

E-Brief 2020



Excellence Innovation Teamwork Integrity Action-Oriented

Friday, June 12, 2020

Good morning, team!

Just a reminder that Open Enrollment **ends TODAY Friday, June 12th**. You can make changes to your medical (BCBS), dental (Delta) and voluntary products (Symetra) without a life event during this timeframe. Please log in to Kronos self-service and make any wanted changes. If you decide to make changes, they will be effective July 1, 2020. **If you do not want to make any changes to your plan, there is no need to log into Kronos.** Please remember our two new plan features EFFECTIVE JUNE 1, PhysicianNow (telehealth) and Urgent Team (near-site clinic). These two features will help keep our medical costs low, and we strongly encourage you check out their services to see if it fits your family's needs.

Also from HR: The Human Resources Department is happy to announce that we are now accepting nominations for the **2nd Quarter** of the **Employee of the Quarter Program**. As a refresher the guidelines are included below:

- **Any employee** can be nominated
- HR will accept unlimited nominations during the nomination window for each quarter
- **Nomination forms** are attached and are available on *Inside the City* under announcements
- **Two employees will be selected per quarter** by a committee made up of your peers!
- Completed nomination forms can be emailed to nomination@franklintn.gov

The deadline for submitting nominations for the second quarter is June 26th!

Thank you for all that you do! Let's acknowledge and recognize those who are doing a great job at the City of Franklin!

Questions? Contact Natasha Parker or Jasmine Dickerson!

A look at the Franklin PD

WHERE WE STAND

Answers to your FAQ's



BETTER TOGETHER

We are committed to growing strong relationships with our citizens & community-based organizations to help foster dialog, better practices, and a sense of community that *includes everyone.*



TRAINING OUR OFFICERS

We invest heavily in training on topics that include implicit bias, de-escalation, and crisis intervention. These topics are part of our every-day conversations ... they're part of who we are.



USE OF FORCE

We have a duty to intercede & the objective to avoid or minimize injury. In 2019, less than 0.002% of FPD calls resulted in use of force by our officers. We have clear standards on when force can be used, and a rigorous review process any time that it is.



OFFICER-WORN CAMERAS

We adopted the use of officer-worn cameras in 2018.

Every patrol officer must wear a camera while they are on duty. They are required to turn them on when responding to any call for service.

"We are committed to being a part of the community, not apart from it."

Chief Deborah Faulkner



COMMITMENT TO CONSTITUTIONAL POLICING

Quotas are banned at our Department and in our state.

None of the Police Department's budget is funded by fines or fees.

The Department records and analyzes strong data, publishing it every year in our *Bias-Based Policing Report.*

COMMUNITY POLICING MENTALITY

Much of how the FPD operates is consistent with President Obama's 21st Century Policing Task Force Report.

This includes community outreach by officers as well as officer training and community delivery of best-in-class crisis intervention.

PROFESSIONAL STANDARDS, EXCELLENCE, AND CONSENSUS

The Franklin Police Department is Internationally Accredited by The Commission on Accreditation for Law Enforcement Agencies, *the gold standard* in public safety professionalism.

The Chief of Police reports to the City Administrator. Matters of employee discipline, including complaints, and the Police Department's disciplinary decisions, are coordinated with the City's Human Resources Department and City Attorney's Office. Both entities are managed and operate independent of the Franklin Police Department.

Human Resources and The City Attorney's Office participate in and audit FPD internal affairs investigations.

WHERE WE GO FROM HERE

We know that "status quo" is never good enough and are committed to working hard to ensure that *integrity, trust, and excellence* remain at the center of who we are, so we can keep serving the Franklin community in ways that you expect and deserve.

Our **Franklin Police Department** has created a webpage regarding our police policies and procedures. In the wake of the recent protests, the City has received many questions. The webpage is www.franklintn.gov/myfpd. See the graphic that was released on social media. You can also read a "Frequently Asked Question" area on the webpage. **Thank you to our Police Department for their service to our community.**

Our **Communications team** has been working with many local businesses that are working hard to keep employees and customers safe while going back to work. We are calling the video series, TN Pledge Partners. We have also created a web page featuring all the businesses we have covered in the series. Please think of these businesses when going out for a bite



or other shopping for another item in

Franklin. <https://www.franklintn.gov/business/tennessee-pledge-partners/-fsiteid-1>

Speaking of keeping employees safe, you may have noticed a few different things while you've been coming back to work. **Kevin Townsel and I worked on a Welcome Back video** showing some of the new things to be aware of. See the video here <https://franklintn.sharepoint.com/SitePages/Home.aspx> . Please remember to wear your masks in common areas.

The Parks Department opened up playgrounds Wednesday to many happy families. All playgrounds are now open as well as restrooms. The Parks Department has added many hand sanitizing stations near the playgrounds and signage to remind users about hand washing and physical distancing. Our playgrounds will be the focus of our **"Saturday in the Park"** series on social media created by our **Communications Team**.

Our **Sanitation Department** is reopening our BOPAE operations. On Monday, June 15th, **Batteries, Oil, Paint, Anti-Freeze, and Electronics (BOPAE)** will be collected at the Sanitation and Environmental Services facility Monday – Thursday, 6 a.m. until 4 p.m. and the first Saturday of every month from 8 a.m. until 12 p.m. The facility is located at 417 Century Court.

Here is nice thank you note for our Water Management Department:

Dear Mr. Furline:

After spending the last three months preparing our home for sale this week, we stepped out of the front door Wednesday morning, the day before it was to go on the market, to find the street in front of our house full of trucks loaded with equipment. Workers were marking the utilities as the street in front of our driveway was about to undergo excavation. After inquiry, it turned out that the neighbor across the street had a water leak right off the water main, which was located on our side of the street. With this explanation, we just knew the showings we had scheduled for the next day, and all our preparations were doomed for cancellation.

But I seriously underestimated the professionals who were about to go to work. This fine crew from the water department had located the leak, repaired it, placed a temporary asphalt patch over the excavation and cleaned up, all before noon!

I would like to commend these men for their excellent job. Dusty, Phillip and Alston were not only professionals, but represented the City like true ambassadors while calming our nerves.

People are far too often quick to complain, but when a job is well done, recognition is in order. Please pass along our gratitude for the fine work done by these men and know what gentlemen they were throughout the entire job.

Sincerely,

The Pierci's

Coronavirus Update:

Key Changes:

Up 8 more positive cases day over day in Williamson County

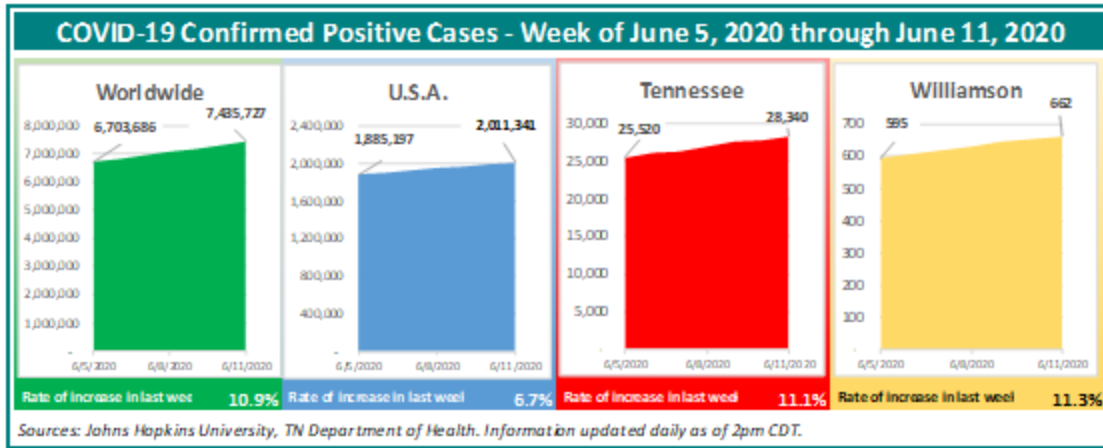
Up 2 additional active cases day over day (267 total active cases)

Level Williamson County share of total cases within Tennessee (2.3%)

Level Percent Positive / Total Tested stable at 5.5%

Level Williamson County maintained the eighth highest # of positive cases in Tennessee

Level No new deaths in Williamson County



Williamson County cases increased 8 day over day, increasing our positive confirmed cases to 662. Our rate of increase week over week is 11.3% (still the fastest rate of growth of any of the four regions). We now have over 2,011,000 confirmed cases in the United States and over 7,435,000 cases globally. We have the eighth highest number of confirmed cases in Tennessee. Of particular note is the fact that the U.S.A. totals are steadily rising, but at a much lower rate than other nations (Brazil). While we still have far and away the highest number of total cases and deaths, we have gone from 3.95x the next highest country to only 2.6x the highest country in the matter of two weeks.

That's it for this week. Thanks for *all* you do!



Website: www.franklintn.gov

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