



Meeting Minutes

Work Session

Tuesday, April 9, 2024

4:30 PM

Board Room

CALL TO ORDER

Mayor Ken Moore called the meeting to order at 04:33 PM

Board Members Present: Jason Potts, Ann Petersen, Clyde Barnhill, Greg Caesar, Beverly Burger, Matt Brown, Patrick Baggett, Brandy Blanton

Board Members Absent: None

Staff Present: Eric Stuckey, Mark Hilty, Kristine Brock, Vernon Gerth, Shauna Billingsley, Angie Skarp

CITIZEN COMMENTS

Comments on agenda items may be made in person at City Hall or by emailing recorder@franklin.tn.gov before noon on the day of the meeting. Comments will be submitted for the record.

Savantha Fisher, 409 Eddy Lane, Franklin, TN, advocated for a sidewalk for Eddy Lane.

Clem Fisher, 409 Eddy Lane, Franklin, TN, advocated for a sidewalk for Eddy Lane.

WORK SESSION DISCUSSION ITEMS

1. Discussion Of Police Compensation Plan

Sponsors: Eric Stuckey, Deb Faulkner

Mr. Stuckey introduced the item. In 2022, as a part of the development of the FY23 Budget, the City made significant investment to enhance our compensation plan to be highly competitive in the market. However, over the last 18 months, other employers in the region have adjusted their pay significantly to be more competitive. The City is conducting a compensation market review of public safety pay with the goal of identifying options to ensure Franklin is highly competitive in attracting and retaining talented, dedicated team members. Then, Mr. Stuckey reviewed current and proposed compensation data for the Police Department. The proposed changes would increase pay grades for each rank which will put the Police Department Structure Index above the market in all ranks. This will also increase officer top-out pay to be more competitive and give tenured staff more room to progress in their careers. Most importantly, increasing the salaries for Police Officer Trainee and Police Officer I will make Franklin the top employer in base salary and other benefits. The estimated payroll cost to the base salary would be \$475,000.

Chief Deb Faulkner spoke in support of the proposed changes to the compensation plan.

Mayor Moore expressed his intent on listening to the community when they say that safety is a number one priority. This will help recruit the officers we need to prioritize safety.

Alderman Burger was grateful this was brought before the Board. She said that this increase in police compensation is long overdue. She asked Chief Faulkner how many vacancies she currently has in the Franklin Police Department?

Answer: 11 vacancies, 2 officers that have been deployed overseas, and 2 officers on light duty.

Alderman Burger asked to maybe introduce an incentive program for police officers who meet a certain level of physical fitness. Then, she asked if there is a requirement for police officers to stay with the City for a certain period of time after we invest in their training?

Answer: Mr. Stuckey indicated that there is a requirement to stay or reimburse the City if the city pays for continuing education, like a Master's Degree, but this is not a requirement for training. We cannot require employees to stay.

Alderman Burger believed that is something worth looking at.

Alderman Blanton was excited to see this item come before the Board. She supported an increase in public safety pay structures. She expressed concern regarding the 3% increase. Do we think it is enough to retain officers? To put it into perspective, COLA salary raises are 2.5%.

Mr. Stuckey clarified that the 3% adjustment puts us in the 90th percentile in our market. They will also be subject to merit-based increases and COLA increases in July as well.

Vice Mayor Brown was in full support of these changes and wanted the Board to move forward with a sense of urgency. He spoke with numerous officers, and they all expressed the love they have for the community, the leadership, the growth opportunities, etc. However, he stated that we still need to take care of our officers with a competitive salary in the Middle TN market, so that we retain them. He agreed with Alderman Blanton and would be in favor of more than 3% to surpass the market rate.

Alderman Baggett was in full support of the proposed changes to the police compensation plan. He asked Chief Faulkner if this pay increase would attract top-tier, culturally aligned candidates?

Answer: She thinks the pay increase is a game-changer and will attract good candidates.

Alderman Petersen wanted to thank Franklin's public safety officers for making our community what it is today. She was in support of the proposed changes to the police compensation plan.

Alderman Caesar emphasized the importance of recruiting and retaining officers. For that reason, he supported the proposed changes to the police compensation plan. He wants Franklin to be the top destination for public safety careers.

Alderman Potts was fully in support of the proposed changes to the police compensation plan. He also wanted to ensure that 30% of the department is not within \$2,000 of each other? That is worth reviewing at the next pay review cycle.

Answer: Mr. Stuckey clarified that every employee within the Police Department would receive the same 3% increase. There would be no more compression than what already exists, except for officers within the same rank, which Staff will take the time to review.

Alderman Barnhill was fully in support of the proposed changes to the police compensation plan. He wants to recruit the best officers for our community. He asked Mr. Stuckey what next steps for implementation would look like?

Answer: The Board would vote on the item that will adjust the pay grades for all ranks (Police Officer Trainee through Captain) at the April 23, 2024 Board of Mayor and Alderman Meeting, and then the pay increases would be reflected in the first pay period in May.

2. Presentation Of The Sanitation And Environmental Services Department Cost Of Service Study

Sponsors: Mark Hilty, Jack Tucker, Nate Ridley, Chris Franklin

Jack Tucker, Chris Franklin, and Mark Hilty presented the SES Cost of Service Study. In recent years, there have been a number of changes that have affected personnel costs, including the addition of three positions, pay study increases and compression adjustments, and increases in retirement costs. Costs for operations

have also changed. The City of Franklin for years benefited from landfill disposal costs well below market rates, whereas now, those fees are moving closer to market. Finally, the SES Department has implemented a replacement program to keep the fleet operational and safe.

To account for these changes, staff performed a cost of service study with the primary goal of understanding the revenue requirements to fully recover operations, maintenance, and capital costs for the SES Department. Staff presented several scenarios to increase revenues to support the rising SES costs.

Staff recommends Scenario 2. This would allow the SES Department to become self-sufficient, and no longer require transfers from the General Fund. This frees up fund monies to be used on other essential city expenditures. Even with increased rates, the SES Department will be able to continue to provide high quality services at a competitive rate.

Mr. Stuckey stated that we are in a unique position of understanding that costs associated with SES services will continue to rise, so creating a five-year framework to address those costs now would be beneficial.

Alderman Blanton was concerned that these proposed scenarios are not cognizant of citizens on fixed incomes.

Alderman Barnhill supported Scenario 2.

Alderman Potts asked about options for glass recycling. He also supported Scenario 2.

Alderman Baggett supported Scenario 2 with the caveat that commercial users pay their fair share. He also wants to explore options to reduce the increase on individual rate payers, perhaps by separating brush collection from the aggregate monthly bill.

Vice Mayor Brown supported the spirit of Scenario 2, but like Alderman Blanton, he felt like the water and trash bills disproportionately hit empty-nesters, singles, and elderly individuals on fixed incomes. He believes that we need to consider how we are funding services to our community across the board before diving into larger capital projects. He was concerned that we are making fee changes in a one-off way when we really need to be proactive rather than reactive.

Alderman Blanton needed to further investigate the options before providing an opinion. However, she agreed with Vice Mayor Brown in that we need to step up as a Board to ensure that rate increases are done incrementally and as proportionately as possible.

Alderman Burger urged the Board to consult their constituents and get a community opinion on these increases. It may be worth considering outsourcing.

3. Discussion Of Capital Improvement Plan Update Process

Sponsors: Eric Stuckey

Mr. Stuckey introduced the item. The goal is to finalize what capital improvement projects the Board wants to pull for reprioritization. This will help the Board realign and address capacity constraints.

Vice Mayor Brown reiterated that primary infrastructure issues are on state routes. Traditionally, Franklin does not fund improvements to state roads, but rather than just hope and pray that funding will eventually come through, he thinks we need to work through a solution. If that means a policy change, then he wants to address that and get started.

Alderman Burger argued that if you want fast improvements to these state routes, that will result in a tax raise for our citizens.

In response, Alderman Baggett stated that it is still the city's responsibility to maintain and improve city streets

because when state routes fail, people will default to city detours. But perhaps it is worth realigning all of our capital improvement plan projects to strategically address issues with TDOT and the State.

Mayor Moore contended that TDOT is re-prioritizing and refocusing their projects for the next 10 years, which is great, but unfortunately, Franklin's projects did not make the cut. He said that there is now a systematic problem regarding road funding in Tennessee. It is clear that the current structure does not meet maintenance requirements and the demand for new roads, so he believes that the state needs to find a new way to fund roads other than gasoline tax. He knows the City of Franklin will continue to meet demands for changes where we can.

4. **Discussion Of Southeast Park Naming**

Sponsors: Mayor Ken Moore

Mayor Moore introduced the item. He discussed the legacy of former Alderman Pearl Bransford in our community. Then, he proposed naming Southeast Park, The Pearl, in her honor.

5. **Acknowledgment Of Progress Report Of Resolution 2023-49, A Resolution Adopting A Plan Of Services For The Annexation Of Property, Located At 4436 Pratt Lane, Outside Of The Southeastern Part Of The Franklin Urban Growth Boundary (UGB), By The City Of Franklin, Tennessee. Establishing A Public Hearing On May 14, 2024**

Sponsors: Emily Wright, Amy Diaz-Barriga, Joseph Bryan

Joseph Bryan reported that at this time, the City has fulfilled its obligations for this Plan of Services.

The item is planned for the May 14, 2024 Board of Mayor and Aldermen Meeting for Public Hearing.

6. ***Consideration Of Ordinance 2024-04, An Ordinance To Rezone 21.29 Acres From Regional Commerce 12 (RC-12) District To Planned (PD 315,014/244) District For The Property Located At The Northwest Corner of The Intersection Of Cool Springs Boulevard And Carothers Parkway (Meridian South PUD Subdivision). Establishing A Public Hearing On May 14, 2024**

Sponsors: Emily Wright, Amy Diaz-Barriga, Chelsea Randolph

Amy Diaz-Barriga, Assistant Director of Planning Development, introduced the item. The applicant has submitted a development plan for Meridian South PUD Subdivision, a multiphase, commercial development located on three lots addressed as 501, 601, and 1000 Corporate Centre Drive. The applicant is proposing 315,014 square feet of existing and proposed commercial space, and 244 existing hotel keys for a site that is composed of 21.29 acres. The parcel is located within the Regional Commercial Design Concept as outlined in the Envision Franklin Land Use Plan. The applicant is requesting to rezone the property from Regional Commerce 12 (RC-12) District to Planned District (PD 315,014/244) to accommodate the proposed development plan. The development plan has been submitted concurrently. Envision Franklin places this property in the Regional Commerce Design Concept.

There were six Modification of Standards requests for this plan.

The item is planned for the April 9, 2024 Board of Mayor and Aldermen Meeting for consideration on First Reading.

7. **Consideration Of Resolution 2024-03, A Resolution Approving A Development Plan For Meridian South PUD Subdivision With 6 Modification Of Development Standards (Signs And Parking), For The**

Property Located At the Northwest Corner of The Intersection Of Cool Springs Boulevard And Carothers Parkway, Located At 501, 601, And 1000 Corporate Centre Drive. Establishing A Public Hearing On May 14, 2024

Sponsors: Emily Wright, Amy Diaz-Barriga, Chelsea Randolph

The item was heard concurrently to Item 6 and is planned for the May 14, 2024 Board of Mayor and Aldermen Meeting for consideration.

8. ***Consideration Of Ordinance 2024-10, An Ordinance To Rezone 2.90 Acres From Regional Commerce 6 (RC6) District To Planned (PD 65.4/3,607) District For The Property Located North Of Cool Springs Boulevard And East Of Mack Hatcher Memorial Parkway, At 101 Cool Springs Boulevard (The Caroline PUD Subdivision). Establishing A Public Hearing On May 14, 2024**

Sponsors: Emily Wright, Amy Diaz-Barriga, Joseph Bryan

Joseph Bryan introduced the item. The Caroline PUD Subdivision is approximately 3 acres in size and is located East of Mack Hatcher Memorial Parkway and North of Cool Springs Boulevard on a property addressed as 101 Cool Springs Boulevard. The proposed development consists of 190 multi-family units and 3,607 SF of commercial space. Envision Franklin places this property in the Regional Commerce Design Concept.

A similar proposal at this location went before the Planning Commission at the June 2023 meeting, where it was recommended for disapproval to the Board of Mayor and Aldermen. The applicant then withdrew the applications for the rezoning and the development plan after the 1st Reading at BOMA. Since then, Engineering has revised their traffic review standards for the area and the proposal as submitted can be supported by Staff.

Greg Gamble, who spoke on behalf of the property owner, was present to answer any questions from the Board.

Alderman Blanton and Alderman Burger commended the design changes and expressed excitement about the pedestrian activation this would provide to that area.

Alderman Potts agreed that this new design has a more Franklin feel. He thanked the development team for bringing this back before the Board.

The item is planned for the April 9, 2024 Board of Mayor and Aldermen Meeting for consideration on First Reading.

9. **Consideration Of Resolution 2024-13, A Resolution Approving A Development Plan For The Caroline PUD Subdivision For The Property Located North Of Cool Springs Boulevard And East Of Mack Hatcher Memorial Parkway, At 101 Cool Springs Boulevard. Establishing A Public Hearing On May 14, 2024**

Sponsors: Emily Wright, Amy Diaz-Barriga, Joseph Bryan

The item was heard concurrently to Item 8 and is planned for the May 14, 2024 Board of Mayor and Aldermen Meeting for consideration.

10. ***Consideration Of COF Contract No. 2024-0060, With Bridges Domestic Violence Shelter Of Williamson County, In An Amount Up To \$175,000 For The Purchase Of A Home That Will Offer Transitional Housing To A Family Moving Back Into Mainstream Living Funded Through the Community Development Block Grant (CDBG) Program**

Sponsors: Tom Marsh, Kathleen Sauseda

Tom Marsh, Director of Building and Neighborhood Services Department was present to answer any questions from the Board. He acknowledged the extensive work that Kathleen Sauseda has done with the Bridges organization, and he was encouraged to know there is support from the Board to get this funded quickly by the CDBG program.

Alderman Burger expressed support for the Bridges organization and the necessity for transitional housing for victims.

The item is planned for the April 9, 2024 Board of Mayor and Aldermen Meeting for consideration.

11. ***Consideration Of COF Contract No. 2024-0062, With Franklin Housing Authority In An Amount Up To \$250,000 For Reimbursement Of Expenses Associated With Public Facilities Construction For The Cherokee Development Funded Through the Community Development Block Grant (CDBG) Program**

Sponsors: Tom Marsh, Kathleen Sauseda

The item was acknowledged and is planned for the April 9, 2024 Board of Mayor and Aldermen Meeting for consideration.

12. ***Consideration Of COF Contract No. 2024-0103, With C&T Engineering For Construction Inspection During The 36" HOBAS Emergency Pipe Repair**

Sponsors: Michelle Hatcher, Brian Goodwin

Mr. Stuckey and Ms. Hatcher explained the contract with C&T Engineering for an emergency sewer line repair near Lewisburg Pike. On March 23, 2024, a resident provided notification that a sinkhole had formed on his property in the open field on Lewisburg Pike. After further inspection, it was determined that the sinkhole had formed inline with the 36" sanitary sewer transmission line (a reinforced fiberglass pipe manufactured by Hobas). Initial camera inspection by City staff revealed that the top of the pipe may have collapsed, creating the sinkhole.

Alderman Potts was concerned that this repair could negatively impact the topsoil for the residents' cattle grazing business.

Staff assured him that this concern would be top of mind throughout this repair.

The item is planned for the April 9, 2024 Board of Mayor and Aldermen Meeting for consideration.

13. ***Discussion Of COF Contract No. 2024-0102, With Garney Construction For Construction Of The 36" HOBAS Emergency Pipe Repair**

Sponsors: Michelle Hatcher, Brian Goodwin

The item was heard concurrently to Item 12 and is planned for the April 9, 2024 Board of Mayor and Aldermen Meeting for discussion.

14. **Consideration Of Ordinance 2023-41, An Ordinance To Amend Chapter 4 Of Title 16 Of The Franklin Municipal Code, Concerning Road Impact Fees**

Sponsors: Vernon Gerth, Paul Holzen

The item will be on a future Work Session for discussion.

15. **Consideration Of Procurement Award To Willis Towers Watson Southeast, Inc., D/B/A WTW, Of Nashville, Tennessee In The Estimated Annual Amount Of \$75,000 For Group Employee Insurance Benefits Consulting Services For The Human Resources Department (Purchasing Office Procurement Solicitation No. 2024-010; COF Contract No. 2024-0101)**

Sponsors: Kevin Townsel, Sara Sylvis

The item was acknowledged and is planned for the April 23, 2024 Board of Mayor and Aldermen Meeting for consideration.

16. **Consideration Of New Wine In Grocery Store License For Tristar Energy, LLC, DBA Twice Daily #8859, (Steven Ray Hostetter, Leslie Evans Cherry, And Breanna Ross, Managing Agent) 1403 Lewisburg Pike, Franklin, TN 37064**

Sponsors: Angie Skarp

The item was acknowledged and is planned for the April 23, 2024 Board of Mayor and Aldermen Meeting for consideration.

17. **Consideration Of New Wine In Grocery Store License For Tristar Energy, LLC, DBA Twice Daily #6181, (Steven Ray Hostetter, Leslie Evans Cherry, And Rebecca Milien, Managing Agent) 5060 Carothers East Parkway, Franklin, TN 37067**

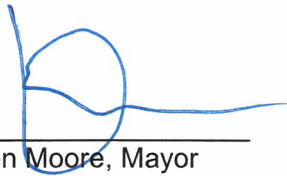
Sponsors: Angie Skarp

The item was acknowledged and is planned for the April 23, 2024 Board of Mayor and Aldermen Meeting for consideration.

OTHER BUSINESS

ADJOURN

Work Session Adjourned @ 6:54 PM



Dr. Ken Moore, Mayor

Minutes Prepared by Sarah Schilling, Assistant Deputy City Recorder, City Administrator's Office - 4/16/24, 10:16AM

