



Friday, May 14, 2021

City Team,

Based on the updated guidance issued by the CDC yesterday afternoon, **fully vaccinated people (employees and the general public) will no longer be required to wear face coverings in City facilities.** If you are not vaccinated you will be urged to continue to wear a mask/face covering when you are unable to maintain physical distancing. Here is the link to the updated CDC guidance: <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/fully-vaccinated.html>

Here is some other guidance for our team as we move forward in working with the public that may or may not be vaccinated:

- City employees may continue to wear a mask in the workplace as their own personal choice.
- While in public representing the City, employees are expected to comply with any private business requirements for wearing a mask.
- If you are interacting with citizens (i.e. building inspection, police/fire response in a home or business, meeting with homeowner, customer in City Hall, etc.) and the citizen is wearing a mask or indicates a desire for you to wear a mask, then you are expected to wear a mask.
- All employees must continue to carry a mask with them at all times while on duty or representing the City in any way and be prepared to put it on if the circumstances discussed above warrant it.

Thank you for your support and effort as we continue to navigate the evolving guidance related to the pandemic. Please know our focus is on how to keep you and our community as safe as we can. Take care.

Yesterday I presented our proposed 2021-22 budget. Over the past year, communities across the world have been strained like never before by global pandemic, social upheaval, and economic hardships. Throughout these challenging times, the Franklin community and our City government has focused on responses that have been compassionate, knowledge-based, and resilient. Nonetheless, each person and each community has been forever changed by these extraordinary times. How we emerge is the pivotal question. Will we be stronger and better able to care for and about one another? Or will we be more divided, weaker, and less than we were before? With these questions in mind, our City team has focused on efforts to meet community needs while thinking of ways to strengthen the

community. From their efforts a framework for a “Stronger Franklin” has emerged, focusing on four key areas:

- 1) pandemic – the response to the pandemic and beyond,
- 2) people - caring for people in the community and throughout our City team,
- 3) projects - delivering on vital community projects, and
- 4) possibilities - building capacity to make the most of future opportunities.

Despite the challenges of 2020, Franklin has continued to be recognized nationally for our strong community character and quality of life. This past year, Franklin was chosen as one of **ten All America Cities by the National Civic League, the first Tennessee city to receive this recognition since 1999. For the third consecutive time, *Money* magazine ranked Franklin in the top ten of its “Best Places to Live” list.** There also continues to be strong investment in the community with nearly \$1 billion of permitted development in Franklin over the past two years despite the economic impact of the pandemic.

As we move into a new fiscal year, challenges remain, as do many opportunities. The City of Franklin will continue to be bolstered by our highly capable City team supported by strong long-term financial plans and policies that provide vital financial capacity to weather difficult times. **Below are a few items that will affect you directly.**

- **A general pay increase** for City team members will be effective the first pay period of July 2021. The budget includes a general pay increase of 2.5% plus an additional performance-based pay increase of up to an additional 2.5%.
- The budget also includes a **one-time pay supplement of \$1,000 to all City team members (full-time and permanent part-time employees)** funded through a portion of the City of Franklin’s American Rescue Plan allocation. These essential workers have truly gone above and beyond over the past 15 months to serve the community during challenging times.
- For the second consecutive year, **health insurance premiums for City team members will remain unchanged in FY22.**
- The budget includes **seven new positions and seven “restored” positions** in the General Fund. The new positions within the General Fund include the establishment of an “Urban Street Tree” crew (four positions), a trail maintenance position, street maintenance position (related to the opening of the Mack Hatcher extension later this year), and an Emergency Management position. The seven restored positions are spread across six departments including Streets, Parks, Planning, Engineering, Building & Neighborhood Services and Revenue Management/Customer Service. There is a new position in the Sanitation and Environmental Services Fund due to growth and four new positions in Water Management Fund to assist with the expanded and upgraded Water Reclamation Facility that will open in 2022.

Thanks to everyone across our City Team that assisted in the development of the budget! If you would like to see the entire budget presentation go to <https://www.franklintn.gov/government/departments-a-j/finance-administration/budget-analytics/fy-2022-budget>

From the Human Resource Department:

Attached you will find an open enrollment poster and QR code to access our 2021 Benefits Booklet. Be on the lookout for e-mails with additional information including *enrollment instructions (with handy screenshots!)* along with a postcard reminder being sent to your home soon!

THERE ARE NO CHANGES TO PREMIUMS THIS YEAR! Please continue to utilize our partnership with our near-site clinic, Urgent Team in order to keep employee premiums low! This is a GROUP effort.

Dates: Friday, May 14 – Friday, June 11

Any enrollment changes MUST be made during this timeframe. Late enrollments cannot be accepted. You can make changes to your medical (BCBS), dental (Delta), vision (Eye Med) and voluntary products (Symetra) without a life event during this timeframe. Please login to UKG (formerly Kronos) self-service to make any changes. All changes will be effective 7/1/2021 and reflected with pay date 7/2/2021.

No changes? No problem!

If you do not want to change your current benefit enrollments, you will NOT need to make any new selections in UKG. Nothing will be required of you to keep your current elections.

Questions? Want to learn more?

Please join us for one (or all!) of our open forums via Zoom. Zoom links will be coming to your e-mail over the next few weeks!

- Monday, May 17th 1pm
- Friday, May 28th 6am
- Wednesday, June 2nd 5pm

Reminder to fill out the **employee survey on City Hall!** Developing a new City Hall is a once in a lifetime opportunity! We want and need YOU to give us your feedback on what you want to see in a new City Hall. The survey can be viewed and completed using Tablets, Smartphones, Windows and Mac computers with the latest versions of Chrome, Safari, Firefox, and Opera browsers. (Please do NOT use Internet Explorer or Microsoft Edge for this survey.) **So far 102 employees have filled out the survey, let's see if we can double that!** Here's the link: <https://ohmplanning.typeform.com/to/YdANrmFE>

A nice thank you note for the Building and Neighborhood Services Department for Michael Vaporis.

Today we had your Building Inspector Michael Vaporis arrive at our property at 139 Grove Lane, Franklin for inspection of our deck. He contacted us at our front door to advise he would be on the property. I showed him the location of the deck and I must say he did a very thorough inspection of all parts of the deck. He made two items that we need to have completed before it is passed and that is being done. He was professional, pleasant, well dressed, badge identification and a very clean vehicle. He explained everything to us. It is nice to see that the City of Franklin has such high standards.—Regards, Wayne Wilson

Here is the COVID-19 case update for Thursday (5/14/21):

Key Changes:

Up 841 More positive cases day over day in the State of Tennessee (856,428 total positive cases)

Down 177 Fewer active cases day over day in the State of Tennessee (8,409 total active cases)

Up 15 More positive cases day over day in Williamson County (28,104 total positive cases)

Down 6 Fewer active cases day over day in Williamson County (238 total active cases)

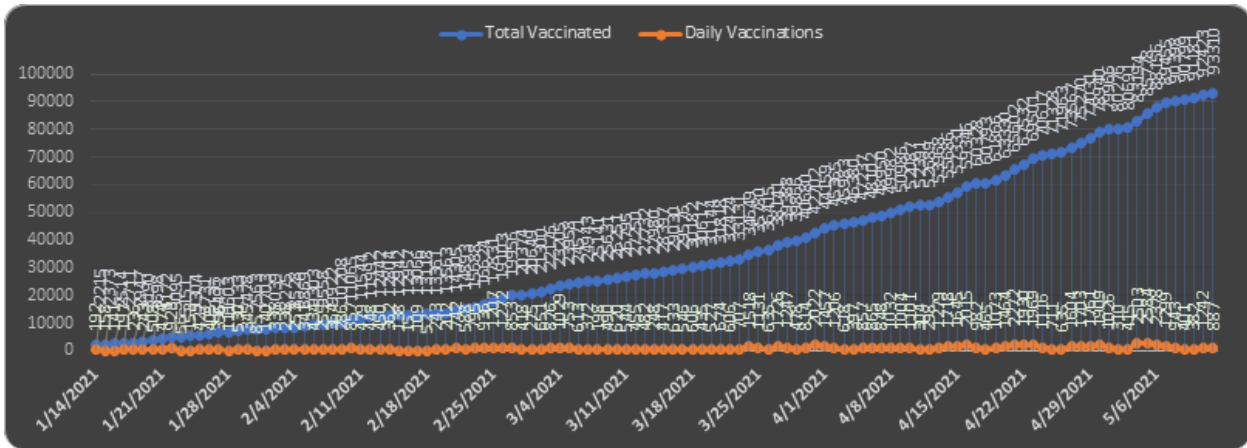
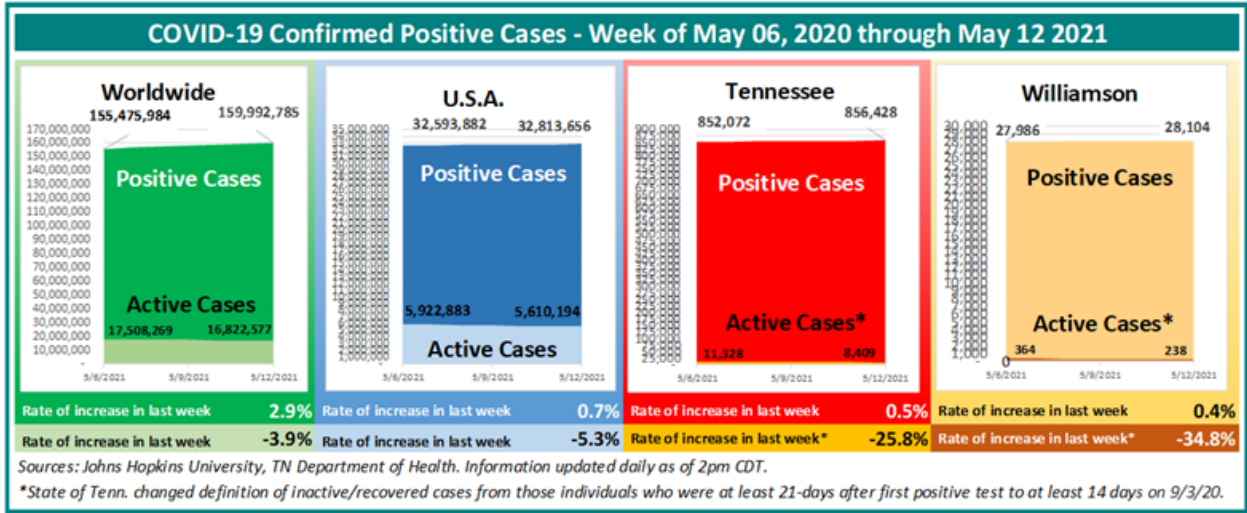
Level Williamson County share of total positive cases within Tennessee at **3.3%**

Down Percent Positive / Total Tested at **11.89%**

Level Williamson County **Sixth** highest # of positive cases in Tennessee

Level **No New** death in Williamson County (**217** total deaths)





That's it for now. Have a great weekend. Thanks for all you do!
 Eric

ERIC STUCKEY
 CITY ADMINISTRATOR

615.550.6605 (o)
 615.708.9385 (c)

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