



***Friday, September 17, 2021***

At Tuesday's Board of Mayor and Aldermen meeting, I purposed the re-establishing of a version of COVID-19 sick pay. Through the proposal, the City of Franklin would **re-introduce the practice of providing paid leave when an employee tests positive for COVID-19**. This paid leave is separate from "regular" sick leave" and will be available for employees retroactively back to August 1, 2021 through December 31, 2021.

**Covid-19 Paid Leave Policy**-After following the testing and isolation protocol based on exposure or having symptoms, if any part-time or full-time employee tests positive for COVID-19, the City will pay them for up to 10 days of missed work while recovering. After 10 days, employees will use their accrued sick or vacation time for any additional days of work missed. The COVID-19 leave will be paid at the employee's full rate of pay. After an employee exhausts the 10 allotted days, they will use their accrued sick or vacation time.

If an employee tests positive, whether vaccinated or unvaccinated, isolation ends only after 4 things have occurred:

- No fever for at least 72 hours without medication
- No symptoms for at least 72 hours without medication
- At least 10 days have passed since the positive test result or symptoms first appeared
- The HR liaison has verified these criteria and approved you to return to work

**New City Hall Preliminary Master Plan has been released!** The Master Plan will serve as the road map for the future design and development of the entire City Hall Site. The vision of the Master Plan is the result of an extensive process of research and information gathering, case study investigation, and public outreach that began in Fall of 2020. The existing one story repurposed mall building will be demolished and replaced with a state-of-the-art City Hall facility on the Southeast quadrant of Public Square. The facility will be designed with the goal of providing flexibility for the future growth and the evolving needs of the city. The vision of the building and site is one that responds to the rich historic fabric of downtown Franklin in a responsible and sensitive way while providing a modern, yet timeless City Hall building to facilitate the continuation of the high standard of services and care for the citizen of Franklin.

Here is a short video overview: [https://youtu.be/RBC\\_pD5MA90](https://youtu.be/RBC_pD5MA90)

The master plan booklet is here:

<https://web.franklinton.gov/flippingbook/franklincityhallmasterplan/>

The survey to contribute your feedback is here:  
<https://www.surveymonkey.com/r/5PMKTTQ>

All these links can be found by clicking on the top left button on our Inside the City Page. Feel free to leave a suggestion there too as we plan for our future!!

The City of Franklin **Police and Fire Departments** joined with the Williamson County Sheriff's Office to **commemorate the 20<sup>th</sup> Anniversary of the September 11, 2001 attacks** on America where nearly 3,000 people lost their lives. The well-attended ceremony **was held this past Saturday, September 11th, on the steps of the Historic Williamson County Courthouse** on Public Square. Thank you to all those who organized and participated in this tribute to those who lost their lives on a horrific day in our nation's history. See an article in the Williamson Herald about the ceremony here  
[http://www.williamsonherald.com/features/w\\_life/franklin-9-11-memorial-provides-sobering-reminder-of-attacks/article\\_7cbacb44-1691-11ec-bfc2-b75dfa45544c.html](http://www.williamsonherald.com/features/w_life/franklin-9-11-memorial-provides-sobering-reminder-of-attacks/article_7cbacb44-1691-11ec-bfc2-b75dfa45544c.html)



This weekend **Mayor Moore will be installed as the new President of the board of the Tennessee Municipal League.** The Tennessee Municipal League (TML) is a voluntary, cooperative organization established by the cities and towns of the state for mutual assistance and improvement. The League's primary function is to work with the Tennessee General Assembly on behalf of city governments, promoting legislation helpful to cities and opposing legislation harmful to cities. Tennessee Municipal Bond Fund is an extension of the League. **The City will also receive an award for Excellence in Historic Preservation for our work on the Fuller Story Project. See announcement attached.**

**We received a very nice thank you note this week for our Streets Department.**

*Gentlemen: I wanted to let you know of how impressed Kay and I were with two of your employees in the **Streets department** this morning. Great representatives of Franklin.*

*We found this morning via a call that our home driveway was totally blocked by a huge branch (and huge is an understatement) that had fallen in a storm and fallen on our entrance fencing. Fortunately for us, **Wayne DeGross and Tyler Wildrick** came by at about 7:45 as part of street tree trimming. It was unclear whether the tree was on our property or the city property and whether the tree was on a city right of way. After making several calls, and alerting a crew, Mr DeGross took the initiative and quickly and professionally began the tree clearing process. We were very grateful to Mr. DeGross and Wildrick and two other employees who arrived later. They did a great job, with minimum bureaucracy and just the attention to service that you all have been emphasizing. Just exemplary. Warm regards, Rod*

### **REMINDER: The New Mentorship Program is taking applications for Mentors and Mentees!**

Do you have a **passion to support others** in reaching their personal and professional goals through listening, guiding, educating, supporting, and providing insight through a structured program? Do you have at **least three years of leadership experience** in or outside of the City? If so, consider being a mentor. Would you like to have an **opportunity to sharpen your professional focus, develop personally, get to know people in the organization**, and gain a better understanding of the broader City functions? Have you been at the City for at least 6 months? **Consider applying by the deadline October 18, to the HR office.** More information about the program, as well as applications for both mentors and mentees are now available on Inside the City. Here's

link: <https://franklintn.sharepoint.com/administration/SitePages/Mentorship-Program.aspx>

### **APPROVED! VACATION BUY BACK PROGRAM**



By now you should have received a letter from Human Resources regarding the employee buyback program. Due to the on-going pandemic, it is proposed that the **City offer a one-time option for City team members to "sell back" one work week** (40 hours for regular employees and 54 hours for Fire shift personnel) of their vacation



time. To qualify, employees must have at least 80 hours (108 hours for Fire shift personnel) of vacation accruals as of November 1, 2021. Employees will elect if they want to sell back 40 hours (54 hours for Fire shift personnel) of their vacation time via a form submitted to Human Resources. If employees elect to sell their time, it will be paid in December 2021. Employees cannot choose to sell back less than 40 hours (54 hours for Fire shift personnel). Under no circumstances would an employee be able to create a negative vacation balance by participating in this one-time program. A final decision by eligible employees to "sell back" a week of vacation must be made by November 1, 2021. This will allow for the processing of the additional payment through the payroll system. **Another memo will be sent in October for employees to elect if they want to sell back time for a decision to be made no later than November 1<sup>st</sup>.**

**Here is the COVID-19 case update for Thursday (9/17/21)**

**Key Changes:**

**Up 4,432 More** positive cases day over day in the State of Tennessee (1,171,722 total positive cases)

**Down 4,388 Fewer** active cases day over day in the State of Tennessee (73,435 total active cases)

**Up 135 More** positive cases day over day in Williamson County (36,959 total positive cases)

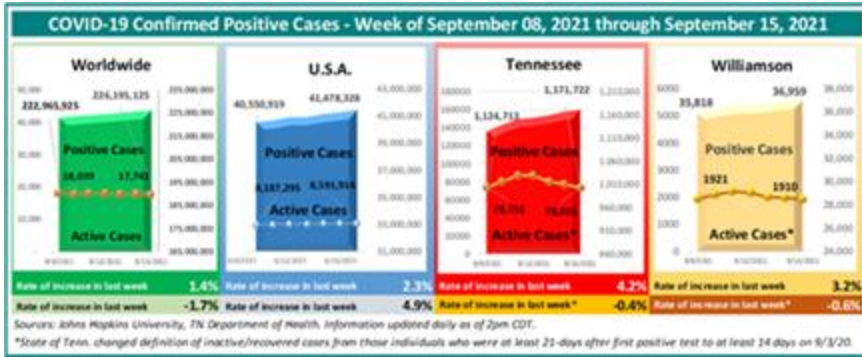
**Down 69 Fewer** active cases day over day in Williamson County (1,910 total active cases )

**Level** Williamson County share of total positive cases within Tennessee at **3.2%**

**Up** Percent Positive / Total Tested at **12.18%**

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

**Level** **No New** deaths in Williamson County (**249** total deaths)



That's the update for now. Have a great weekend and thanks for all you do!

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