



Friday, October 25, 2024



Congratulations to our Citizens Government Academy class of 2024! They completed an eight-week course to learn all there is to know about City Government. They met with each of our **departments and toured City facilities**. A big thank you to **Monique McCullough** in our **Communications Division** for organizing this great learning opportunity for our community. Also thank you to **Angela Jackson, Joey Echeverria, Kalyn Helton, Carie Garland, Jerry Hatcher, and Dillon Gaster** for assisting. And thank you to all our graduates!

Here's what one of the recent graduates, Porter Calhoun, had to say in a message to Monique:

What a joy and a privilege to have been a part of your Academy. The environment and the motivation to share you and all the department heads gave to us I won't soon forget. I will recommend this course to anyone who cares about Franklin and how this city works so well. It's the people, like you. I am so glad it was recommended to me. Thank you again for all the efforts by you and your fellow staff members.

Great job, Team Franklin!



We often share stories about our incredible emergency professionals stepping up to help outside communities in need - this time, we want to showcase how some of our **water service experts also answered the call.**

After **Hurricane Helene** left a trail of devastation in **East Tennessee**, and beyond, a group of **dedicated employees from Franklin Water Management** made their way to the Jonesborough area to lend a helping hand.

We are incredibly proud of **Ray Warren, Dusty Leeth, Austin McGee, Brennan Bennett, Matt Yates, Taylor Jolley, Ben McNeil, and Ben Conner!** They did an outstanding job, bringing their skills, expertise, and, most importantly, their compassion to assist a community in crisis. They were part of a team that **installed 8,000 feet of line - half of which was through solid rock to reactivate water service for about 100 people in Embreeville.**

We are grateful to have such passionate, hard-working, and selfless individuals on our city team. Thank you for serving our community and our neighbors in need so well.



A Historic Moment at **Carter Hill Battlefield Park!** This past Saturday (10/19), **Carter Hill Battlefield Park** hosted a very special **“Re-Patching Ceremony”** with the **United States Army** and the **Tennessee Army National Guard.** This rare event marked the retirement of the **230th Sustainment**

Brigade, which was renamed and **re-patched as the 35th.** This is a very special and unique event that we were honored to host in Franklin. **Franklin Fire Lt. Seth Frost** who also serves as a Commander and Captain in the Tennessee Army National Guard was part of this important ceremony. City leaders were there to witness this historic moment, as



members of the U.S. Army and TN Army National Guard stood together on this hallowed battlefield for the first time since the Civil War.



The **City of Franklin** became a **Bee City USA** affiliate earlier this year with a resolution that was passed by the **BOMA**. Pollinators play an important role in our food supply and the City chooses to support and encourage pollinator habitat creation and enhancement. As part of Bee City, we agree to plant native habitats that will help sustain our pollinators and reduce the use of pesticides that can negatively impact them. **So far, the City has already converted several plant beds in downtown to all native plants. This week, we are removing grass and planting three pollinator beds at our Fire Station 1.** [Atmos Energy](#) has graciously sponsored the bed, by supplying the equipment and labor, and helped City staff prepare the beds for planting.

Native plant beds might take longer than typical beds to establish, sometimes up to three years before you see the desired full growth with colorful blooms. The plants chosen for this plant bed, have a variety of bloom times and create visual interest throughout the year. Below is the plant list in case you or someone you know may be interested in doing this on a smaller scale and learn which natives work in this region:

Seeds

Coreopsis lanceolata - Lance Leaved Coreopsis
 Rudbeckia hirta - Black-eyed Susan
 Aster novae-angliae - New England Aster
 Monarda citriodora - Lemon Mint
 Echinacea purpurea - Purple Coneflower
 Asclepias incarnata - Swamp Milkweed
 Schizachyrium scoparium - Little Bluestem

Shrubs

Ilex verticillata 'Southern Gentleman' - Winterberry (male)
 Ilex verticillata 'Winter Red' - Winterberry
 Itea virginica 'Henry's Garnet' - Virginia Sweetspire
 Asclepias tuberosa - Butterfly Weed

We received a nice thank you note for **Shanna McCoy in Building and Neighborhood Services. Rod Foster, a Franklin resident, and retired City Manager from California** said, *“Shanna is an exemplary team member and answered all my floodplain questions. She even provided a map showing various elevations throughout my property. WOW! Please pass on my thanks to her and her department director. Great job, Shanna! Thanks for your diligence and care.”*



WALK WITH THE MAYOR: Earlier today (10/24), if you noticed a sea of pink in Downtown Franklin, that was our fantastic city team! Dozens walked with Mayor Dr. Ken Moore to help raise breast cancer awareness and show support for their coworkers and families impacted by this disease. Thank you to all who participated and our outstanding Human Resources team for helping coordinate this important and special event. Also, the **Mammogram Bus** is coming to City Hall in January! This is a convenient way to get this checked off the to-do list. Look for more information on this after the holidays.

We have one new hire this week. **Welcome to the City of Franklin!**



Regina Johns, Payroll Specialist, Finance Department

Regina is originally from Clarksville but now lives in Franklin. She has two adult children, a son, and a daughter. Regina enjoys cheering for the Alabama Crimson Tide. Regina previously worked for H & R Agri Power as a Payroll/HR Specialist.

FROM THE HR DEPT!

Don't forget! You can earn \$5 just for logging in for the first time in Nectar. We're nearing the end of the first month of with Nectar, so don't forget your points to give away to

coworkers will expire on 10/31 and you will get a new bucket of points to give away on 11/1. Send those shoutouts and recognize each other this week if you have points left!”

It’s coming...**Halloween Spooktacular Bash – October 30th, 2 p.m. – 4 p.m. in the City Hall Training Room.** Costume contests for individuals, groups, and pets; pumpkin carving contest; food, fun, prizes and more!

We will continue accepting nominations for the **4th Quarter of the Employee of the Quarter 2024 Program until December 30, 2024.** 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.

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 **Melody Reeves!**

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 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.



In this episode of *Dillon on the Mooooove*, Dillon shows us how the Traffic Operations Center (TOC) has moved to the Police Headquarters. Abby McCurry gives us a tour of their new space. See the video here [DILLON ON THE MOVE: Episode 7 "The TOC Show"](#)

That's all for now! Thanks for *all* you do and special thanks to all our special events team who will make Pumpkinfest this weekend safe and fun for all!



Website: www.franklintn.gov

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