth of July Fireworks is scheduled for the Labor Day weekend on Saturday, August 31 @ 8:30 p.m. at Harlinsdale.

9. **CONSENT AGENDA**

All items under the Consent Agenda are deemed non-controversial and routine in nature by the governing body. They will be approved as recommended by Committee or staff by one motion of the governing body. The items on the Consent Agenda will not be discussed. Any member of the governing body desiring to discuss an item on the Consent Agenda may request that it be removed from the Consent Agenda and be placed on the Regular Agenda. It will then be considered at that time. Staff recommends that Item Numbers 18-21 be placed on the Consent Agenda.

*Alderman Bransford moved to approve the Consent Agenda Items 18-21. Seconded by Alderman Burger. Motion carried unanimously.*

**OLD BUSINESS**

10. **PUBLIC HEARING: Consideration of ORDINANCE 2013-34, An Ordinance to Amend Section 5.3.4 of The City of Franklin Zoning Ordinance to Revise Standards Related to Transitional Features**

**[Second of Three Readings] Alderman Ann Petersen, FMPC Representative**

With no one coming forth to speak, Mayor Moore declared the Public Hearing Closed

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*Alderman Petersen moved to approve Ordinance 2013-34 on Second of Three Readings. Seconded by Alderman Barnhill.*

Alderman Martin commented that the transitional feature changes seemed to be diluting some of the standards.

Catherine Powers responded that this is enforcing the standards and codifying them in the Zoning Ordinance. Some of these features are already being looked at when reviewing Development Plans. The transitional features will allow them to view a Development Plan as to how it relates to the developments nearby and to let the developer know the development must be transitioned to compliance with those surrounding developments.

Alderman Martin referred to the ordinance, (3) Standards, (a) "Use setbacks that are within 25% of the average setbacks for existing uses on the same block face provided no new use is closer to the right-of-way than the closest existing principal structure". On the West Main development that would be the nursing home. Is the reason that is not being put into use because this hasn't been adopted yet? Ms. Powers indicated that is correct.

Alderman Petersen related that a Modification of Standards was done for the West Main property.

*Motion to approve Ordinance 2013-34 on Second of Three Readings carried unanimously.*

### NEW BUSINESS

II. **Consideration of RESOLUTION 2013-45, A Resolution to Adopt a Position Classification Plan and Pay Plan for the Employees of The City of Franklin, Tennessee**

**Eric Stuckey, City Administrator**

**Shirley Harmon, Human Resources Director**

Eric Stuckey reminded the Board this has been a one-year process that included input from employees and market studies to keep the City competitive in the labor market. No one loses pay in this process. Only three employees are topped out with this plan versus 42 employees with the current plan. Approximately 168 employees will receive increases to reach the minimum pay of their new grades. About 529 employees will have the maximum of their pay grades increased while 133 employees will have the maximum of their grade decreased.

Changes to be incorporated in the Plan:

- Assistant City Recorder – Revenue Management - Pay Grade G
- Firefighter Cadet - Pay Grade D
- Police Officer Cadet Trainee - Pay Grade D

*Vice Mayor McLendon moved to approve Resolution 2013-45 with the addition of Assistant City Recorder of Revenue Management at Pay Grade G, Firefighter Cadet at Pay Grade D, and Police Officer Cadet Trainee at Pay Grade D. Seconded by Alderman Martin.*

- Alderman Petersen said she supports the Plan; however, she still has concern about the 133 employees whose maximum salary will decrease from the current plan. Those are in some of the lower pay grades, and it does not seem fair. New hires might come in and get paid more than current employees. She wants to make sure current employees are considered whenever new people are hired.
- Alderman Bransford related she supports the ordinance, but had comments for the record. Both firefighter and police officer are Grade E, Deputy Fire Chief and Deputy Police Chief are both Grade K, but the Fire Chief and Police Chief are different with Fire Chief at Grade L and Police Chief at Grade M.

- Alderman Burger did some research of other cities and noted the neighboring City of Brentwood classifies Fire Chief and Police Chief at the same pay grade level. She is uncomfortable with the Fire and Police Chiefs being in different pay grades in this Plan.

*Alderman Burger moved to amend and upgrade the Fire Chief position to Pay Grade Level M. Seconded by Alderman Bransford.*

- Alderman Burger spoke about what the market shows and that it has been discussed; however, it sets the two highest safety positions unequally and she does not want it to set up ill will for those who come in future.
- Alderman Skinner commented the City has paid the consultant a lot of money to go through an extensive evaluation of a number of different cities and criteria. He thinks it would be a mistake to go through and start cherry picking certain positions, ignoring the time and effort put into this.
- Alderman Blanton stated the two positions have always been in the same pay grade. Totally leaving personality out of it, the two departments are comparable in number of employees, amount of time being on call, and safety issues. She supports the amendment.
- Alderman Barnhill asked what other municipalities Alderman Burger checked. Alderman Burger responded she check places in Virginia, Alabama, Ohio, and California. Cities comparable in size to Franklin. The purpose was not to go up against the consultant, but a broader look for her own information. The decision must be made on what is right for the City of Franklin.
- Alderman Petersen commented it is difficult not to look at the situation here; however, the numbers are really different, and not a matter of a couple thousand dollars, there is a significant difference.
- Mr. Stuckey said the Board has a right to make a policy decision. What has been brought to the Board has been driven by market numbers to place the City in the top 30% of payers.

*Motion to Amend upgrading the Fire Chief position to Pay Grade M FAILED 3-5 with Aldermen Burger, Blanton and Bransford voting in favor, and Aldermen Martin, Skinner, Barnhill, Petersen and Vice Mayor McLendon voting against the amendment.*

*Original Motion to approve Resolution 2013-45 with the addition of Assistant City Recorder of Revenue Management at Pay Grade G, Firefighter Cadet at Pay Grade D, and Police Officer Cadet Trainee at Pay Grade D carried unanimously.*

12. **Consideration of RESOLUTION 2013-56, A Resolution to Amend City of Franklin Human Resources Manual to Revise Requirements and Definitions Related to the Wage and Salary Policy**  
**Eric Stuckey, City Administrator**  
**Shirley Harmon, Human Resources Director**

*Alderman Petersen moved to approve Resolution 2013-56. Seconded by Alderman Barnhill. Motion carried unanimously.*

13. **Consideration of RESOLUTION 2013-52, A Resolution Supporting the Development of U.S. Bicycle Route 23 Through the City of Franklin, Tennessee**  
**Vernon Gerth, ACA Community & Economic Development**

*Alderman Martin moved to approve Resolution 2013-52. Seconded by Alderman Bransford.*

- Alderman Barnhill reiterated what he said during the Work Session that there is a process and for the Board to fast track this doesn't give the public an opportunity for input.
- Alderman Skinner said it was brought out in Work Session that this was postponed from a previous Work Session and the applicants have a deadline of September 1<sup>st</sup>.
- Alderman Petersen didn't want to vote the same night as the first discussion.
- Alderman Burger stated sometimes the Board has to make decisions in this manner. She doesn't believe it will impact the City negatively long term.
- Alderman Bransford said she values public opinion as well, but that they were elected to make decisions. She supports the resolution.
- Alderman Petersen thinks this is a great idea, but has concerns about the route coming through Five Points and on Lewisburg Avenue.
- Vice Mayor McLendon commented that if this didn't pass, it would be the first time in his memory the Board had a tourism invitation measure that was declined. This will involve only a handful of bicycle riders a month. They are already free to go anywhere they want anyway; they don't need the Board's permission now to ride through downtown Franklin.

*Motion to approve Resolution 2013-52 carried 7-1 with Alderman Barnhill voting no.*

**14. Consideration to Deny Sanitary Sewer Availability Request for the Ingraham Property on Clovercroft Road (Tax Map 080, Parcel 04401)**

**David Parker, City Engineer/CIP Executive**

*Alderman Barnhill moved to withdraw this item as requested by the applicant. Seconded by Alderman Petersen. Motion carried unanimously.*

**15. Consideration of Agreement (COF Contract 2012-0009) Between the City of Franklin and Boyle Investment Company for the Construction of the Five Mile Crossing and Berry Farms Crossing Roadway Infrastructure as Revised by the Developer**

**David Parker, City Engineer/CIP Executive**

*Alderman Petersen moved to approve Agreement between The City of Franklin and Boyle Investment with amendment to #3 deleting the word within, "...the recordation of the plat or ~~within~~ (12) months", and inclusion in the document that the Agreement would be executed within 60 days". Seconded by Alderman Burger. Motion carried unanimously.*

**16. Consideration of Contract Award to CMI Equipment Sales, Inc. of Nashville, TN in the Total Amount of \$83,591 for One (1) Accubrine ABS<sub>2</sub> Salt Brine Production System for the Maintenance Division of the Streets Department (Tennessee Statewide Contract 229, No. 30015; \$83,591 Budgeted to be Applied to City's Master Lease Arrangement in 310-89530-43100 for Fiscal Year 2014; Contract 2013-0118)**

**Joe York Streets Director**

*Alderman Blanton moved to approve Contract Award to CMI Equipment Sales for \$83,591. Seconded by Alderman Burger. Motion carried unanimously.*

**17. Consideration of ORDINANCE 2013-45, An Ordinance Approving Budget Amendments for End of FY 2013**

**[First of Two Readings]**

**Russ Truell, ACA Finance & Administration**

