

RESOLUTION 2019-102

A RESOLUTION TO UPDATE THE HUMAN RESOURCES MANUAL

**WHEREAS**, the current manual for the Human Resources Department no longer meets the needs of the City; and

**WHEREAS**, eight years ago, the Human Resources Department revised the manual and it is necessary to update, revise, and clarify language in the manual to be consistent with laws, regulations, and industry standard practices.

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Mayor and Aldermen believes it is in the best interests of the City of Franklin to adopt the HR Manual.

**BE IT FURTHER RESOLVED** that the Board of Mayor and Aldermen authorizes the City Administrator to amend this updated manual so long as it does not have a significant impact on the City of Franklin.

**BE IT FURTHER RESOLVED** that the Board of Mayor and Aldermen authorizes the Director of Human Resources to make any technical corrections if needed.

**BE IT FURTHER RESOLVED** by the Board of Mayor and Aldermen for the City of Franklin as follows:

**Section 1.** The HR Manual, attached as Exhibit A, is now hereby adopted for the City of Franklin. Any prior resolutions approved by the Board of Mayor and Aldermen relative to the HR Manual are hereby rescinded. The previous version of the HR Manual is also rescinded.

**Section 2.** The new vacation and sick leave accrual will take effect on January 1, 2020. The remainder of the HR Manual will take effect immediately upon passage of this resolution

**Section 3.** This resolution shall take effect from and after its passage on first and final reading, the health, safety, and welfare of the citizens requiring it.

IT IS SO RESOLVED AND DONE on this 8<sup>th</sup> day of October, 2019.

ATTEST:

By: Eric S. Stuckey  
Eric S. Stuckey  
City Administrator

CITY OF FRANKLIN, TENNESSEE:

By: Dr. Ken Moore  
Dr. Ken Moore  
Mayor

Approved as to Form

By: Shauna R. Billingsley  
Shauna R. Billingsley  
City Attorney