

E-Brief 2021



Excellence Innovation Teamwork Integrity Action-Oriented

Friday, December 17, 2021

The Board of Mayor and Aldermen (BOMA) approved the following items that affect City employees:

- ***An additional Cost-Of-Living-Adjustment (COLA) increase of 2.5% for all employees effective first paycheck in January 2022.*** At their meeting on Tuesday (12/14), the Board of Mayor and Aldermen approved providing all full time and regular part time employees with a 2.5% pay increase effective for the first paycheck of January 2022. In addition to the pay increase, the pay grades will all be adjusted by 5% (minimum and maximum levels). The pay grade adjustment will only result in pay adjustments for those that fall below the new minimum of their pay grade to bring all at least to the minimum of their pay grade. The adjusted pay will be on your first paycheck in January of 2022 (the pay period starting December 26th). The adjustment is a recognition of the valuable work all of our City team members do each day and of the impact increased inflation is having on you and your family. We are also in the midst of a comprehensive review of our compensation plan and will be looking to implement the update beginning with the new budget (Fiscal Year 2022/23 beginning July 1, 2022). I look at this mid-fiscal year adjustment as a “down payment” on compensation adjustments that our market and pay study is expected to recommend for the new budget It has always been a core value of the City of Franklin that our people are the City’s most important asset.
- ***A resolution reinstating COVID pay for City employees retroactive to April 1, 2021 through July 31, 2021.*** Due to the increase in active and breakthrough cases through this time, it was approved by the Board that the City reinstate COVID pay/leave for City employees retroactive for the period from April 1, 2021 through July 31, 2021. The City will pay up to 10 days of missing work while recovering from COVID-19 for any part time or full time employee who tests positive for COVID-19. After the use of the 10 allowed days, employees can use their accrued sick or vacation time for any additional days of missed work. As you may recall, we previously reinstated “COVID pay” for the time period August 1, 2021 through December 31, 2021.
- ***A resolution approving a second amendment to the City’s closed pension plan that could benefit employees who have been injured on the job that are near***

retirement by authorizing a modification to the applicable retirement formula. The approved modification allows employees that are in the “closed City employee pension plan” (those hired before January 1, 2017) to substitute a year in the retirement formula if the employee’s pay if one of their final 3-5 years of employment was impacted by a work-related injury.

A big thank you for the Board of Mayor and Aldermen for their actions to support our City team!

Many of our City Departments are doing what they can for those in need during the holiday season!



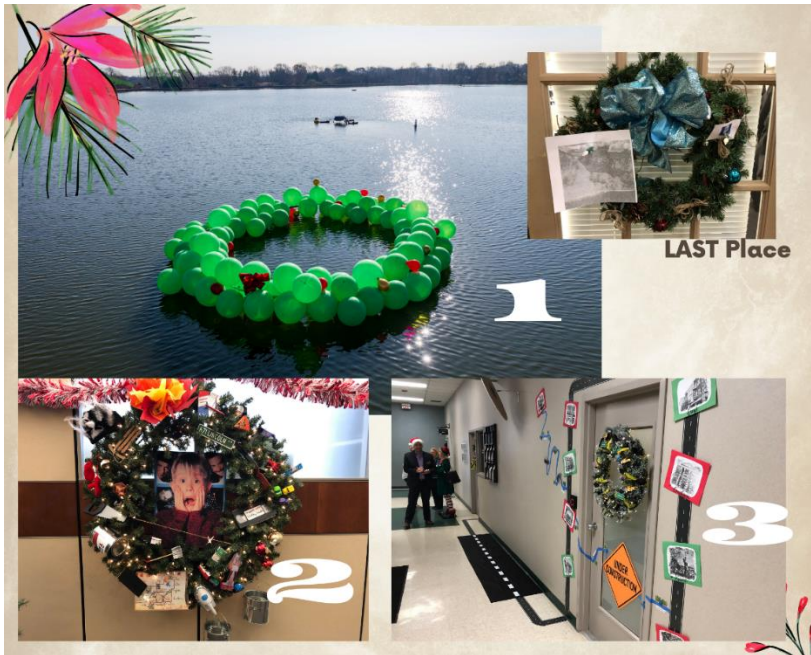
The **Fire Department** is working with **One-Gen-Away** to collect items for the tornado victims in Kentucky. Learn more about that program here: <https://www.franklintn.gov/Home/Components/News/News/10374/1354>

The **Franklin Firefighters Annual Toy and Clothing Drive** will deliver gifts to area children today and held their wrapping party earlier this week. Congrats on successful completion of their 14th annual drive!

Our **Street Department** is working with local **Nazerine Churches and Community Centers** to provide items for Kentucky tornado victims as well.

Our **Police Department** has completed their toy drive with toy boxes. They are ready to be delivered and thank the citizens of Franklin so much for their donations.





We all had a blast at the **Christmas/Holiday Breakfast** this year! A big thank you to **HR and Facilities Management** and all the volunteers who made this happen! We had a great turnout (we estimate 400+ participated in the breakfast). The winner of the big wreath contest was the **Water Management Department**, their wreath made of large balloons was floating in the reservoir. **Police Criminal Investigations** came in second with their *Home Alone* theme and **Engineering** took 3rd place with their Franklin Streets and buildings theme! **Facilities**

Management came in last with their wreath and the least amount of effort. They told the judges to close their eyes and visualize...(wha, wha, wha). The winner of the costume contest was **Tabitha and the Legal Department** and their "Grandma got run over by a reindeer" theme. **Planning** won the "Name that Christmas Carol" contest and **IT's Brandi Arnette** was the winner in the wrapping contest! **To see ALL the photos please go to the F-drive, Communications and the folder is titled 2021 Employee Christmas Breakfast!**

Welcome to a new team member in **Administration** this week!

Hannah Lampela, Executive Administrative Assistant, Administration Department

Hannah is from Memphis but moved to the area six years ago. She enjoys Graphic design, teaching herself the ukulele, spending time with her family and two cats. Hannah attended Florida State University and studied Applied Mathematics. Prior to joining the City, Hannah was an Administrative Assistant for Illuminate Academy and worked in operations/logistics with Ted Baker retail stores. Welcome on board, Hannah!



Here is the COVID-19 case update for Thursday (12/16/21)

Key Changes:

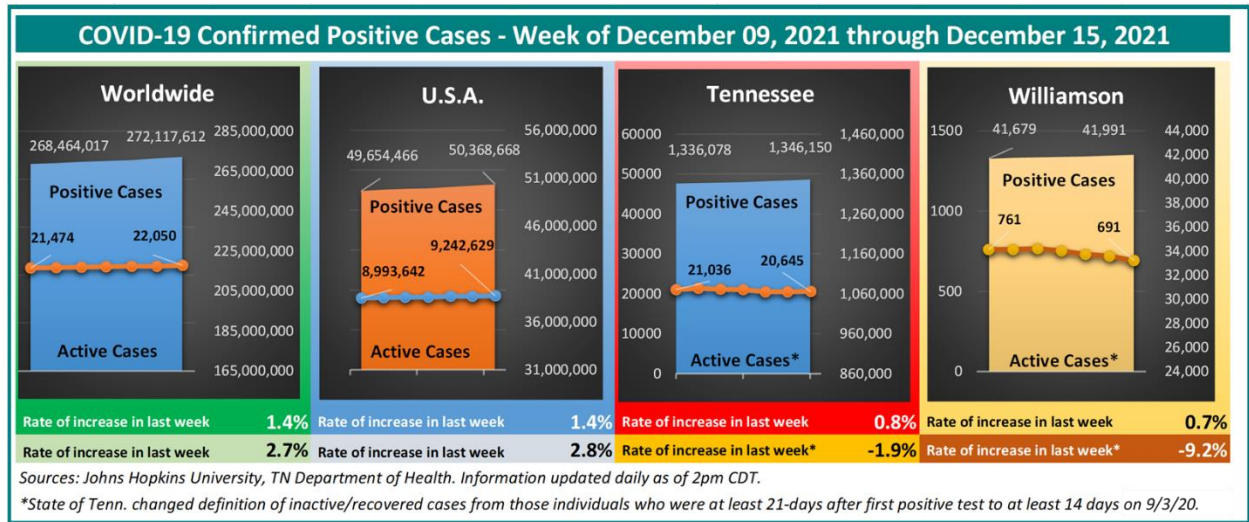
Up 2,256 More positive cases day over day in the State of Tennessee (1,346,150 total positive cases)

Up 179 More active cases day over day in the State of Tennessee (20,645 total active cases)

Up 56 More positive cases day over day in Williamson County (41,991 total positive cases)

Down 28 Fewer active cases day over day in Williamson County (691 total active cases)
Level 1 Williamson County share of total positive cases within Tennessee at **3.1**
Level 1 Percent Positive / Total Tested at **11.76%**
Level 1 Williamson County **Sixth** highest # of positive cases in Tennessee
Level 1 **No New** deaths in Williamson County (**285** total deaths)

-Williamson County Community Transmission Status (CDC): **High**



Also, Williamson County is continuing **Food Truck Friday!** Details below! Enjoy your weekend!

FOOD TRUCKS FRIDAY

Join Us For Our Last "Food Trucks Friday" Before Our Winter Break (We plan to be back in April 2022)

Dec 17

Trucks On Site:
Loveless Cafe
Underground Chicken
It's A Southern Thing

OPENS AT 11:00AM TO 1:00PM (Rain or Shine)

Williamson County Government Administrative Complex
 1320 West Main Street, Franklin

LOVELESS CAFE FOOD TRUCK MENU

MEAL: \$14 (includes 1 entrée, 2 sides and biscuits)	A LA CARTE
Entrees:	Entrée Only: \$6
Fried Chicken Tenders (available as a basket or sandwich)	Side Only: \$4
Pulled Pork BBQ (available as a basket or sandwich)	Biscuits w/ Preserves
Chicken Salad Sandwich	2 for \$3 OR 5 for \$6
Sides:	Drinks: \$2
Country Green Beans	Coke, Diet Coke, Sprite
Homestyle Diced Potatoes	Bottled Water
Mac & Cheese	
Hashbrown Casserole	



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

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