



Friday, October 4th, 2024

We had **276 employees** come to the **Nectar table at the Health and Safety Fair** yesterday. Employees won prizes from \$5-\$50. It looks like team members are getting the hang of it and really enjoying giving their coworkers a shout-out! **A user guide, and other flyers are attached.**



Additionally, HR will train with different departments and at City facilities throughout the next month. If you would like to attend one of the upcoming 30-minute sessions at City Hall, please sign up [here](#). If you prefer to explore the platform independently, you can refer to the user guide attached to this email.

Nectar offers an easy way for each of us to give positive feedback and recognition outside of yearly performance reviews. Here's how it works:

- Every employee will receive a monthly allotment of points to give away to peers in recognition of a job well done. It can be for things both big and small.
- To recognize a coworker, post a short note in the Nectar feed or respond to an existing one. Points can be attached to the note. Nectar can be accessed through Teams, the Nectar app, Inside the City, and more.
- You can redeem the points you've earned from coworkers for rewards of your choice – items like gift cards, swag, Amazon items, or charity donations.
- Points allotted to give away will expire at the end of each month, so be sure to use them! Points that you've earned from others never expire, and they are available to redeem as long as you work for the City.



The City of Franklin Mentorship Program is seeking mentors and mentees! Applications for the 2025 Mentorship Program are being accepted in HR or can be mailed to mentorship@franklintn.gov until November 1st. Please consider joining us as a Mentor or Mentee for the upcoming program year January-December 2025.

- Watch a quick video that explains the program by clicking here: <https://youtu.be/RnkCQgqnbw>
- Do you want to find more information, including applications for the program? Click here: [Mentorship Program](#)
- Do you have more questions? Email mentorship@franklintn.gov

Congratulations to **City Recorder Angie Skarp** who became President of **Tennessee Association of Municipal Clerks and Recorders. (TAMCAR)** This member-run organization provides training and support for clerks and recorders throughout the state of Tennessee, including two annual conferences, region meetings, and general support and mentorship for its members. Angie has served as Vice President for the last 2 years, as well as chair of the Conference & Hospitality Committee and she's been a member of TAMCAR since starting her job at the City in 2019. She is also a Certified Municipal Clerk, a certification earned through the International Institute of Municipal Clerks.



The 2025 Franklin Special Census is ongoing through March! Mailers are coming in and there will be opportunities for City of Franklin employees to earn extra money helping us with registering residents. **So far more than 4,600 people have registered.** Look for those opportunities coming soon. **In the meantime,**

there is an opportunity to help the week of October 7-11 as we team up with Franklin Fire at the Cool Springs Mall for Fire Prevention Week. We'll have banner stands and a QR code to help people register for the census. The hours are 10am-6pm. Please contact Susan.coleman@franklintn.gov or Lori.jarosz@franklintn.gov to sign up to help!



A group called **Hyden Beach** raised money through a volleyball tournament to support **Operation Gratitude**. This operation provides care packages to deployed military and first responders. They delivered care packages this week to the **Franklin Police Department**.

The **Franklin Police Department** is partnering with the [Williamson County Animal Center](#) (WCAC) to help dogs and cats find their “forever” homes. Beginning Thursday, the department will launch, Blue-Collar, a monthly video segment that will be posted on the agency’s website and X page, along with the City of Franklin’s social media channels. Hosted by Public Affairs Officer Ryan Schuman, Blue-Collar will highlight one dog and one cat up for adoption at WCAC. **UPDATE: Last week Ryan featured a bonded pair of cats. They were adopted together a few days after the social media post. Congrats Ryan and Max, great work!**



Our Sanitation Department recently received a nice thank-you call.

*A resident from Stream Valley was bragging about **Travis Matthiessen and Freddie Cherry**. She stated they were hustling harder than she had ever seen anyone hustle. Travis was jumping out of the truck and getting the cans on his side while Freddie moved down the street and gathered other containers. She said a bottle fell out of the can at one point, and they picked it up and threw it back in. It fell out again after they were packing the truck and one of them ran back and grabbed it again. She went on and on about how impressed she was with these two guys. I explained they were relatively new hires and doing great work in the department. Please make sure to let these two know that they got praised today for their work. They are killing it and finishing up earlier than some of the side loader routes. We have something special in our new people.*

HR has announced that the **Vacation Buyback Program is open for employee requests!** Employees who have a minimum available balance of 160 vacation hours (216 for Fire shift personnel) AND 5 years of continuous full-time City service as of October 1 are eligible to buy back up to 1 week or 40 hours (54 for Fire shift) of vacation to receive pay for the time accrued instead of rolling over or using their balance. **Employees must remain above the minimum hours requirement on the payout date in order to receive the buyback.** Please see Article XVII, Section B in the HR Manual for full details of the program. Employees will be notified of approval/denial of their request based on the eligibility criteria. Approved employees will receive their payment from the vacation buyback program on the second paycheck in December. If you are eligible and would like to request vacation buyback, please email vacationbuyback@franklintn.gov with how many hours you would like to request to buyback. You can review your balance in UKG on your timecard under Accruals or on your homepage under the My Time Off widget. Your department's timekeeper can also help review balances.

We have several new hires this week. **Welcome to the City of Franklin!**

			
Kris Arnold	Jeff Sather	Josh Hill	William Travis

Kris Arnold, Police Officer, Police Department

Kris is from Dickson, TN. He enjoys hiking and traveling in his free time. He previously worked for the Dickson County Sheriff's Office.

Jeff Sather, Firefighter, Fire Department

Jeff is originally from Colorado. He has a wife, four kids, two dogs and two cats. His favorite sports team is the Denver Broncos.

Josh Hill, Police Officer, Police Department

Josh is a Franklin native. His favorite sports team is the TN Titans. His hobbies include weightlifting, hunting, and fishing.

William Travis, Police Officer, Police Department

William is from Murfreesboro, TN. He enjoys reading, going to the gym, and playing board games in his free time. He previously worked for the Rutherford County Sheriff's Office



Have you started packing yet or getting rid of items? **Dillon on the moooooove** has the latest. In this video he talks with HR about moving all those HR documents! Click on the pic to see the video or click here <https://youtu.be/YVbK0DnFAVM?si=VjLK-Q4x8zVBh1ZL>

Assistant City Administrator Vernon Gerth went to the USC v Wisconsin game this past weekend (at USC). He entered a bet with **Engineering's Robyn Freeman** that whoever won had to wear the opposing team's colors. As you can see, Wisconsin lost and Vernon was a good sport about it!

Thanks for all you do! Enjoy your weekend.





Website: www.franklintn.gov

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