



Meeting Minutes

Work Session

Tuesday, May 28, 2024

5:00 PM

Board Room

CALL TO ORDER

Mayor Moore called the meeting to order at 05:00 PM

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

Board Members Absent: Jason Potts

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

CITIZEN COMMENTS

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

WORK SESSION DISCUSSION ITEMS

1. **Consideration Of Event Permit For Franklin On The Fourth Sponsored By The Franklin Lions Club In Downtown Franklin On July 4, 2024**

Sponsors: Milissa Reiersen, Monique McCullough

The item was acknowledged and is planned for the June 11, 2024 Board of Mayor and Aldermen Meeting for consideration.

2. **Consideration Of Special Event Permit For Christmas Parade Sponsored By Downtown Franklin Rotary Club On December 7, 2024**

Sponsors: Milissa Reiersen, Monique McCullough

The item was acknowledged and is planned for the June 11, 2024 Board of Mayor and Aldermen Meeting for consideration.

3. **Presentation Regarding Value Engineering Guidance On LEED Certification And Sub-Surface Parking For The New City Hall Project**

Sponsors: Eric Stuckey, Chris Koeper

Mr. Stuckey introduced Franklin's owner's representative, STV, Inc. Chris Koeper explained that there are two initial value engineering items that require guidance from the Board to keep the design process moving. The two items were whether to proceed with an official LEED Silver Certification and whether to remove all or a portion of the subsurface parking area.

Mr. Koeper presented the two items to the Board. He explained that pursuing the official LEED Silver Certification would cost the City between \$1.5 and \$2 million dollars. The Sustainability Commission was generally supportive of not pursuing the official LEED Certification and instead just prioritizing efficient design

choices that would lead to cost savings. Regarding the sub-surface parking, there are three options that impact sub-surface parking garage capacity. Option A (reducing the garage footprint to building footprint - 100 spaces) would save the City \$7 million, option B (reducing the garage footprint to partial building footprint - 68 spaces) would save the City \$9 million, and option C (eliminating the below grade garage - zero added spaces) would save the City \$15 million.

In response to the LEED Silver Certification, Alderman Caesar asked if the LEED certification would lead to cost savings in the future?

Answer: It is more beneficial if the plan for the property is to potentially buy, hold, and sell it at some point. However, the City plans to hold this property for decades to come. Instead, the City aims to save this money but work towards sustainability goals.

Alderman Burger encouraged efficient design choices even if we do not move forward with the LEED certification.

In response to the subgrade parking garage, the discussion was as follows:

Alderman Burger argued that while it seems expensive, we are building City Hall for future needs. She thinks the full subgrade parking garage is necessary because we have always been short on parking, not only for employees, but also for downtown events.

Alderman Baggett was also an advocate for the subgrade parking garage. He stated that we only have one chance to do this. We cannot change our minds after the fact because it needs to happen while City Hall is getting built. However, he was intrigued by Option A. He contended that we would need an alternative parking solution if we did option A though.

Vice Mayor Brown agreed that Options B and C were not feasible at all. His concern with Option A was that whatever alternative parking solution we come up with down the road would be even more expensive than the projected garage cost.

Alderman Blanton asked what kind of above-ground parking garage we could get for \$15M?

Answer: Mr. Koeper explained that he would have to confirm the numbers, but he estimated about \$15-25k per space. Underground parking averages about \$60-100k per space. It is important to note that this estimate would not include land acquisition. That would be an additional cost.

Alderman Barnhill believes that less people will be physically working at city hall as remote work becomes more feasible. He thinks we should do some more research on those trends because that could potentially save us \$15M

Mr. Stuckey pointed out that you cannot build another parking garage like you have it today. In this case, the benefit of underground parking is that you already own the land.

Alderman Baggett was in favor of the originally proposed underground lot or Option A. We could explore making it paid parking down the road.

In response, Mayor Moore encouraged the Board to read *The High Cost of Free Parking*.

Alderman Burger still advocated for the originally proposed design.

Alderman Caesar summarized that options B and C are off the table. There is interest in Option A and the current design. He would like to hear more about Option A and the suggested modifications to the Second Avenue Parking Garage. He wants to know how it can accommodate more spots to offset the cut to underground parking.

Vice Mayor Brown asked if there are more value engineering options to come because we have already talked about the parking garage.

Answer: This is a continual process as the design and construction process moves forward. These two items help drive the schedule of design.

In conclusion, Alderman Blanton and Alderman Barnhill would do Option A. Alderman Burger and Alderman Caesar choose the current design because they are looking towards the future where parking will never be easier to come by. Vice Mayor Brown also wants to stay the course with the current design, but he did say that he had not accounted for the staging/road closures when digging lot line to lot line. In response to Vice Mayor Brown, Mr. Koeper stated that with a CMAR, you will already have someone working strategically to figure out the best site for staging that would have the least impact. Alderman Baggett would say to stay the course. He is hopeful we can get a bid for less than \$75k a space for subgrade parking.

4. Consideration Of Resolution 2024-31, A Resolution Declaring That The City Will Adopt The Fifth Year Annual Action Plan For Community Development Block Grant Funding For The City Of Franklin, Tennessee

Sponsors: Tom Marsh, Kathleen Sauseda

The item was acknowledged and is planned for the June 11, 2024 Board of Mayor and Aldermen Meeting for consideration.

5. Status Update And Discussion Of Progress On Development Of Bousquet Place AKA The Hill Property

Sponsors: Vernon Gerth, Tom Marsh, Kathleen Sauseda

The item will be deferred to a later Work Session for discussion.

6. Discussion On Fire Department Compensation Plan

Sponsors: Eric Stuckey, Glenn Johnson, Delaney McCann

Mr. Stuckey explained that this item was a continuation of the compensation plan adjustments for public safety employees. The discussion tonight will revolve around the Fire Department compensation plan.

Mr. Stuckey described the current Fire Department Compensation and then compared it with where we want the pay structure to be. In summary, the proposed changes are as follows:

- Changing to a Public Safety Pay Scale will target the 90th percentile for both Police and Fire for the market rates for those specific industries.
- Increasing current salaries to all ranks a the same percentage (2%) will reduce the risk of compression for current staff throughout the ranks.
- Increasing starting salaries for the Fire Cadets and Firefighters will make Franklin the top employer in base salary, AEMT salary, and other rewards/benefits for Fire Department pay. The paramedic salary is positioned at #2 below Wilson County.
- The estimated cost of the base salary increase is \$405,000.

Vice Mayor Brown is an advocate for looking at Police and Fire compensation separately. Then, he asked how many current open positions we have at the Fire Department? And then, what do we think our attrition will be next year?

Answer: Chief Johnson estimated that there are 2-3 open positions. When looking ahead, it's hard to say how many open positions we will have because we are trying to retain as much as we are trying to recruit, and that will rely heavily on pay.

In response, Vice Mayor Brown noted that in police it was almost the opposite. The focus was on recruitment

more than retention. Whereas in Fire the focus needs to be on retention more than recruitment. So, he asked Chief Johnson if, in his opinion, the proposed adjustments are enough to retain our Fire staff?

Answer: It will have to be an ongoing discussion because the market is very fluid. Departments across Middle Tennessee will observe our changes tonight and then go and implement the same thing to make themselves just as competitive. However, that being said, he believes we are doing a great job at making Franklin a destination Fire Department.

Alderman Blanton expressed excitement about the public safety pay structure. However, she does not think that stipends should be considered as part of base pay. That should be considered as a step that goes above and beyond. She was hoping for more than a 2% increase in pay across the board because these staff members literally put their lives on the line for our community.

Similarly, Alderman Caesar echoed appreciation for a separate public safety pay structure. Then, he asked if we hadn't hired an entry-level firefighter in 2.5 years?

Answer: That is correct. The Fire Department recognized the benefit of recruiting lateral firefighters to fill vacancies quickly. Now, it will be a combination of lateral and entry level hires again.

Alderman Baggett was more concerned with getting a structure in place to systematically address compression issues for public safety pay. He likes being at the top of the market, but there is more work to be done. If there is a structure in place, we can adjust this more freely based on market demands.

In response, Mr. Stuckey informed the Board that these public safety pay scales would be put into place now. It was also noted that Fire Department employees would be eligible for market and merit-based pay increased in July 2024 in addition to the proposed adjustments.

Alderman Burger agreed with Alderman Baggett.

7. *Consideration Of Ordinance 2024-19, An Ordinance Of The City Of Franklin, Tennessee To Amend Appendix A - Comprehensive Fees And Penalties, Chapter 17 Refuse And Trash Disposal, Of The Franklin Municipal Code To Increase The Fees For Collection Of Garbage And Refuse. Establishing A Public Hearing On June 11, 2024

Sponsors: Mark Hilty, Jack Tucker, Michael Walters Young

Mr. Stuckey and Mr. Hilty introduced the item. In response to the May 14, 2024 Work Session discussion regarding equity of the fee for customers with little trash, Mr. Hilty explained that staff evaluated the cost related to hauling and disposal of residential trash compared to the cost of residential collection. As projected over the next five years, the cost of collection is estimated to be 84% to 85% of the total cost. This portion of the cost would be considered a "fixed cost" that is not impacted by a customer's volume of waste. Essentially, the volumetric component of the fee is only 15% of the total cost.

Alderman Blanton expressed interest in implementing a relief program for the elderly population. As the cost of living in Franklin increases, we need to offset that expense for that population in our community.

Answer: Mr. Stuckey noted that there is a Property Tax Relief Program that has an impact on sanitation services. We can make that more advertised. We currently have about 315 households on the program. You must be a disabled veteran or have a maximum household income of \$47k to qualify for that relief program.

Vice Mayor Brown agreed with Alderman Blanton. He is still concerned about a number of his constituents since there is no opt-out for this cost-of-service increase. He requested a presentation on the existing relief program so that he could counsel his ward members.

Alderman Caesar wondered if you could right-size the cost to accommodate household size. He would rather raise rates for those who use our service the most and not for all.

However, Alderman Baggett confirmed that the variable cost is only about 15% of the new fee. The rest is a

hard cost associated with Franklin's garbage and refuse services, so it costs what it costs unless we want to raise property and/or sales tax. Any further reduction would theoretically be a subsidy paid out of the General Fund which we want to avoid. Hence, we really need to push this Property Tax Relief Program to our citizens.

The item is planned for the May 28, 2024 Board of Mayor and Aldermen Meeting for consideration on First Reading.

8. Consideration Of Resolution 2024-39, A Resolution To Adopt A Five-Year Rate Plan And Cost Of Service Study For The Sanitation And Environmental Services Fund, Fiscal Year 2025 Through Fiscal Year 2029

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

The item was heard concurrently to Item 7 and is planned for the June 11, 2024 Board of Mayor and Aldermen Meeting for consideration.

9. *Consideration Of Resolution 2024-18, A Resolution Declaring Certain Sections Of Jordan Road Right-Of-Way As Surplus Real Property And Establishing Conditions For Disposal Of That Right-Of-Way

Sponsors: Paul Holzen

Mr. Stuckey and Mr. Marston introduced the item. He discussed the potential of abandoning portions of the existing ROW on Jordan Road. By approving this resolution, the Board would determine that this ROW is no longer necessary. This section of Jordan Road has been blocked from use since 2010. The developer would be required to establish a public utility, access, and drainage easement on 100% of the property. They would also be required to make improvements, such as removal of existing pavement and regrading of excess right-of-way.

Greg Gamble, 716 Hampton Cove, Franklin, TN, representing the applicant, discussed the Jordan Road surplus right-of-way and was present to answer any questions from the Board. Mike Burton, applicant (Toll Brothers) was also present.

Vice Mayor Brown noted that when discussed at the Capital Investment Committee Meeting, there was concern about relocation of the berms and the power lines.

Alderman Burger explained that in talking with the neighbors, they agreed that berms would be filled in to level existing yards, and power lines would go underground.

The item is planned for the May 28, 2024 Board of Mayor and Aldermen Meeting for consideration.

10. *Consideration Of Change Order 1 To COF Contract No. 2023-0024, With Bell & Associates Construction, LLC, For Bundled Bridges Construction & Rehabilitation For A Time Extension Of 66 Calendar Days And A Cost Increase Of \$51,792.18 To Cover Cost Of Repairing A Void Under The Approach Slab On Bakers Bridge Avenue

Sponsors: Paul Holzen, Jonathan Marston, David Hodnett

Mr. Marston explained the proposed work on the Bakers Bridge Avenue project.

The item is planned for the May 28, 2024 Board of Mayor and Aldermen Meeting for consideration.

11. **Consideration Of Amendment 1 To COF Contract No. 2019-0097, With The Tennessee Department Of Transportation For The SR-96 (Murfreesboro Road) Traffic Signal Improvement Project**

Sponsors: Paul Holzen, Adam Moser

The item was acknowledged and is planned for the June 11, 2024 Board of Mayor and Aldermen Meeting for consideration.

12. **Presentation On And Discussion About The Draft Right-Of-Way Plans For The "Liberty Pike & North Royal Oaks Boulevard/Mallory Lane Intersection Improvements" Project (COF Project No. 2017-005)**

Sponsors: Paul Holzen, Jonathan Marston, David Hodnett, William Banks

The item will be discussed at a later Work Session.

13. **Discussion Of Board Of Mayor And Aldermen Pay**

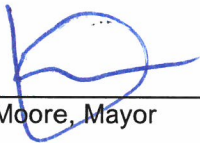
Sponsors: Alderman Beverly Burger

The item will be discussed at a later Work Session.

OTHER BUSINESS

ADJOURN

Work Session Adjourned @ 6:56 PM



Dr. Ken Moore, Mayor

Minutes Prepared by Sarah Schilling, Assistant Deputy City Recorder, City Administrator's Office - 6/5/24, 10:20AM