

RESOLUTION 2010- 48
**A RESOLUTION OF THE CITY OF FRANKLIN TO AWARD A ONE-
TIME BENEFIT OF TWO PERSONAL DAYS TO ALL REGULAR FULL-
TIME EMPLOYEES**

WHEREAS, the employees of the City of Franklin are of the greatest importance to the City; and

WHEREAS, all efforts shall be made to provide a workplace of appreciation for the City of Franklin employees; and

WHEREAS, due to the economic downturn, the City of Franklin has been limited in its ability to provide merit and cost-of-living pay increases to employees over the past two years; and

WHEREAS, the Board wants to recognize the extra efforts of City employees over the past year, especially the efforts related to the storm and flooding of May 1 and 2; and

WHEREAS, the City of Franklin now seeks to recognize each regular full-time employee's efforts by awarding additional time off.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF MAYOR AND ALDERMEN OF THE CITY OF FRANKLIN, TENNESSEE the following:

SECTION 1. That the City of Franklin is hereby authorized to award each regular full time employee as of July 1, 2010 a one-time benefit of two personal days off to be used prior to June 30, 2011. Each personal day is equal to the hours scheduled to work on the day the personal day is taken.

SECTION 2. That the City is further authorized that personal days be treated as "time worked" in accruing additional time; does not count as "time worked" in the calculation of overtime; will not be paid out if unused or upon termination of employment; and be subject to Rule XVI, Section 2.11 of the Human Resources Manual.

Approved this 22nd day of June, 2010

ATTEST:

CITY OF FRANKLIN, TENNESSEE

BY: _____

BY: _____

ERIC S. STUCKEY

JOHN C. SCHROER

City Administrator

Mayor



HISTORIC
FRANKLIN
TENNESSEE

MEMORANDUM

June 3, 2010

TO: Board of Mayor and Aldermen

FROM: Eric S. Stuckey, City Administrator
Shirley K. Harmon, Director of Human Resources

SUBJECT: Consideration of Two Personal Days for Full-Time Employees for the 2010-11 Fiscal Year

Purpose

The purpose of this memorandum is to propose a one-time benefit of two personal days for regular full-time personnel.

Background

Annually, prior to the beginning of the fiscal year, the Board of Mayor and Aldermen consider raises recommended for full-time employees in accordance with Title 4, Chapter 2 of the Municipal Code. Due to the economic downturn, it was decided not to consider either Market Adjustments or Merit Increases for any personnel for the 2009-2010 fiscal year; a 2% general cost-of-living adjustment to be implemented on January 1, 2011 is anticipated in the 2010-11 fiscal year. In an effort to compensate the City's full-time employees and recognize the effort of each, the Board approved an additional two days of personal leave for all regular full-time employees during the 2009-10 fiscal year. It is again proposed that two additional days of personal leave be granted in the 2010-11 fiscal year for all regular full-time personnel employed prior to July 1, 2010. Staff also proposes that the additional two days be taken between July 1, 2010 and June 30, 2011 subject to approval of the department director and under the terms and conditions as described in Article XVIII, Section B of the Human Resources Manual.

Financial Impact

The financial impact should be minimal. The payroll budgeted for the fiscal year currently contains each employees pay for the entire year; therefore, normally no additional money will be required for this proposal; the only exception will be in those positions which are understaffed and another employee may be required to work overtime to cover the vacancy; however, with proper scheduling, this should be held to a minimum.

Options

The options are to compensate the regular full-time employees by awarding two (2) personal days for the 2010-2011 fiscal year or keep the vacation leave as currently established.

Recommendation

Staff recommends the one-time benefit of two Personal Days for Regular Full-time personnel employed prior to July 1, 2010 to be taken on or before June 30, 2011.