

E-Brief 2022



Excellence Innovation Teamwork Integrity Action-Oriented

Friday, May 27, 2022

Reminder- **Compensation Plan Update**

Our Human Resources and Administration team were able to present the updated Compensation Plan (Pay Plan) to the Board of Mayor and Aldermen (BOMA) at their work session earlier this week. Below a link to a video of the presentation (approximately 25 minutes long). I hope this helps provide an overview of the process for and outcome of the compensation study. Our plan is to fully implemented the updated Compensation Plan for the first full pay period in July. If you have questions, please reach out to your supervisor, Department Director, HR, or me.

 [CompensationPlan.mp4](#)

https://youtu.be/o5PIHIRk_j0



Thanks to Church of the City Franklin for having **Chief Deb Faulkner, Mayor Moore and Amy Alexander, Director of The Refuge Center** representing Find Hope Franklin (Findhopefranklin.com) this past weekend for a conversation around emotional wellness, suicide prevention, QPR training and supporting our local law enforcement. From Amy Alexander, "It is a remarkable group of community citizens who have come together with a mission to reduce the stigma associated with mental health and create an environment where anyone can feel empowered to ask for help. When individuals and families can access supportive resources, it improves the overall wellness of our community. We can't thank **Church of the City**

enough for their courage to bring these important conversations within the church walls and even to a Sunday morning. The biggest movements start quietly. An idea becomes conversation becomes a seismic cultural shift."

Thank you to our Public Works Team for putting together another great Touch A Truck Event last Friday! The Parks Department estimates 3,600 people attended the popular event. I know there were many smiles on our younger community's faces!

Coming up this weekend in **Parks** is the **Greater Midwest Baseball Memorial Day Classic**. This tournament consists of 64 teams from Tennessee, Kentucky Missouri and Indiana with age groups from 9 years old to 15. The games will take place at Jim Warren Park and Liberty Park May 27-29 from 8:30 a.m. to 8:30 p.m. **Spring is here, PLAY BALL!**

Also in **Parks** on Wednesday June 1 they will host the first **Kids Day at Pinkerton Park!** The event will take place from 9:00 a.m. to 11:00 a.m. Parks will be busy this summer with two more Kids Water Days coming up in July and August. Read more here <https://www.franklinton.gov/government/departments-k-z/parks/city-parks-events/kids-days>

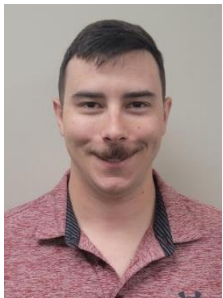


Welcome to the following new City team members!



Dorothy Likas, Fire Cadet, Franklin Fire Department

Dorothy is from New Hampshire. She has a B.S. in Business and a Masters in Cybersecurity. Dorothy enjoys weight lifting, eating and spending time with her dog Campbell. Dorothy previously worked for the US Department of State and is currently a Personal trainer at LifeTime.



Andrew DeLafontaine, Infrastructure Technician, IT Department

Andrew is from Weymouth, Massachusetts. He is married and has a daughter and two dogs. Andrew enjoys gaming on his PC and spending time with his family. Andrew previously worked for Geodis 3rd party logistics.

More from the HR Department:

Open Enrollment (employee benefits) is happening NOW through **Friday, June 10.**

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 period. Please login to UKG self-service to make any changes. All changes will be effective 7/1/2022 and reflected with pay date 7/1/2022.

Things to Note

- Dental Annual Maximum Benefit Amount \$1,500 (previously \$1,000)
- Premiums are changing for medical and dental plans. Vision insurance premiums will remain the same. The semi-monthly (based off 24 pay checks) rates are listed below.
- Dental tiers are moving to mirror our medical tier options - YOU MUST LOG INTO UKG TO MAKE THE CHANGE. THIS WILL NOT BE AN AUTOMATIC UPDATE BASED ON YOUR MEDICAL PLAN TIER!

2022 Dental NEW Rates 2021 Dental Rates

Employee Only \$1.52	Employee Only \$0
EE + Spouse \$4.33	N/A
EE + Child(ren) \$6.01	N/A
Family \$9.41	Family \$27.10

2022 Medical NEW Rates 2021 Medical Rates

OPTION I

Employee Only \$52.45	Employee Only \$51.17
EE + Spouse \$148.31	EE + Spouse \$144.69
EE + Child(ren) \$130.12	EE + Child(ren) \$126.95
Family \$211.27	Family \$206.12

2022 Medical NEW Rates 2021 Medical Rates

OPTION II

Employee Only \$30.37	Employee Only \$29.63
EE + Spouse \$86.45	EE + Spouse \$84.34
EE + Child(ren) \$76.20	EE + Child(ren) \$74.34
Family \$121.95	Family \$118.98

- **HSA Employer Contributions 2022 NEW Rates (Increase!) - ***Employer contributions will be divided among two equal payments deposited into employee HSA accounts on July 1, 2022 and January 13, 2023.*****

Employee Only \$1,200	Family \$2,400
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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! A detailed video presentation will be sent out soon.

Tuesday, May 24th 8am

Thursday, June 2nd 6am

Tuesday, June 7th 2pm

If you would like to make any changes to your City of Franklin benefits, please login to UKG and complete selections by June 10th. Nothing is required of you if you would like your insurance options to stay the same.***

Employee of the Quarter:

The Human Resources Department is accepting nominations for the 2nd Quarter of the Employee of the Quarter 2022 Program. You can submit paper nominations by coming into the Human Resources Department within City Hall or via email by filling out the attached nomination form. As a reminder, the guidelines are as follows:

- Any employee can be nominated
- HR will accept unlimited nominations during the nomination window for each quarter
- Nomination forms **are attached** and will also be available on *Inside the City*
- 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 or by dropping off the form in the HR Office.

The deadline for submitting nominations for the 2nd Quarter is June 15th, 2022! 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? Please contact Cara Rives

Have a great Memorial Day weekend. Thanks for *all* you do!

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