

E-Brief 2023



Excellence.....

Innovation.....

Teamwork

Integrity

.....Action-Oriented

Friday, June 30, 2023



As you know by now, **The City of Franklin has been awarded a top workplaces 2023 honor by Tennessean Top Workplaces.** The list is based solely on [employee feedback](#) gathered through a third-party survey administered by employee engagement technology partner [Energage](#) LLC. The confidential survey uniquely measures 15 culture drivers that are critical to the success of any organization: including alignment, execution, and connection, just to name a few. This award truly goes to all our employees. It is our City Team that serve the people of Franklin and are the face of our City government. Our goal is to be a place where people enjoy coming to work every day, feel appreciated, and deliver high-quality services to the citizens of Franklin. This is the first year we surveyed our employees and our first year

to win this award, we are the only local City Government in Tennessee to achieve this honor! We received some very good feedback from our employees, and we now know the areas of focus we need to improve to make our City team the best it can be. As a reward you were given an extra personal day, see previous communication on that! Thank you again, and enjoy!

CONGRATULATIONS to Human Resource Director Kevin Townsel! He was recently elected to the **Board of Directors of the Tennessee Personnel Management Association-A Chapter of the International Public Management for Human Resources Association.** TPMA is a professional association serving HR professionals in the public, private and nonprofit sectors across the state of Tennessee.

Congratulation also to Lee Williams, Grounds Division Crew Chief, in the Parks Department. Lee has received a **certification from the University of Tennessee Institute of Agriculture.** Lee earned the *Certified Lawn Care Professional* designation. To achieve this certification, he studied several topics related to turf grass management. Some are soil fertility, turfgrass selection, planting and establishment, water management, turfgrass weed, disease, and insect identification. We see this as another example of Lee's dedication to providing high-quality turf and excellent service to our park visitors. We want to congratulate Lee, and we are proud of his accomplishment.



Fire Engineer Emily Nelms was recognized in the Williamson Herald Surrounded by hero's issue. Nelms' dedication to firefighting and firefighters stems from time spent in a Decatur, Illinois, fire station with her firefighter grandfather. It was his passion, knowledge and dedication that inspired her, and by the age of 8 she knew she'd be a firefighter. After Nelms agreed to accept the challenge of developing a program to change the statistics for Franklin's firefighters, Johnson and the city of Franklin sent her back to school to earn a master's degree in crisis response and trauma counseling with a human services concentration. After

earning the degree and with support from Johnson and other officials, she put together a group to develop a health and wellness program for the fire department. Its mission was to raise awareness and proactively approach and provide behavior health and wellness support for the men and women of the Franklin Fire Department. "The intention is to help the men and women have happy, healthy lives and a long and successful career," Nelms said. "To do that we have to look at the whole person, including the physical, mental and spiritual parts." There's a stigma that keeps first responders from reaching out for help, Nelms said. "We want to erase that stigma so more will reach out for help," she added. Read more of the article on Nelms here

https://www.williamsonherald.com/franklin-fire-department-installs-healthy-behavior-measures/article_e53f86f0-10d6-11ee-8023-6b8278ec4a44.html?fbclid=IwAR2rhF1yc9IADfYrslkGEpOMMONI_7c50AZNzpg_HpF6QJDuMnVAI572oEc

A promotional ceremony was held at the Franklin Police Department on Wednesday to recognize the promotion of ten Franklin Police Officers. The officer's names and newly promoted ranks are as follows from left to right: Master Patrol Officer: Randall Atkinson, David Hyer, Jonathan Corner, David Edwards, Michael Fuentes, Anthony Estrada. Detective: Troy Stephenson. Sergeant: Chris Harris, Scott Savage. Lieutenant: Chris Hollingsworth.



We received a very nice **thank you note for our Water Management Department, Juan Davis!** The resident was thankful for Juan's response of an inquiry about brown water being discharged into the Harpeth River. Juan explained to her that our discharge is always clear and that the department takes pride in insuring our water discharge is within our NPDES permit and often exceeds standards.

Juan, You have been so very impressive to respond to my complaint so quickly and so professionally! Thank you. Upon looking at your pictures, we see that the water discharged, appears brown compared to the muddy Harpeth water... which was exactly my description to you. As I look closely, the discharge water is clear! We didn't get close to it thinking it was polluted, so I didn't see that it was clear. I wonder if you should post a sign at this spot talking about the clear discharge... I can't believe I'm the first one that had questions about it. Thank you again. Also, on our journey down the Harpeth, we saw what we think were two minks? So, they must be pleased with the water quality!



Welcome to two new employees this week!



Royce Barabat, Wastewater Operator, Water Management Department

Royce is originally from the Philippines. He is married and has one daughter. In his free time, Royce enjoys playing guitar and is also a Musical Director. Royce has a B.S. in Information Technology.



Nicholas Pratt, Building Inspector II, Building and Neighborhood Services Department

Nicholas is from Jackson, California. He has three daughters and one dog. Nicholas has a B.A. in Liberal Arts and previously worked for the City of Smyrna Water Treatment Plant.

Today is the last day Human Resources will accept nominees for the **2nd Quarter** of the **Employee of the Quarter 2023 Program**. You can submit paper nominations by coming into the Human Resource 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.

Let's acknowledge and recognize those who are doing a great job at the **City of Franklin! Contact Cara Rives** if you have questions.



You may see these boxes around City Hall. These are for the Williamson Homeless Alliance. They are collecting shoes for kids going back to school. If you feel inclined, please drop off a new unused pair of shoes. See flyer attached. We believe they do not have to be the Nike brand.

Thank you for all you do!



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